

Recruitment Solutions

Most companies create minimum requirements for education, job experience, and skills when recruiting employees. However, most employers do not systematically assess job eligibility (experience, education, and skills). Nor do they fully assess all the important behavioral suitability factors such as attitudes, motivations, interpersonal skills, interests, work values, work preferences and corporate values. Although most employers would agree on the importance of a comprehensive and systematic approach, few companies have the time or expertise to do it.

Even when assessments such as personality tests are used, it is generally left up to a recruiter to determine how the test results impact the overall evaluation. If the test results are not comprehensive and integrated into a final score that includes all eligibility and suitability factors, the hiring decisions still tend to be subjective. Lacking a systematic and comprehensive approach, the recruiter must guess at how the test results should affect the overall decision. As a result, employers often compromise their competitive edge by hiring people who don't perform. All the while, some of the best candidates go unrecognized and are subsequently hired by competitors.

Harrison Assessments solves these problems by evaluating all the important eligibility and suitability factors in one integrated assessment that accurately identifies the IDEAL candidates. And, since our system enables you to predetermine the importance of each job success factor, you don't have to interpret the assessment results. The system automatically identifies the most ideal candidates using a single score.

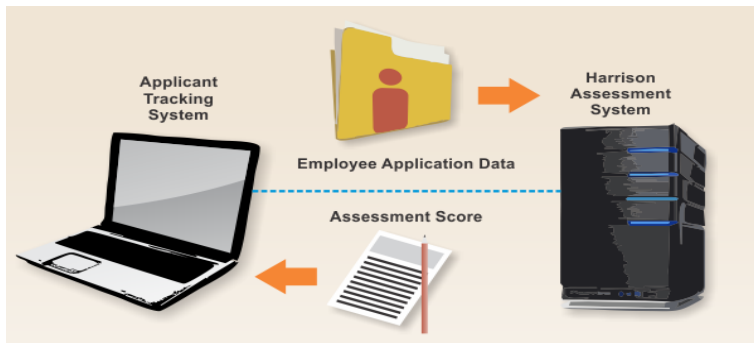
It all starts with our 6000-plus pre-configured Job Success Formulas, which make it easy to create comprehensive assessments that fit your specific job success requirements. Each formula provides a systematic assessment and automatically generates online questionnaires that can be directly accessed through job boards, your company's website or through direct invitations.



Our behavioral assessment option has been proven to predict job success through 20 years of research. It includes a SmartQuestionnaire that is the most deception-proof questionnaire in the assessment industry and it measures 156 traits in less than 30 minutes. Harrison Assessments' ParadoxTechnology provides unparalleled ability to predict job performance. And, our Enjoyment-Performance Methodology accurately predicts motivation, retention, job satisfaction, and fit with company values.

Our pre-assessment solutions eliminate up to 80% of the administration work by identifying and sorting the less-than-ideal candidates, dramatically reducing the number of resume reviews and candidate interviews that are required. Other pre-screening and resume parsing systems don't quantify each applicant's level of suitability and eligibility. Instead, they only screen out some of the applicants who may not be qualified.

Once ideal candidates are identified and short-listed, our automatically generated Interview Worksheets guide employers through the entire interview process to further evaluate the eligibility and suitability of each candidate. Our Interview Worksheets include customizable behavioral interviewing questions and scoring guidelines. All the scores are entered in the system and a final overall score is calculated. Our automated applicant notification system saves time by automating the notification process. It enables you to present your company professionally by quickly notifying applicants of their application status.



If you use additional assessment methods, like an IQ test for example, the results can be seamlessly integrated into Harrison Assessments' Recruitment Solutions. And, if you already have an ATS, Harrison Assessments' can exchange data and integrate information with any other HR or enterprise system.

Harrison Assessments' not only improves the efficiency and effectiveness of the hiring process, it dramatically improves your company's legal defensibility and meets all the legal requirements of the US Equal Employment Opportunity Commission (EEOC).

Harrison Assessments' Recruitment Solutions make it easy to create a complete and systematic approach to pre-assess, track, interview and hire the very best people. Each Recruitment Solution is available as an option.

Contact Harrison Assessments China to learn more about Harrison Assessment Recruitment Solutions.

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