

MULTINATIONAL RESOURCING BUSINESS

Sifting a large volume of applicants based on values & attitudes

SITUATIONAL JUDGEMENT TEST CASE STUDY

BACKGROUND

The business is a multinational resourcing business. Teams deliver outsourced recruitment solutions to a vast array of sectors. In order to deliver their high quality service, teams leverage the expertise of their strong, multi-disciplinary workforce.

They have their own specific team that delivers their online testing to clients, who need to be able to respond quickly and flexibly to clients' needs.

BUSINESS CHALLENGE

1. Sift out a large number of applicants
2. Aligning a test to reflect company culture

One of the business's clients- a large public sector organisation, were seeking an effective and fair test that would quickly sift out a large number of applicants that were not suitable for the role. A bespoke test to assess a candidate's fit and values against those that the organisation sought was required. It would be an impossible task to do this just through reading each CV alone, so another layer of measurement was needed.

The business approached Skillsarena to discover the best way to do this.

SOLUTION

Skillsarena worked closely with the business to determine what would be the best way

to measure this and suggested that a bespoke situational judgement test needed to be created. The situational judgement test would assess a candidate's fit and values against those of the organisation.

Skillsarena worked with the business to determine exactly what would be required within the test and created a bespoke test based on their clients' needs.

BENEFITS

The Head of Selection at the business says; "Our client was delighted with the outcome of the project and the test that was created has been a huge asset to their hiring process. The relationship that has been developed with Skillsarena has been fantastic. Skillsarena were an extremely cost effective solution, and a pleasure to work with."

The company's client after utilising the test, were able to select from a quality candidate pool of those who had the values of the organisation. This was able to be done in an objective way, leading to a confident hiring process. The time saved from manually reading CV's and the increase quality, meant that the team could really focus on the top performing candidates.

"The bespoke test that Skillsarena created for us was a highly effective solution to a big problem. Our client was delighted with the outcome of the project."

Head of Assessment and Development

THE TEST THAT WAS CREATED WAS A HUGE ASSET TO THE CLIENT'S HIRING PROCESS



**BESPOKE TEST TO
FIT CLIENT NEEDS**



**SIFTING SOLUTION
FOR LARGE NUMBER
OF APPLICANTS**



**IDENTIFIED THOSE
WITH RIGHT FIT
& VALUES**