

EvaleX Talent Acquisition System

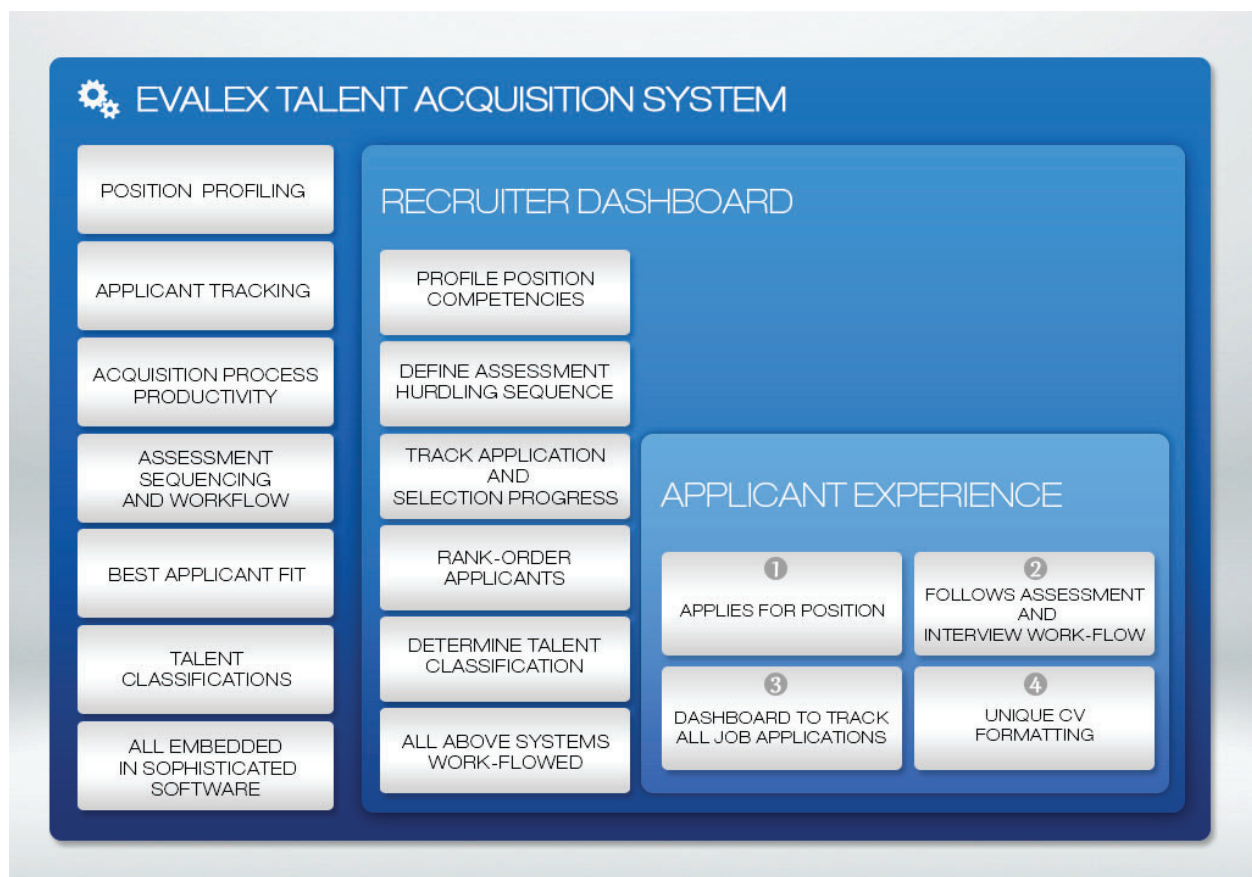
**The one system for
talent acquisition, talent
assessment and talent
classification**



EvaleX Talent Acquisition (ETA) is more than an assessment system, it is more than an applicant tracking system, it is more than a recruitment system.

ETA is an advanced talent assessment system nestled and embedded in a cloud based internet environment to manage the talent acquisition and assessment process.

Manages talent search, applications, assessments, screening, job-fit evaluation and talent classification like no other system does.



