

# QUALITY OF HIRE

The decision to outsource your recruitment function is a big one—so it's important that it's done right. We get it. Which is why we focus on the quality of candidate—not the quantity. With over 20 years of consultancy expertise and experience, we are the only company with the content, technology and services to get the job done right.

Our unique and proven approach has helped us source over 50,000 candidates for some of the world's top companies—decreasing time-to-hire, reducing costs and shaping recruitment strategies that work. We will find your organization the right candidate—the first time.

Recruitment Solutions  
by  
**Kenexa**<sup>®</sup>



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## FEATURES

We know that making quality of hire is your number one priority—and we're here to make that happen. Making the right hires helps you build a more productive workforce, and Kenexa's RPO solutions can help you do that—all from one source.

With over 100 I/O psychologists and researchers in-house, we possess unparalleled insight into what defines top performers, what makes people good at what they do and how to match that with your organization's needs.

Our extensive background in behavioral science gives us a deep understanding on how candidate quality is directly related to three factors:

- **Skills:** What a candidate is trained to do—this includes factors such as experience, education and past job performance
- **Talent:** A candidate's innate abilities—what he or she was born to do
- **Cultural Fit:** The extent to which the candidate's personality, work style and motivations match the environment in which they're placed

Additionally, we fine-tune candidate outreach by:

- Interviewing your current top performers to reveal the attributes that have made them successful. These interviews provide us with insight on how to recruit people that mirror their characteristics, allowing us to continually replicate the quality of your best employees.
- Administering the Kenexa Cultural Insight™ survey to identify the unique strengths and values of your culture, but we take it a step further—examining information contained in your website, annual reports, vision and mission statements, etc. that communicate elements of your business personality. Understanding these nuances help us shape our messaging to target the right candidates—those inherently attracted to your organization and more likely to realize long term satisfaction.
- Analyzing your local markets to understand population demographics, professional populations and where candidates live, work and play. This allows us to position your recruitment message in the places most likely to be seen by top talent.

Our unique hiring components and outreach efforts will ensure you spend time with candidates who will increase the quality of your workforce, use their skills and abilities to the highest potential, and who feel comfortable in your culture. This, in turn, will drive productivity, job satisfaction and ultimately—retention.

## BENEFITS

- MAKE THE GREATEST IMPACT ON YOUR ORGANIZATION'S PERFORMANCE BY FINDING THE BEST NEW-HIRES
- DRIVE PRODUCTIVITY, JOB SATISFACTION AND RETENTION
- DECREASE TURNOVER RATES
- REDUCE RECRUITMENT TIME AND COST



## ABOUT KENEXA

Kenexa is in the business of improving companies and enriching lives, because to us, business is personal. Our unique combination of content, technology and services provides the insight and expertise to deliver products and solutions across the entire employee lifecycle. Where other companies focus on just one piece, we focus on bringing all of the pieces together to create the best picture for your company's success. With every person we recruit, every assessment we administer, every technology solution we deliver, every survey we conduct, every leader we develop and every compensation strategy we support, lives are impacted by our craft.