

Job Success Formula

The Problem: Failing to Hire the Best Candidates

In this era of talent wars, organizations struggle to hire and retain the talent they need to effectively compete because they don't have a systematic approach to Selection. Bad hiring decisions are incredibly expensive in time, money and productivity. Most employers desire predictability but they lack the time or expertise to create effective Job Success Formulas.

The Harrison Solution

Harrison Assessments solves this costly problem by providing more than 6500 pre-configured Job Success Formulas to help your organization easily and accurately assess the Eligibility and Suitability factors that lead to job success. These research derived, job specific algorithms can be customized to your requirements and form the basis of Selection, Development and Engagement.

Eligibility Factors | Suitability Factors

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Job Success Formula

Job Success Formula Eligibility

The Eligibility component of each Job Success Formula evaluates how applicants compare to the ideal levels of education, experience, and skills based on your organization's specific needs. It ranks candidates on these factors and can be thought of as "can they do the job?"

Job Success Formula Suitability

The Suitability component of each Job Success Formula evaluates how each applicant compares to a complete set of proven suitability or behavioural traits that are specific to the job function. These customizable factors include attitudes, motivations, interpersonal skills, interests, work values, and work preferences and can be thought of as "will they enjoy the job?"

Weighting Options

The Job Success Formulas automatically generate interview weighting guidelines and specific behavioural interview questions. These guide the interviewer to obtain important insight related to the key job success factors, as well as provide a consistent scoring method for each factor. Harrison's system provides sophisticated, yet easy-to-use options for weighting, scoring and customizing Job Success Formulas to reflect an organization's specific needs and core values.

Scoring Candidates

Harrison Assessment's Job Success Formulas are developed from 30+ years of research and provide a comprehensive integrated hiring system. The final assessment score measures candidates eligibility, suitability, and interview scores against the IDEAL candidate for the position in your organization.

Organizations looking to win the talent war need the best Selection tools available. Harrison Assessment's extensive experience and the predictive power of Job Success Formulas provides the most cost effective methodology to hire, develop and retain your top talent.

Harrison Talent Life Cycle Solutions

Harrison Assessments uses predictive analytics to help organizations acquire, develop, lead and engage their talent. This comprehensive Talent Decision Analytics provides the intelligence needed throughout the talent life cycle to build effective teams and develop, engage and retain key talent. Contact us to learn how we help organizations make great decisions.



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