KEY FEATURES AND BENEFITS

- **Position Profiler:** Profile Position in terms of Leadership, Behavioural, Business and Technical competencies from the EvaleX Competence Library consisting of well over 700 competencies.
- **Funneling:** Manage high volume applications through the unique “Funneling Algorithm” as well as “Progressive Hurdling”. This allows for high volumes to be handled at significantly reduced cost of process.
 - **Automated Assessment Choice:** Based the Position Competence profile, the system automatically chooses the correct number of assessment tools to use to assess applicants for Position Fit.
 - **Assessment time reduction:** “Progressive Hurdling” allows for sequencing of assessment tools with pre-defined cut-offs. Only the shortlisted candidates complete all test, resulting in significant reduction of assessment cost as expenditure focused on only the most valuable applicants.
- **Applicant tracking Dashboard:** Recruiter has a 360 view of all recruitment projects in a dashboard with multiple functionality.
- **Automatic Communication Process:** Pre-designed, multiple communication messages automatically mailed to applicants at defined points in the process.
- **Competency Based CVs:** This is the most remarkable feature of ETA in that it turns the CV concept on its head. It radically redefines the role and nature of the CV. Instead of a CV that in a linear and chronological way explain the applicants experience, ETA re-formats the CV to be anchored around the competence domain of the Position.
 - **CV Format:** A report listing experience supporting the required competence.
 - **Electronic CV:** No more paper CVs to spend hours on analysing, filing and tracking.
- **Applicant Rank Ordering:** Applicant competencies are compared against the Position Profile and expressed as a Position-Fit Score. All applicants rank-ordered.
- **Dynamic Data-base Searching:** Compares historic applications with new vacancies, reducing the cost of agents commissions.
- **Industry Data-base:** Builds a data-base of talent in your industry to mine at any future time.
- **Assessment Solutions:** With the EvaleX Suite of solutions, from EvaleX5 at the lowest levels to EvaleX40 at the highest levels, 17 assessment tools are carefully crafted to assess all drivers of performance
- **Applicant Experience Workflow:** Once the applicant decides to apply, the system workflows the candidate through the complete multistage process with no human intervention required.

PROCESS

1. Profile position from competence library comprising of Leadership, Behavioural, Business and Technical competencies (Unique)
2. Auto-upload position advert to own website and website of recruitment agents.
3. Define application and assessment activities and sequence: Sequence the order of assessment instruments, interviews and communications, which will then automatically work-flow the applicant through the complete application and assessment experience.

4. Applicant applies and completes application, then is work flowed through the assessment instruments, after each based on performance either declined or work flowed to next one to complete.
5. Recruiter tracks recruitment project: View pipeline from number of hits on advert, number candidates who passed the knock-out questions phase, number who passed the first hurdle of assessment, then the number who passed the second hurdle of assessments, list of who to interview and so forth.
6. Translates the assessment outcome into a number of clearly defined Talent Classifications and final decision.

NINE REASONS TO USE THIS APPROACH

The one main overarching advantage is the substantial reduction in cost of your recruitment and assessment process without sacrificing accuracy and predictive validity

How do we reduce cost of process? The accumulation of 9 key building blocks result in overall reduction of cost of process. They are:

1. Profiling the position from the competence library comprising of Leadership, Behavioural, Business and Technical competencies, the system automatically chooses the assessment tools required. So assessment tool costs aligned to competence requirement. No more assessing for the sake of following a standardised battery; rather a more bespoke choice of tools.
2. Placement of the Job Advert on multiple websites throws a wider net for applications.
3. System measures recruitment agency productivity guiding you to work more with those agencies producing the best results.
4. Progressive Hurdling: The capability to configure your interviews and assessment instruments in a unique position defined hurdling sequence results in all candidates doing the first assessment, with only those exceeding the set benchmark progressing to the next assessment, then again, only those exceeding the benchmark moves to the third assessment tool. This reduced in a dramatic way the cost of assessment and the time the candidate spends doing it.
5. As the assessment and communication process is embedded in the system, your staff requirement to administer assessments is reduced 10 fold.
6. Saves hours receiving, reading, filing applicant CVs
7. Funneling Algorithm allows for high volume recruitment assignments being handled by at least 50% fewer staff on the client side.
8. Competence Based CVs reduce the time line managers need to spend looking at short list CVs and assessment reports as each applicant's CV data is automatically filtered and the relevant aspects linked to the required competence profile.
9. As the system builds a data-base of Talent in your industry, you can at any "new vacancy" time compare "old" applications with the current position requirement, saving agency commissions or re-advertising

