



»**Talassure™MX**

Industry: Technology Services
Challenge: Job Performance

CASE STUDY

Using the TalassureMX to Increase Performance

TALEXIS™
TALENT SOLUTIONS

The Future of
Workforce Solutions

Challenge

An organization responsible for the processing of electronic payment transactions desired to increase employee productivity. Faced with this situation, a study was conducted to examine the relationship between employee productivity and the TalassureMX Job Match Percent.

Solution

The study was comprised of 37 of the organization's "Check and Direct" employees. Each employee that participated in the study was administered the TalassureMX and had their performance evaluated by a supervisor within the organization. These organizational evaluations revealed four top performing employees, seven bottom performing employees and 26 average, or middle performing employees.

In a concurrent study format, a Success Pattern was developed for the Check and Direct position using the Talassure assessment system. A sample of current top performing Check and Direct employees served as the basis upon which to formulate the Success Pattern. This pattern then served as a benchmark to which other employees can be matched.

All 37 of the Check and Direct employees in the study were matched to the Success Pattern. The distribution of results indicated an overall Job Match Percent of 82% or greater best identified the top performing employees. This was selected as the breakpoint to represent a good match to the Success Pattern.

This study demonstrated that the pattern efficiently identified top performers and bottom performers. With an 82% match to the success pattern, the TalassureMX accuracy for selecting the top and bottom performers was 73%.

The year to date sales dollars per top performer in this sample averaged \$19,737. Conversely, over the same sales period, the sales dollars generated by all employees in this position averaged \$5,156, with the bottom performers generating zero dollars.

Result

Using the TalassureMX to benchmark employees, the organization has shown the ability to successfully screen Check and Direct candidates. By using the Success Pattern with an 82% match, over half of the bottom performers would have avoided being hired.

Clearly, selection practices can be improved by using Success Patterns created by the Talexis assessment system. Another benefit the organization realized was the insight into training and development needs gleaned from the TalassureMX optional Sales focus.