



TenStep Supplemental Paper

4 April 2004

The Assessment Objective

An accurate selection process is vital for enhancing an organization's productivity. HR managers can use assessment tools to predict a candidate's ability to perform by measuring experience, motives, talents and abilities.

Assessments tools

Assessments tools vary. Simple tests include face-to-face interviews regarding salary expectations, family commitments and job knowledge. Complex and high-level tests examine candidates' career plans, traits and skills and give a true measure of their talent quotient.

Objectives

Assessment tests evaluate:

- **Enhanced job performance.** Talent measures designed to assess work style and candidate ability are best suited for determining job performance.
- **Employee retention.** An organization's culture and values determine the likelihood of an employee's stay. The more the overlap between the organizational culture and the candidate's perception of culture and values, the longer the employee's tenure.
- **Efficient hiring system.** Structured interviews and qualification screens significantly increase the efficiency of the system.
- **Shunning counterproductive behavior.** Reference and background checks, integrity tests, and drug screening help weed out candidates with a history of counterproductive and destructive behavior at the workplace.

A combination of multiple-assessment tools, keeping in mind the cost and time factor, yields the best results. A typical combination would include automated or web-based qualification screens, automated talent and cultural fit measures, structured interviews and finally background and medical checks.

Summary

Apart from the cost and time advantage associated with assessment tools, enhanced productivity and a satisfied workforce make it a lucrative option for recruiters and hiring managers.