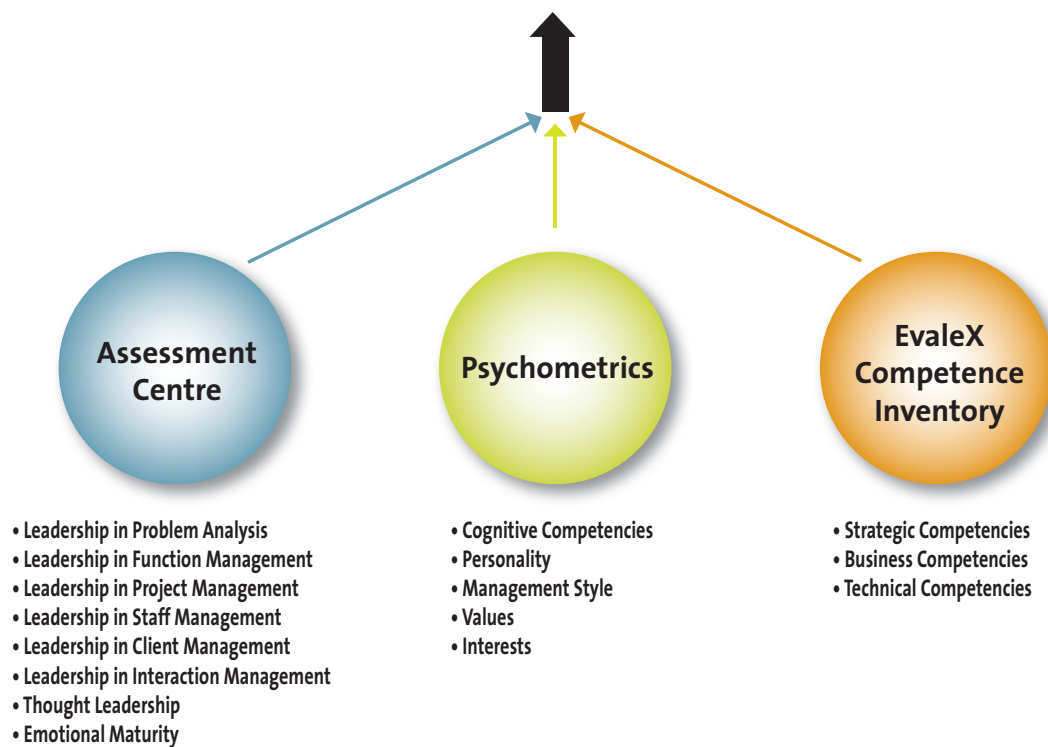
The basis of the overall solution is one of the most comprehensive competence libraries in existence

