



**Assessment Solutions  
That Help You Connect  
With, Select and Develop  
Top-Notch Talent**

**aptMetrics<sup>®</sup>**  
Global Strategies for Talent Management.



## When it Comes to Acquiring Talent, We Should Be Your First Hire

Since 1995, *APTMetrics* has delivered creative, tailored talent management solutions across all organizational levels that help drive our clients' business strategies and reduce their legal risk. Whether we're working within small organizations, the public sector or multi-national corporations, our time-tested expertise leads to successful outcomes for our clients and their workforces.

### What We Can Help You Do:

- Implement efficient selection processes across the nation and/or the world
- Customize selection instruments to meet your organization's culture and goals
- Incorporate testing innovation to address unique challenges

*Foremost, our selection solutions are designed to meet your consultative needs.*

*APTMetrics* is owned, operated and staffed by Ph.D.s in industrial-organizational (I-O) psychology. Working closely with our in-house human resource professionals and information technology specialists, our I-O experts develop assessment measures that suit each engagement and result in efficient and sound selection decisions—all through a process that is *inclusive, fair, valid and legally defensible.*

### What We Can Help You Do:

- Build a robust leadership pipeline
- Improve quality of overall workforce
- Make accurate placement and promotion decisions
- Reduce safety incidents and turnover
- Achieve significant return on investment

# SelectionMetrics®

**We deliver these solutions through our robust SelectionMetrics system.**

SelectionMetrics integrates our measurement expertise with the latest multi-media, video and computer technology to realistically simulate work settings for job candidates. This approach aids in the identification of the best job candidates and reduces training time, recruitment costs and turnover.



## **SelectionMetrics Features:**

- An intuitive, user-friendly interface that may be administered by our staff or yours
- Powerful search tools that enable status reporting and action regarding individuals or groups
- Multi-language support for a truly global solution
- Drill-down capabilities that provide detailed information on candidates and assessments
- Advanced transaction speed across a full range of secure, multi-media platforms
- Seamless integration with applicant tracking systems



## **APTMetrics Partners With a Global Hospitality Company to Implement Online Assessment**

To increase the efficiency and quality of selecting the best candidates for hourly positions, APTMetrics partnered with a global hospitality company and developed, validated, and implemented new, customized assessments to screen and hire applicants for all their hourly jobs. Online assessments were developed that measured requisite skills and personal attributes needed for success, as identified by a job analysis, and incorporated audio and picture-based job situations to enhance the user experience. Online assessments are currently being administered to over one million candidates in over 20 languages each year to staff their global hourly workforce.

### **Results:**

Recent business impact analyses show that the assessment differentiates better performers (i.e., increased productivity, higher customer satisfaction and increased sales) and those who are less likely to turn over.



## **APTMetrics Answers the Call When it Comes to Call Center Assessments**

For a major U.S. financial services company, we designed, developed and implemented new hiring assessments that would result in the improved quality of hires in all call center roles. These roles included collections, customer service and sales.

### **Results:**

With more than 25,000 applicants being assessed annually, feedback from the organization's training and business leaders has been very positive—the *employees hired using the new assessment are stronger and perform better in training and on the job*. Recent research shows that the new assessments differentiate better performers among current employees and new hires report that the online tests are very engaging and user friendly.



## **APTMetrics' Formula Realizes Its Highest Potential for Beverage Giant**

For a global beverage company with the mandated goal of identifying and developing the organization's high-potential employees, we created, validated, and implemented a defensible assessment, as well as provided developmental information to all participants.

### **Results:**

In addition to meeting the goal of identifying and developing our client's high-potential talent, this project resulted in our client's ability to: leverage innovative assessment methodologies; uniquely tailor this assessment process; connect the assessment process with the strategic agenda of senior management; and prove the value of continuing the investment in the broader high-potential talent development program.



## **APTMetrics Retools National Retail Chain's Selection Processes**

For a large, national retail chain of service stores, we developed and validated selection tests for customer service and technician positions across more than 2,000 locations. We created a mix of tests that tapped work style/conscientiousness, sales/customer service orientation, applied reading and quantitative problem solving. The tests were then administered via *SelectionMetrics* and integrated with the client's applicant tracking system.

### **Results:**

Business impact analyses determined that new hires in the top quartile of test scores were 20 percent more productive than those in the bottom quartile. Those in the bottom quartile were four times more likely to turn over within the first 90 days on the job. We conservatively estimated that the tests would save \$1.5M per year in turnover costs.

## About APTMetrics, Inc.

APTMetrics is the only human resource consultancy that builds world-class talent solutions and is nationally recognized for its litigation support services. This combination ensures that the talent management programs we deliver to our clients are *inclusive, fair, valid and legally defensible*.

Since 1995, the Fortune® 100 and other organizations around the world have trusted us to deliver unparalleled solutions in the areas of:

- Job Analysis
- Competency Modeling
- Selection
- Litigation Support
- Diversity Strategy & Measurement
- Performance Management
- Staffing for Mergers & Acquisitions
- Organizational Surveys

With regional offices in the New York-, Chicago-, DC-, and Atlanta-metropolitan areas, satellite offices across North America and a network of strategic partners around the globe, we serve the following industries:

- Consumer Goods Manufacturing
- Finance and Insurance
- Information Services
- Leisure and Hospitality
- Manufacturing
- Pharmaceutical
- Professional Services
- Public Sector
- Retail
- Telecommunications
- Transportation and Warehousing
- Utilities and Energy
- Wholesale Trade

APTMetrics is certified by the Women's Business Enterprise National Council and the U.S. Small Business Administration.

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