

Assessment provides a vehicle to better understand how an organization is functioning.

- Organizational Assessment
- A Framework for Improving Performance

- Charles Lusthaus



Welcome to Careersindia's News Update

Assessment Pulse is a monthly newsletter from the Careersindia team, which brings to you the most relevant happenings in the area of Work Force

Assessment. We welcome your feedback and suggestions on how we can improve.

Here are this month's highlights:

- **Demands on Assessment Processes in Future**
- **The Business Challenge & How Assessments help**
- **The Benefits of Scientific Assessment**

The need for learning and knowledge drive organizational assessment.

The intent is to internally use the information to move beyond a picture of the current state and to make operational decisions about how to improve the organization.

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Future Demands on Assessment Processes!!

Most organisations are used to thinking of assessments to measure ongoing performance management for employees. Assessment of the performance management applies to organizations, too, and in the future this is what will make a *difference in defining organizational success!*



Organizational Assessment includes measuring recurring activities to monitor progress toward organizational goals, find what the reasons some employees are more engaged than others, why some employees leave and some stay people and then make adjustments to achieve better organizational performance levels.

Providing the complete assessment experience in the future includes providing **24/7 access** to assessments, reports and all historical data.

Assessment methodologies should provide organisations the convenience of taking assessments **wherever and whenever** they choose to. They should be able to help the organisation to **identify trends in development** needs by any desired grouping --**level, team or division**-- as well as the organization as a whole.

Organizations should also be able to easily **generate norms** to track individual and organizational improvement and to **benchmark** themselves against organizations in the same industry or of similar size.



The Business Challenge & How Assessments help

Organizations operate in a world of increasing complexity – intensified competition, globalization, and growing expectations. HR leaders must meet these business challenges as a partner in driving their organization towards its key goals.

“Assessments are used to gain understanding of an individual (team / organisation) so as to be able to predict behavior and provide a basis for future action.”

–Using Psychometrics A Practical Guide to Testing & Assessment

: Robert Edenborough

In the right hands, scientific assessments are powerful tools for aiding staff selection, development, engagement & retention.

● **Build and Retain a World-Class Workforce**

Engaged, efficient, and flexible people are the core of an organization’s success. Assessments help you define, assess, and retain talent. Learn more about our [Workforce Selection and Assessment](#) services.

● **Build a Strong Leadership Pipeline**

Successful organisations need strong leaders and a solid pipeline of high potential talent. Developing a supply of superior leaders is critical, as population trends show talent pools shrinking. Learn more about our [Success Profiles and Competency Modeling and Employee Development](#) services.

● **Manage a High Performing Workforce**

HR must help people better understand performance expectations, career paths and talent development strategies. Organizational performance truly rests on workforce performance. Learn more about our [Retention and People Engagement](#) services.

To learn more on

Careersindia's Individual & Organizational Assessment Services
please [Contact us](#)



Our New Test Releases include

- Insurance.
- Mutual Funds.
- Credit Cards.
- Retail Banking.
- Mortgage.
- Capital Markets.
- Geography.
- International & Domestic Travel Test.
- Air Ticketing.
- Hardware.
- PC Trouble Shooting.
- Networking.

The Benefits of Scientific Assessment

Scientific Assessment methodologies help assist leaders and human resources in organisations in making accurate and objective selection decisions and build a talented and highly competitive workforce.

- Maximizing an **organization’s performance** by improving accuracy of selection
- Improving **employee retention** by better matching individuals to jobs.
- Avoiding the financial and personal **costs** associated with poor recruitment decisions.
- **Optimizing** the use of **people's capabilities** by focused development activities.
- Achieving **better career management** by matching individual’s aspirations to organization’s opportunities.

For Selection	For Development
<ul style="list-style-type: none"> ● Increased objectivity in the decision making process. ● Deeper insight regarding an individual’s strengths and development needs. ● Improved caliber of employees. 	<ul style="list-style-type: none"> ● Increased self awareness. ● Improved emotional competence. ● Better managers, better leaders. ● High productivity leading to better business results.
For Engagement	For Retention
<ul style="list-style-type: none"> ● Builds connectedness. ● Positive team dialogue. ● Constructive team energy. ● 'Think tank effect'. 	<ul style="list-style-type: none"> ● Increased organizational awareness ● Reduced Turnover of efficient employees

For more information on these tests,
[contact us](#)

Careersindia Pvt. Ltd.

Phone:

Chennai - 044 28260337

Mumbai – 022 56267844

Delhi – 011 41600856

Bangalore - 080 41715338 / 5339

E-mail: response@careersindia.com

Website: www.careersindia.com

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