EVALEX COMPETENCE LIBRARY

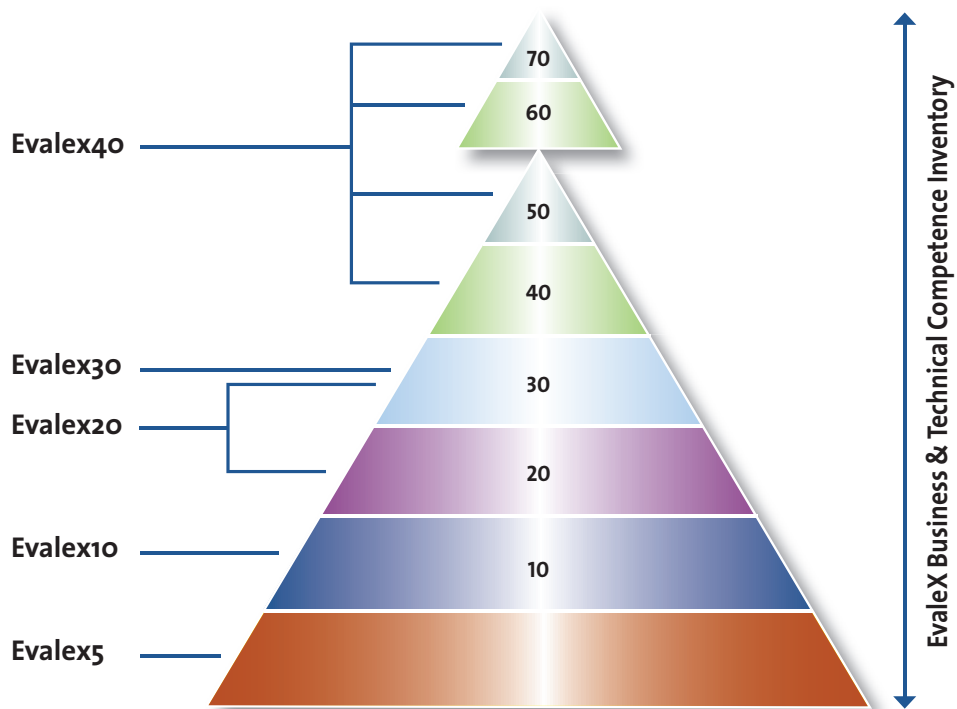
In excess of 600 competencies



INTEGRATION OF 3 TECHNOLOGIES INTO ONE ASSESSMENT SESSION



LEVELS AND TYPES OF ASSESSMENT



LEVELS OF ASSESSMENT

Assessment Type	EvaleX 40	EvaleX 30	EvaleX 20	EvaleX 10
EvaleX Business Simulation: Problem analysis, General management, Project management, Business case development, Staff management, Client management, Interaction management	EBS			
EvaleX Business Simulation: General management, Project management, Staff management, Client management	EBS	EBS		
Cognitive (Organisational Insight Scale)	OIS	OIS	OIS	
Values (Organisation Personality Construct Scale)	OPCS	OPCS	OPCS	
Strategic Interest (Work Type Orientation Scale)	WTOS	WTOS	WTOS	
Cognitive (Business Comprehension Scale)	BCT	BCT	BCT	BCT
Work Styles (Organisation Personality Construct Scale)	OPCS	OPCS	OPCS	OPCS
Personality (Organisation Personality Construct Scale)	OPCS	OPCS	OPCS	OPCS
Operational Interest (Work Orientation Scale)	WOS	WOS	WOS	WOS

EVALEX ASSESSMENT SOLUTIONS

An Eco System for Assessing all Drivers of Performance

Talent Assessment approach for each of five levels of Work

EvaleX40

EvaleX Business Simulation (Six simulations),
plus all 7 EvaleX20 questionnaires

EvaleX30

EvaleX Business Simulation (Four simulations)
plus all 7 EvaleX20 questionnaires

EvaleX20

In addition to EvaleX10,
Business Acumen, Work Styles,
Values and Strategic Interests

EvaleX10

Cognitive, Personality and Interests

Key Features:

- Integration of three assessment technologies
 1. Assessment Centers
 2. Psychometrics
 3. EvaleX Competence Inventory for Business and Technical Competencies
- Thirteen instruments carefully chosen and designed to assess all known drivers of performance
- Easy to select options
- Quick turn-around time
- Includes Business and Technical Competencies as options
- Research based
- Substantial reduction in cost of assessment process
- Access to a self managed Talent Eco System where assessment results are extended into a Talent Management Solution



