TTI SUCCESS INSIGHTS®
DISCOVER • ENGAGE • ADVANCE • PERFORM

Innovate Talent Management with JOB BENCHMARKING

*By investing in **Job Benchmarking**, you'll **secure the talent necessary for success** while **eliminating common biases** often associated with the hiring process.*

TTI's patented Job Benchmarking process is a **unique and effective solution** because it **benchmarks a specific job, not the person** in the job. To do this, we **let the job talk** through an **interactive process and job assessment.**

When Job Benchmarking is implemented properly, it will have a **direct effect on your business' bottom line.** You'll not only attract the **best candidates,** but you'll **save time and money** by hiring the right people the first time and **reducing the learning curve** with new employees who are **strategically matched to fit** your company.

Begin today with a review of how TTI's **Job Benchmarking Process** can contribute to your talent management — and **lay a foundation for success!**

PROVIDED BY:

Precision HIRING & DEVELOPMENT

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Job Benchmarking Process

Job Benchmarking can be broken into **four key phases**. Each phase is **contingent on the one prior,** and the entire benchmarking process **can be duplicated across all positions** within the company.

Setup: *Identify the Job and "Subject Matter Experts"*

It is important to understand **why the job exists**, **how success in the job is measured, the history of the position and how it fits the company strategy.** The Subject Matter Experts (SMEs) are people within the organization that have a direct connection to the job. Their expertise will help you **create the job benchmark.**

Key Accountabilities: *Define, Prioritize and Weigh Key Accountabilities*

Through discussion, the SMEs will define a **comprehensive yet succinct group of 3-5 key accountabilities for the position.** These will be ranked by importance and time requirement.

Assessment: *Respond to the Job Assessment and Review the Multiple Respondent Report*

The SMEs will respond to the Job Assessment keeping the Key Accountabilities in mind. Based on a unique analysis, the **Multiple Respondent Report combines the input of all SMEs to create a benchmark for the job.**

Results: *Compare Talent to the Job Benchmark using a Gap Report.*

A talent assessment on the same scale as the job will **identify the characteristics an individual will bring to the job,** allowing you to **easily determine the best job fit and identify coaching opportunities.** Within the framework of a company's overall selection process, **effective hiring decisions can be made and productivity can begin immediately.**

Job Benchmarking Tools

TTI offers many benchmarking tools to **ensure the best job fit.** We recommend the following suites for superior Job Benchmarking:

TTI Talent Insights

Talent Insights blends behaviors and motivators in a **validated, bias-free and fully integrated** assessment that **meets EEOC and OFCCP requirements.** When used with TTI's patented Job Benchmarking system, Talent Insights will help you understand how to **enhance performance and increase overall job satisfaction.**

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