



## ABOUT ERC DATAPLUS

ERC delivers client-centric, state-of-the-art Internet and Interactive Voice (IVR) solutions for recruiting and employee surveys, and through ARGOS Assessment Company, multirater assessments. Its applications are modular in design to allow companies to select what they need; when they need it.

Clients benefit from dedicated and experienced project and account management teams to help clients translate their expectations into realities, and have a more efficient and effective process.

Supplementary modules to Selectech Workforce Management and Selectech 5.2 CMS improve the quality of hires and reduce turnover. Surveys of new hires to help improve the orientation process and surveys of departing employees that help to uncover root causes of turnover are also available.

Leading financial service companies, call centers, retail, hospitality companies, and Fortune 1000 companies look to ERC for quality, innovation, service, and high Return on Investment.

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## **SELECTECH® ASSESSMENTS**

***Screening, hiring and retaining the workforce you want - efficiently!™***

Do you need to hire call center support reps, sales personnel, tellers, healthcare aides, or anyone that is trustworthy, reliable, candid, a team player, possesses math and reasoning skills, and can manage stress? You need to use the **Selectech® Assessments** to help you identify the best candidates for those positions with those attributes.

### **GUARANTEED BENEFITS WHEN YOU CHOOSE SELECTECH ASSESSMENTS**

With **Selectech Assessments**, you can:

- Turn the insight of industry experts into more accurate and predictable screening procedures. Selectech Assessments have been developed by our team of Industrial/Organizational Psychologists utilizing the Uniform Guidelines on Employee Selection Procedures (Federal Testing Guidelines).
- Simplify test administration with instant scoring and reporting at the conclusion of online tests.
- Provide interviewers with interpretive reports, which will tell them -before the interview - what they need to touch upon through recommended follow-up questions. All of which leads to better insight about the potential new hires.
- “Raise the bar” by setting your own cut scores according to job-related demands. These will be developed specifically for your organization and not adapted from frequently unrelated jobs and industries.
- Use industry-leading technologies and services, supported by an experienced team of account and project managers with advanced level I/O Psychology degrees.
- Take advantage of our comprehensive test library for a customized assessment program.
- Seamlessly integrate with our other Internet-based pre-qualification and selection processes, such as Selectech® Workforce Management.
- Administer tests via paper and pencil, if required.

- Find out if applicants are answering questions carefully and honestly with our consistency and candidness measures.
- Get the bigger picture by comparing the candidate with all other candidates for the same position, take a summary look at the candidate’s scores; and get greater control over the hiring process with our reports.
- Encourage participation in the hiring decision, as each report is easy to access, read, and forward to those involved in the hiring process.
- Save money with a pricing structure that encourages use with all candidates, so you have the information you need and the hiring process is consistent for all candidates.

### **Set your own norms for candidate profiling.**

**Selectech Assessments** also utilize normative data, but adopts the “best practice” of “local norming”. “Local norming” is more specific, as it models your own workforce, not a broad cross-section of frequently unrelated industries or dissimilar jobs. The advantages of client-specific norming are:

- The data is more relevant and more specific.
- Permits you to hire with your strategy more directly.
- Mirrors your actual job requirements and performance levels.
- Allows creation of a company-specific technical manual, making it easier for you to ‘justify’ hiring practices that are legally defensible based on your unique circumstances.
- Allows for company-specific benchmarking, which translates to cut scores directly related to your environment.

**See Fact Sheet— Selectech Assessment Batteries and Scales for details**