

Case Study

The ProfileXT in use by an Organization in the Technological Consultation field

A growing company specializing in the consultation of technological change was faced with the need to strategically hire candidates that were most likely to succeed in the position. With this initiative put forward, the current study was conducted to examine the relationship between employee productivity and Job Match to the ProfileXT. The current study was conducted from September 2004 to June 2006.

Participants

The current study was comprised of five current Technical Consultants. Each employee who participated in the study had been administered the ProfileXT and had their performance evaluated by both the president of the organization and other performance indices. The aggregate results of these company evaluations revealed that three employees were performing at a top level and two employees were performing at a lesser level. Approximately two years later, employee performance was reevaluated using the same aggregate method. Results of the company performance evaluations revealed that the performance of the three top performing employees remained stable over the two year period while both of the under performing employees had resigned from their positions.

Job Match Pattern

In a concurrent study format, a Job Match Pattern was developed (September 2004) for the Technical Professional position using the ProfileXT. Three current top performing employees served as the basis to develop the Job Match Pattern. This pattern now serves as the benchmark to which others are compared.

Performance Grouping

With the Technical Professional Job Match Pattern developed, all five employees in the sample were matched against the pattern. A review of the sample's PXT Percent Pattern Matches, an overall Job Match Percent of 86% or better best identified Top Performing employees and was selected as a breakpoint to represent a good match to the Job Match Pattern.

This study has demonstrated that the pattern efficiently identifies top performers:

- Top Performers correctly identified as Top Performers by the pattern: 3 of 3
- Top Performers incorrectly identified as Bottom Performers by the pattern: 0 of 3
- Bottom Performers correctly identified as Bottom Performers by the pattern: 2 of 2
- Bottom Performers incorrectly identified as Top Performers by the pattern: 0 of 2

Of the five employees in the sample, only three met or exceeded a Job Match Percent of 86%. All three of these employees were top performers (100%) as described by their organization's own performance measures. Moreover, the two employees that did not

reach a Job Match Percent of 86% were described as bottom performers by the organization's performance measures. These bottom performing employees resigned before a second round of performance evaluations could be conducted, indicating the efficacy of the pattern created.

Details

The president of this organization found this assessment "invaluable for managing in a fast paced consulting environment." Additionally, the implementation of the ProfileXT has accelerated management's discussions with candidates, saving valuable time and energy in the hiring process.

Summary

Using the ProfileXT to benchmark employees, this organization has been able to demonstrate the effectiveness of the Job Match Pattern. Over a two year period, the three employees that best matched the Job Match Pattern were all top performing employees as defined by the organization. Conversely, the two employees who did not match the pattern created were the organization's less productive employees and both subsequently resigned before the two year study had been completed. This organization provides a good example of the effectiveness of a well built pattern and the impact it can have on predicting success in the workplace.