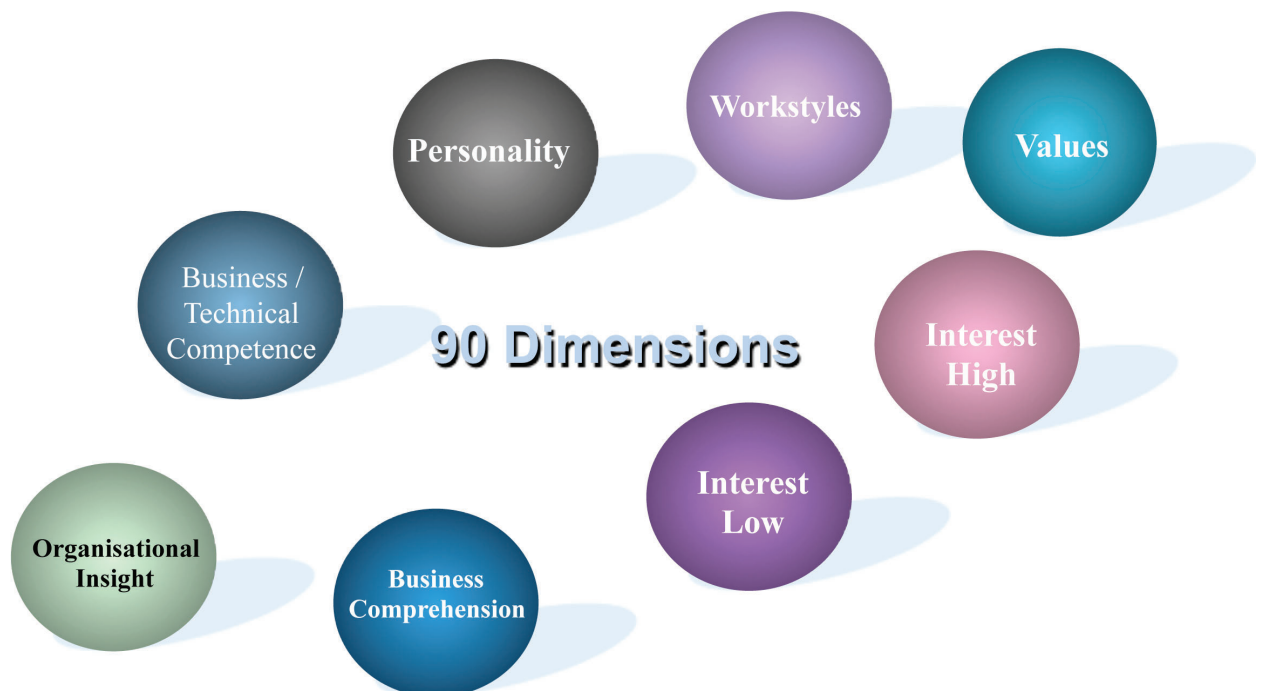
EVALEX, THE GENERIC NAME FOR A BATTERY OF ASSESSMENTS



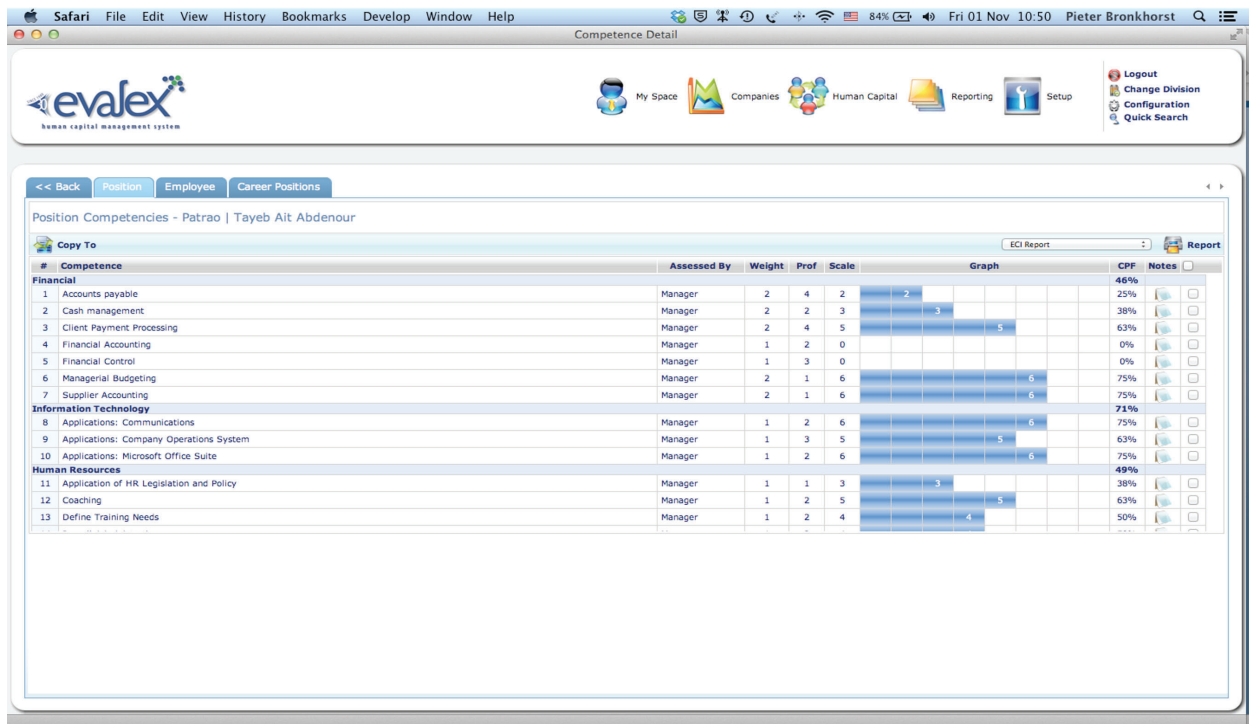
- **Technical Competencies:**
 - Library of ±450 technical competencies
- **Cognitive Functioning:**
 - Business Comprehension Test (5 dimensions)
 - Organisational Insight Scale (8 dimensions)
- **Personality:**
 - Organisation Personality Construct Scale (13 dimensions)
- **Management/Work Styles:**
 - Organisation Personality Construct Scale (8 dimensions)
