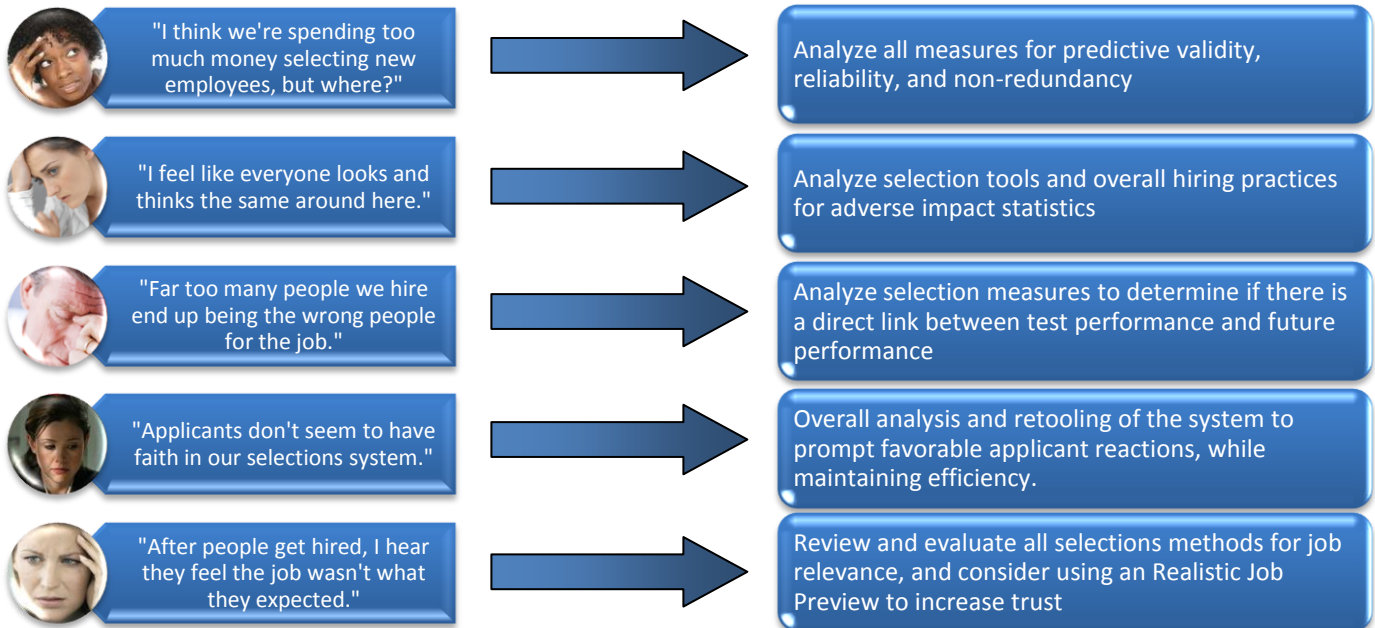


# Tuning up your Selections System

## Finding the Right People isn't an Easy Choice

The logic behind selecting employees seems rather simple.

Give a person a test; if a person passes the test they're hired. And if they don't pass, they're not hired. This is all done—cross your fingers—in hopes that the test predicts future performance. When the process selects poor performers, identifying what to fix isn't always easy.



---

*"Companies serious about obtaining profits through people will expend the effort needed to ensure that they recruit the right people in the first place." – Jeffery Pfeffer, Putting People First for Organizational Success*

