

Why is JobFit so Important?

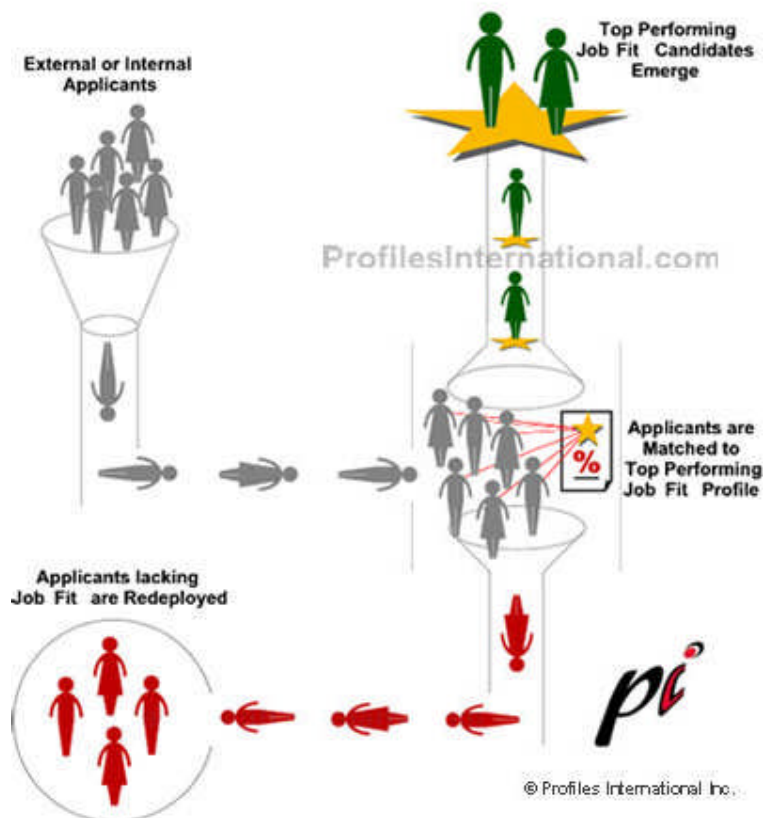
There is no greater tragedy in business than putting competent employees into jobs in which they are destined to fail. When good people are put into jobs to which they do not fit, their potential is wasted. Job Match or JobFit is the single most important factor in job success. Yet, many employers overlook job match when recruiting, promoting or redeploying their human capital.

The classic example of not appreciating the benefits of establishing JobFit is when a company selects its best salesperson to be a sales manager. Generally this results in the individual not being effective in the new role, is less successful, is very unhappy and he/she will impact negatively on the performance of the sales team as a whole. It has long been known that the qualities that make a great salesperson are very different from those of a great sales manager; it is extremely rare (about 5%) that an individual that can do both well.

The ProfileXT is the most advanced JobFit tool you can use to match people with the work they do. It measures the essential factors that will be the difference between success and failure in specific jobs. The ProfileXT helps organisations put the right person into every position, allowing them to utilise their talents without limitations.

This graphic illustrates how applicants are assessed and compared to your company's proven top performers. Applicants achieving the desired percentage match emerge, while applicants scoring low are re-deployed or are not employed in the first place.

Understanding Job Fit



There are two methods of creating role benchmarks that reflect the unique critical success attributes of a role.

These two methods are explained and illustrated below.

High Performance Role Benchmarks

Based on objective criteria, high performance benchmarks are developed from the existing proven top performers selected for each role by the management team. This is by far the most powerful benchmarking

process available as it literally extracts the success DNA from your star employees. The assessment results are processed by the online Virtual Assessment Centre which automatically develops a unique High Performance Role Benchmark for each particular role.



Role Benchmarks using a Job Analysis Survey

With the Job Analysis Survey, one or more managers have the ability to weigh in opinions and views regarding a specific position by completing the online Job Analysis Survey. Once the 57-question survey is complete, the manager/s responses are entered into the online Virtual Assessment Centre for processing. The result is a unique JobFit profile.



The Virtual Assessment Centre generates reports in real time with each report being designed for a specific use (screening, selection, coaching, training, team building and leadership development). All reports are written in common business language and do not require outside interpretation or certification. The design features of our reports include graphical illustrations coupled with bullet highlights. For example, the Placement Report offers graphs plotting the candidate's scores, percentage results, identifies the barriers to success, interview questions and bullet statements summarising the candidate's results.

If you would like to know more about the ProfileXT assessment and/or the Virtual Assessment Centre, please email info@peoplogica.com

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