- **Values:**
 - Organisation Personality Construct Scale (9 values)
- **Interests:**
 - Work Orientation Scale (16 interest fields)
 - Work Type Orientation Scale (9 interest fields)

All required assessments have been proven to be reliable and valid and have been registered with the HPCSA.

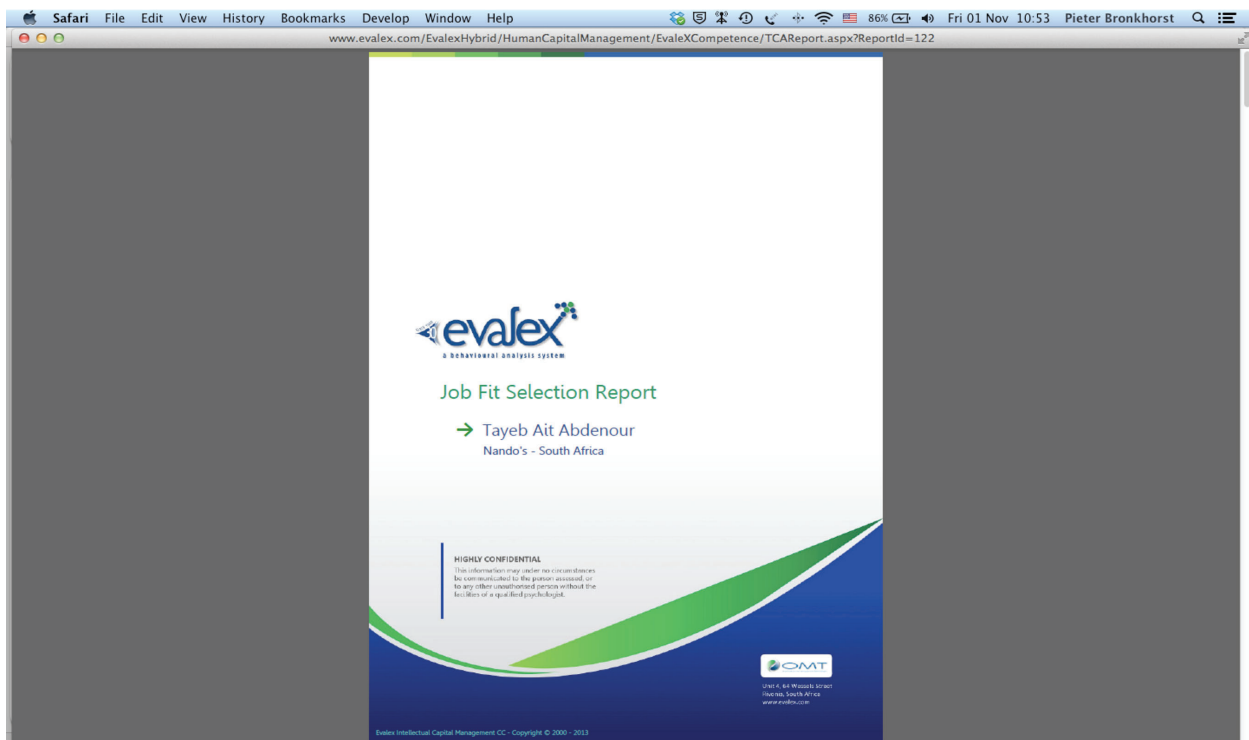
Assesses on average 90 characteristics and maps it to the selected competencies in the Position Competence profile