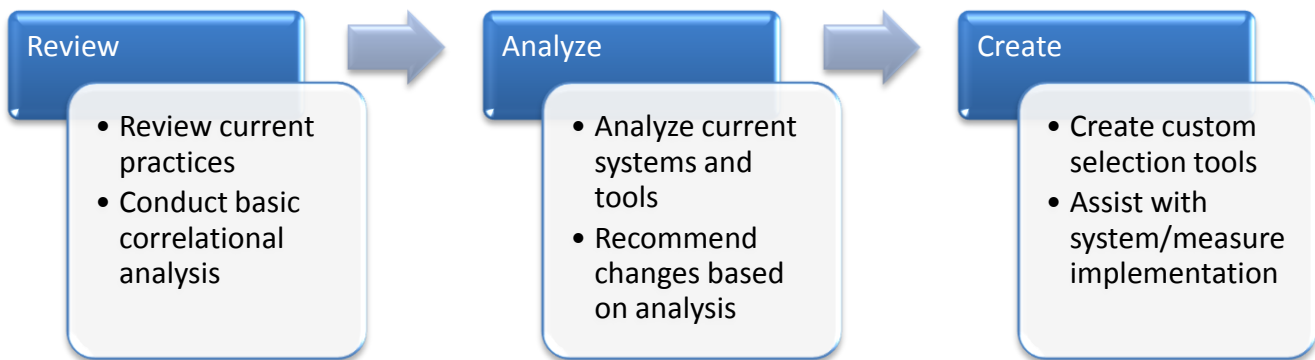
---

## But, it can be easier with help...

If you're asking questions like those above about your selections methods or your entire system, now might be the time to start identifying the problems and begin creating solutions.

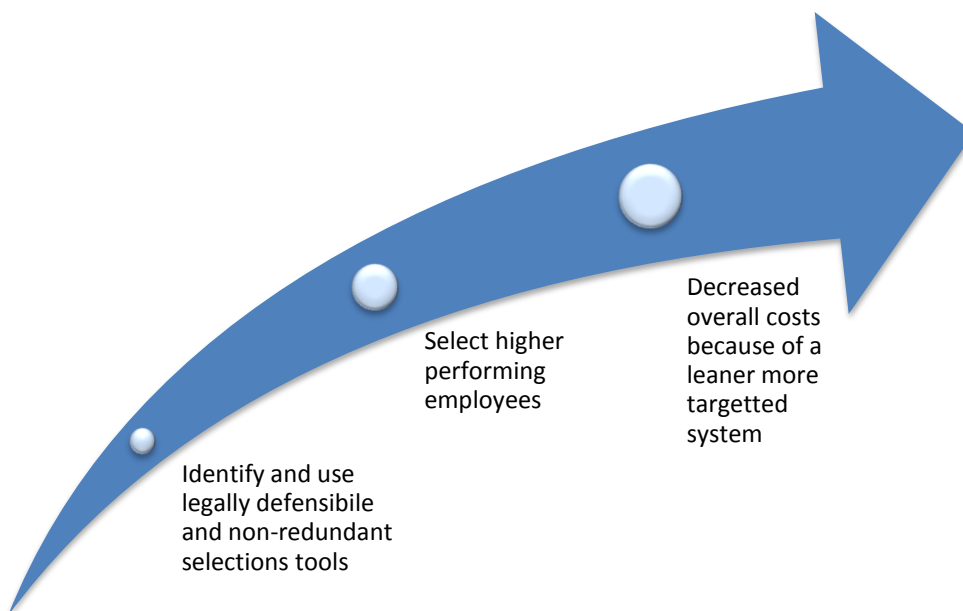
## Levels of Service

Depending on the specific problem with the selections system and the expertise you have on staff, we can offer one of three levels of service to you. Each of these levels can be utilized to examine a piece of your system or the system in whole. In our analysis, we will use existing selection measure data in conjunction with employee performance data to analyze the effectiveness and cost efficiency of your selection system. We will also use hiring rates to identify if there is disparate impact in any tools or the system (for example, the tool selects on gender or race rather than on predicted future performance).



## Improving your Bottom-Line

With the tight economy facing the current business market, developing lean business systems has become a top priority. In addition to improving your bottom line, a more effective selection system will improve employee relations, target better performing employees, reduce turnover, and increase employee diversity.



For more information about improving your selections processes, contact Bill Sherman ([bill.sherman@intulogy.com](mailto:bill.sherman@intulogy.com), 314.397.5648)  
or

Dan Hawthorne ([drhawthorne@nyctophobia.com](mailto:drhawthorne@nyctophobia.com), 314.898.2266)