

Case Study

The ProfileXT in Use by a Hospital

A large hospital system desired another hiring tool for selecting Registered Nurses for its staff. A study was conducted to investigate the possibility of using the ProfileXT Job Match Pattern program to refine their selection process and identify those with the potential to become top performers. The hospital developed a recruitment and selection sub-team headed up by the Vice President for Community Health and Cultural Diversity and the Director of Human Resources and Recruitment. The overall objective was to develop a recruitment and selection strategy and an implementation plan in order to hire and retain the best candidates.

Participants

A group of 22 RNs were selected and ranked by the VP of Community Health and Cultural Diversity and the Director of Human Resources. Twelve of these were identified as Top Performers, seven Moderate Performers, and three Bottom Performers.

Job Match Pattern

The Job Match Pattern was developed using the ProfileXT Assessment. The Job Match Pattern was created using a Concurrent Study format utilizing the ProfileXT software and the group of Top Performers as identified by the organization. The entire group of 22 RNs were matched against the resulting Job Match Pattern.

Performance Grouping

An overall Job Match Percent of 83% was selected to represent a good match to the Job Match Pattern. This suggested that a match of 83% or greater should identify a Top Performer.

Of the 12 Top Performers, ten had Job Match Percent scores of 83% or greater (10 of 12). Five of the seven (5 of 7) Moderate Performers and none of the three (0 of 3) Bottom Performers scored 83% or greater.

Summary

An Overall Job Match percent of 83% was used to select the Top Performers and Bottom Performers, 83% of the Top Performers would have been selected for the top group, and none (0%) of the Bottom Performers would have been selected for the top group. In addition, 71% of the Moderate Performers would have been selected for the top group. Clearly, selection was enhanced by identifying Top Performers using the Job Match Pattern system found in The ProfileXT.