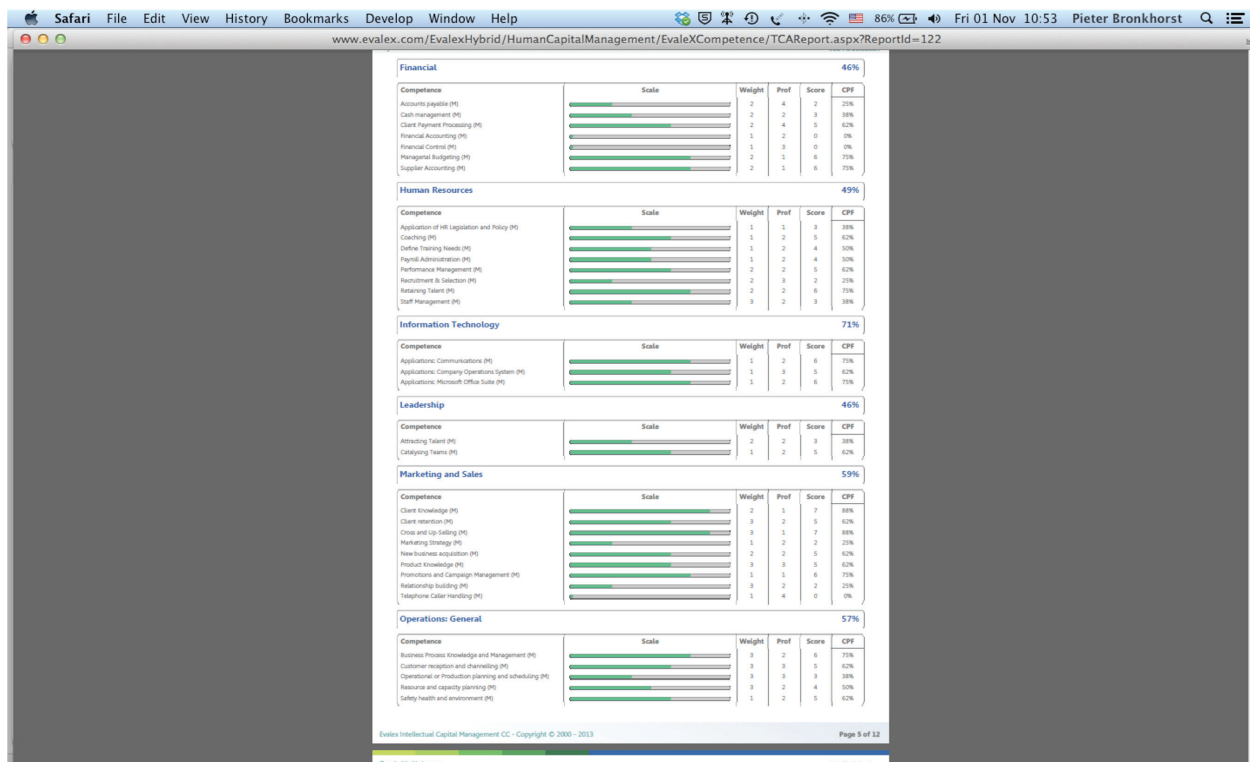


EXAMPLE POSITION PROFILE



EXAMPLE JOB FIT REPORT





EXAMPLE DEVELOPMENT ACTIONS

FileEditViewHistoryBookmarksDevToolsWindowHelp

www.evalex.com/EvaleXHybrid/HumanCapitalManagement/EvaleXCompetence/TCARReport.aspx?ReportId=9

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human capital management system

<< Back

Position

Employee

Career

Position Competencies - Patrao | Junior

Copy To

Competence

Financial

1Accounts payable

2Cash management

3Client Payment Processing

4Financial Accounting

5Financial Control

6Managerial Budgeting

7Supplier Accounting

Information Technology

8Applications: Communications

9Applications: Company Operations System

10Applications: Microsoft Office Suite

Human Resources

11Application of HR Legislation and Policy

12Coaching

13Define Training Needs

Development Actions

Competencies where candidate needs to function on a higher proficiency level (Areas of concern)

Competence	Description	Current Level	Desired Level
Accounts payable	Processing accounts payable and using all modules of accounts payable system; supplier and service provider payments	As supervisor, in addition to Two, assess accuracy and validity of invoices and approve payment and reconcile statements	As finance manager / specialist, in addition to Three, management of accounts payable in the context of cashflow and financial position of company
Cash management	Receipt of client payments, booking of payments, transfer of funds, cheque preparation, bank balance monitoring and enquiries, account balancing	Receipt of client payments, booking of payments, cheque preparation.	In addition to One, transfer of funds, bank balance monitoring and enquiries, account balancing
Client Payment Processing	Process client payments in system, cash, credit card, debit card, account, cheque, EFT	From the point of sale system select cash payment, receive cash and record cash, issue change	In addition to Three, resolve advanced issues/problems in a supervisory capacity for a number of point of sale staff
