

The Jobfidence®- Measurement Procedure



Successful recruitment and efficient personnel development.
A scientific instrument, proven in practice.

Jobfidence® – key qualifications measured

Jobfidence® targets the six achievement prerequisites which have been scientifically proven to be exactly measurable, biographically stable and decisive for professional performance.

Two intelligence-related and four behaviour-related achievement prerequisites are measured.

Intelligence-related achievement prerequisites

Adaptive Intelligence

This measures the mastery of common numerical and verbal skills – vital in any job field where adaptability, knowledge acquisition and/or communication play a role: leadership and specialist-functions in purchasing, administration, sales, marketing, etc.

Analytical Intelligence

Analytical reasoning and combinative thinking are measured as structured processing capacity – especially necessary when complex multidimensional issues must be dealt with: planning tasks, the development of new strategies, abstract problem-solving.

Behaviour-related achievement prerequisites

Flexibility

This measures the readiness to overcome personal habits and prejudices in decision-making processes.

Are tried and trusted methods and solutions chosen first or does the person search till new methods and as-yet-untried possibilities are discovered? Adherence to the familiar or quick change can have positive or negative effects. This is why it is essential to know the requirements of the target position.

Motivation to Perform

The individual motivation which activates willingness to perform is measured.

Does the priority lie on a concrete short-term attainable result or more on a satisfactory work-process? Both motivation patterns can lead to success – depending on the requirements of the activity.

Stress Stability

This measures the ability to perform and the conflict-solving ability in socially stressful contact and leadership-defined situations.

Can the participant maintain ability to perform under psychosocial pressure and at the same time react appropriately to conflicts? The measurement reveals the individual tendencies which may or may not be favourable according to the particular work situation.

Persistence in pursuing goals

The individual response tendency when confronted with unexpected difficulties which hinder goal-achievement is measured.

Does the candidate adhere doggedly to once set goals even when circumstances have altered considerably or tend towards making (premature) compromises and abandon own goals relatively easily? Depending on the specific job requirements, either tendency can be an advantage or a risk.

The psychological measurement procedure Jobfidence® – scientific quality criteria

Objectivity (independence of the measurement results from the test-administrator)

Is guaranteed by:

- By the book operation, with automatic timers, standardised administration and evaluation instructions for the paper/pencil version
- Maximum standardisation and zero-error guarantee for the PC-version
- Annual obligatory training for the feedback talks
- Regular supervision and audits

Reliability (accuracy of measurement)

The values for measurement accuracy for all six measurement areas lie between **$r = .81$ and $r = .85$** (Cronbach Alpha, $N = 10,305$, 20th revision, August 2011).

As a reference: the DIN 33430 ("Requirements for proficiency assessment procedures and their implementation") sets out for orientation **guidance values between $r = .70$ and $r = .85$** , and requires that all indices be re-examined at least every eight years.

In the case of Jobfidence® this review takes place with the regular revisions every two to three years.

Validity

To examine validity, Jobfidence® results are compared with professional performance criteria. The validity indices lie between **$r = .41$ and $r = .77$** , this last for fixed activity fields and highly accurate success measurement.

As a reference: the DIN 33430 formulates **guidance values between $r = .30$ and $r = .55$** .

Jobfidence® reaches a hit-rate in the prediction of professional success which has otherwise been reached only by solidly constructed **three-day** Assessment Centres (to compare: ACs are commonly reported in academic literature to have an average validity coefficient of almost $r = .40$).

Legal Certainty

Jobfidence® fulfils the strict requirements of the new DIN 33430 as well as administrative law verifiability. It measures exclusively characteristics which are scientifically proven to be decisive for professional success. Jobfidence® protects the candidates' private sphere.

Scientific Background

- Jobfidence® was developed in close cooperation with the university professors Gustav Lienert, Wolfgang Metzger and Wilhelm Witte, from the universities of Münster and Düsseldorf.
- Jobfidence® has been regularly examined, calibrated every two to three years and continuously developed since 1964.
- About 30,000 measurements are carried out every year in the German speaking area alone.

Conclusion

The scientific quality criteria for the measurement procedure Jobfidence® are top-class.

Jobfidence® in practice

Areas of use

- To recognise the top-achievers among internal and external applicants.
- To recognise who will actually learn and benefit before it comes to large-scale personnel development measures.
- To assign the most determined workers to a project.
- To ensure that not only present but also future challenges will be met when it comes to promotions.
- To examine the potential of your employees in terms of new challenges.
- To provide additional surety for employee performance appraisals.

From personnel selection to internal job placements through to management-audit, your theme is our theme. We offer you the tool to secure your object.

Branches

Clients include enterprises from trade and industry, service providers and public administration. From the 12 man tax consultancy team to the global player with over a hundred thousand employees – all our clients appreciate Jobfidence®.

Example schedule for a Jobfidence® conference:

08.45	Warming up
09.00	Information about target position(s)
09.30	Beginning of the Jobfidence®-Measurement Procedure
11.15	Light meal for the participants, scoring of the result sheets
12.00	Explanation of the procedure for the participants
13.00	Individual feedback talks in parallel groups

The finishing time for the Jobfidence® conference depends on the number of participants.

The procedure can be carried out in individual or group settings, on your premises, at one of our Jobfidence® partner institutes in your area or in any conference hotel of your choice. Jobfidence® can be used as an external service or internally under the terms of a license.

Jobfidence® in practice

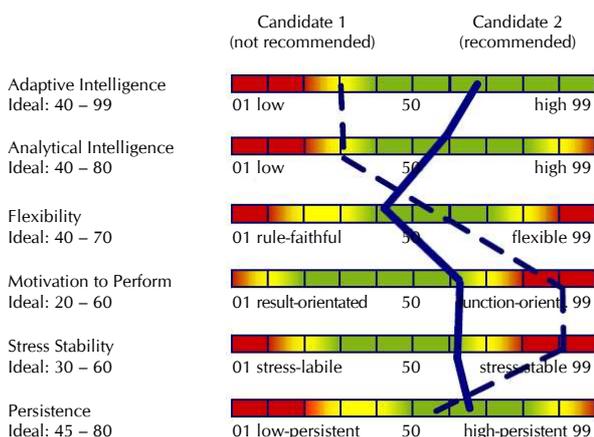
The measurement result

Results in percentile ranks (comparison with over 10,000 participants from the years 2009 – 2011)



* The requirement profile serves to draw up the ideal, risk and cut-off areas. By means of these defined areas it is possible to derive clear recommendations for personnel decisions. Candidates who are fundamentally suitable for a particular position can be differentiated from candidates with risk-associated or unsuitable achievement prerequisites. Existing risks can be concretely defined in relation to the position. Thus, precise leadership advice and self-management techniques can be deduced. The personnel decision becomes transparent to all involved.

The recommendation - Example Position "Sales Manager"



Benchmarks which convince

Decision security and efficiency

No other method can deliver a similarly high measurement accuracy regarding the target criteria in so little time – Jobfidence® is objective and reliable and thus provides the basis for solid personnel decisions.

Secure against manipulation

Jobfidence® is specially constructed for competition situations, such as in the case of external or internal job selection procedures.

Legal certainty

In over 40 years of practice Jobfidence® has proven itself as a reliable barrier against employment law actions. Jobfidence® respects the personality rights of the participants.

Up to date norms

Regular calibration every two to three years shields the measurement procedure from the influence of social change (educational system, changing values).

High acceptance among participants

With the intensive feedback talks to the candidates, Jobfidence® contributes to the positive image of the client.

Clear recommendations

The measurement results facilitate clear recommendations including the pointing out of risk areas, self-management techniques and leadership advice.