AdriaMont Consulting

Human factors, human-AI interaction and measurement research

Partner profile
Horizon Europe, Cluster 4
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AdriaMont Consulting DOO is a research SME in human factors and human-AI interaction in Podgorica, Montenegro, a Horizon Europe Associated Country. We study how AI changes work organisation, workplace learning, job quality and well-being, backed by a senior psychometrics practice, an applied research hub and three connected assessment platforms that sit behind one measurement standard.

We join consortia that already have a coordinator, as a partner, leading or contributing to the **human-factors, workplace-learning and fairness-evidence tasks**. Our subject is what happens to **people** when AI enters their work: how they experience it, which skills change, whether the system treats groups fairly, and whether the project delivered what it promised.

25
years of research and instrument design

10+
large international studies led or co-led

50+
publications, 2,500+ citations

3
assessment platforms, EN and Montenegrin

What we offer a consortium

Human-AI collaboration at work

How people experience, use and trust AI systems, and what changes in their tasks, skills and well-being. Instruments, baseline, pilot and follow-up designs, experience sampling and mixed methods, so the human outcomes of a pilot are measured instead of assumed.

AI fairness and bias estimation

Evidence on whether an AI system, or an assessment built on it, treats groups equally. We apply measurement invariance and differential item functioning, subgroup performance and error gaps with confidence intervals, and intersectional checks, structured for AI Act technical documentation.

AI literacy and skills assessment

A measurement framework and an objective test of AI literacy, built to compare across languages and countries, with two studies in the field now. Methods to assess skills and skill gaps that stay comparable across sectors and countries.

Work organisation, workplace learning and selection

How people learn at work and what follows, drawing on our work with the European Company Survey and Cedefop's workplace learning survey. Selection and assessment-centre support with personality and reasoning batteries, delivered on our platform.

Research design, M&E frameworks and implementation

Study and evaluation design, theory of change, indicator and KPI frameworks, monitoring and evaluation plans and their implementation, formative and summative evaluation. We contribute to evaluation work packages and can lead tasks inside them.

Instrument development and measurement quality

From construct to fielded instrument: blueprint, item bank, pilot, evidence of structure and reliability, multilingual versions with invariance tests. Audits of instruments already in use, and methods review before a manuscript or report goes out.

Estimating AI fairness and bias: how we work

1. Define
Which groups, which decisions or outputs, and what counts as unfair in this use. Agreed with the consortium before any data is touched.

2. Test
Invariance and DIF for assessments and scales. Subgroup performance, error and calibration gaps with uncertainty for models and decision tools, including combinations of groups.

3. Report
Findings with their uncertainty, remediation options, and an evidence file written to the structure that AI Act conformity documentation expects.

Public worked example: Ranks without resolution, a measurement audit of a multilingual language-model benchmark. Data, code and results are open at doi.org/10.5281/zenodo.22128037.

Current project: AI literacy measurement

Do people know how AI literate they are?

Self-reported against measured AI literacy, in the same people. In the field in 2026 at the Center for Psychology.

Does an objective AI literacy measure travel across languages?

Multi-group invariance of an objective AI literacy test across languages and countries. In the field in 2026. Schools, employers and research groups can join as fielding partners.

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Platforms, services and people

Three assessment platforms, one measurement standard

centerforpsychology.me

Center for Psychology | global hub | English

AdriaMont's independent research hub. It hosts our research services and the AI literacy studies, and offers open-access tests to the public.

- Research advisory, programme evaluation (M&E) and assessment data analysis
- Fixed-scope psychometric services: instrument development, measurement quality audits, questionnaire pre-screening, methods review
- Expert evidence on test results, and scientific advisory
- Researcher seats with SPSS, R, Mplus and CSV export, in development

psihologija.me

Centar za psihologiju | Montenegro and region | Montenegrin

The Montenegrin-language psychometric and research centre for Montenegro and the region: instruments adapted to the language, and a base for fieldwork.

- Instruments in Montenegrin, scored on screen
- Programme evaluation and indicator frameworks for institutions
- Staff selection and assessment centres for companies
- Psychodiagnostics for clinics, and expert opinions
- Study design and platform access for researchers

psychology.me

Psychology Me Ltd (UK) | assessment platform | English

An online platform for practitioners and organisations: select and send assessments through one branded client link, with no client account needed.

- Selection, HR assessment, coaching and development programmes
- Scores with confidence bands and reliable-change testing, released by the practitioner
- Data stored in Amsterdam, encrypted in transit and at rest
- Public reference catalogue: 1,215 instruments, 18 domains, 17 on AI literacy

Research and evaluation services in detail

- **Research design.** Questions, sampling, instruments, analysis plan, pilots and trials
- **M&E frameworks.** Theory of change, indicators, baselines, data plans and implementation support
- **Cross-national surveys.** Design, adaptation and analysis across countries and languages
- **Psychometrics.** IRT, factor and latent class models, DIF, invariance, in R, Mplus, Latent GOLD, Stata, SPSS, Python
- **Workplace learning.** Determinants and outcomes of learning at work
- **Impact and well-being.** Mixed and longitudinal evaluation of job quality and inclusion
- **Personnel selection.** Personality and reasoning batteries and assessment centres, on psychology.me
- **Expert evidence.** Reading and defending assessment results in legal proceedings

Why the standard matters here

The same methods run through all three platforms and every service: documented measurement logic, evidence of structure and reliability, and comparability across groups and languages tested rather than assumed. For a consortium, that means an evaluation work package whose claims survive a referee, and fairness findings that can be reproduced.

Delivery. Fixed scope and deliverables agreed up front, so the cost of our work is predictable inside a project budget.

Languages. English, and native-level Montenegrin, Serbian, Croatian and Bosnian.

Who you work with

Dr Miloš Kankaraš, psychometrician and co-founder. PhD, Tilburg University (measurement equivalence in cross-national survey research); MA, KU Leuven. Principal researcher on more than ten large international studies:

- **OECD** (2015 to 2020): Social and Emotional Skills study, Early Learning and Child Well-being study, PIAAC non-cognitive module
- **Eurofound** (2014 to 2015): European Working Conditions Survey (5th); European Company Survey (3rd) report
- **Cedefop** (2020 to 2021): workplace learning survey design
- **UNESCO** (2025 to 2026): Happy Schools diagnostic toolkit pilot

Member of the Psychometric Society, the International Test Commission, IACCP and ACM SIGCHI. Co-founder and director: **Ana Kankaraš**.

What we are looking for

A **coordinator** and consortium preparing a Cluster 4 proposal on human-AI collaboration at work, for instance **HORIZON-CL4-2027-02-DIGITAL-EMERGING-52** (first-stage deadline 2 February 2027) or the Apply AI topics that need adoption and human-factors evaluation.

We take **human-factors tasks** on work organisation, learning and task allocation, or the **fairness-evidence task**, as a partner from an Associated Country. On request we draft a **one-page work-package outline** within days, tailored to your topic, and we can explore pilot or survey sites in Montenegro and the Western Balkans.

Partner | Human factors | Workplace learning | Fairness evidence

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