Financial Accounting	Understanding and managing the total financial accounting process of a business, from book keeping, through to compiling, reporting and analysis	Basic knowledge and understanding of accounting and tax concepts, financial statements, trial balance, financial record keeping process and books of accounts of the company. Ability to record financial transactions.	As a Manager/Supervisor, a working knowledge of the total accounting cycle, process and knowledge of reporting and accounting standards. Ability to record, classify and summarise transactions according to Accounting Standards and Company Chart of Accounts. Ability to reconcile financial data between or among financial reports such as general ledger, subsidiary ledger, customers' or suppliers' records, suppliers' or contractors' statement of account.
Applications: Company Operations System	Ability to use company specific operations software applications	Understands the main modules, features and functionalities of the system, but does not transact on the system.	Ability to use advanced functionalities to resolve problems, queries and produce reports in one system or moderate functionalities in more than one systems.
Coaching	Helping individuals through an ongoing process of recognition, learning and development to improve current and future performance.	Understands the need for development and helps individuals by way of goal setting, development, training and feedback to improve technical skills.	As an HR specialist or consultant / line manager help individuals by way of assessment, goal setting, development and feedback to improve performance.

Logout

Change Division

Configuration

Quick Search

Setup

Development Actions Report

Report

CPF	Notes
30%	
50%	
0%	
0%	
38%	
75%	
13%	
63%	
63%	
100%	
0%	
76%	
13%	
38%	
88%	

EvaleX is the only assessment platform that integrates three major assessment technologies into one global Internet based solution. Assessment centre technology (6 management simulations) psychometrics (7 psychometric tools) and the EvaleX Competence Inventory (business and technical competencies)

It is presently the only assessment platform where the psychologist can create an integrated assessment session combining 6 Assessment Centre simulations/case studies and 7 psychometric tools that the candidate can complete in one session, via the Internet, providing a totally integrated report across all the tools.



64 Wessels Road, Rivonia, Johannesburg, Gauteng
Tel: 011 803 8703

www.evalex.com

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