



Kenexa Prove It!® Helps Magna Recruitment Identify the Very Best Candidates for its Clients

Founded in 1993, Magna Recruitment is a UK recruitment organization that specializes in the provision of temporary and permanent staff seeking secretarial, administrative, financial, sales or managerial roles. The company also supplies professional drivers, skilled and unskilled industrial staff, and all levels of warehouse operatives.

A cornerstone of the organization's success is its testing of candidates' skills. "We have always operated a testing facility," said Lindsey Obie, general manager, Magna Recruitment. "However, we were becoming concerned that we weren't getting a true reflection of our candidates' skills when using our existing skills testing system."

When Magna Recruitment was first introduced to Kenexa Prove It!®, the company recognized the added value that the new skills testing system could provide to the organization.

"If we're honest, we didn't like our previous system very much," said Obie. "We felt there were only a limited number of tests available that were actually suitable for our organization. Business software is enhancing at a rapid speed and it is imperative that we keep up. As soon as I discovered Kenexa Prove It!, I immediately recognized added value."

Extensive Testing Portfolio

Kenexa Prove It! includes more than 1,000 validated assessments for clerical, software, call center, financial, healthcare, legal, industrial and technical job classifications, allowing recruitment organizations like Magna to identify the most talented candidates for its clients.

"The number of tests within Prove It! are extensive, so it has allowed us to extend testing for our industrial and driving positions," added Obie.

With Kenexa Prove It!, candidates can take tests as power users or as normal users, depending on the level of job role they are applying for. This gives consultants at Magna greater flexibility with regard to administration.

In-Depth Reporting

Results from the Kenexa Prove It! skills tests are automatically generated and the candidate report details actual scores, percentage scores, question-by-question analysis and scores by topic.

"The reports are very good, and they allow our clients to see the strengths and weaknesses of each individual candidate, which previously wasn't possible. For example, when a candidate previously took a data entry test, we would only have a report with error rates and nothing else. With Kenexa Prove It!, we can quickly see where the candidate's strengths lie and also the areas where training is required," said Obie.

Efficiency Savings

The variety of tests offered by Kenexa Prove It! is a significant benefit for Obie and her team, but the real business advantage has been efficiency savings.

Previously, the company had to test candidates in-house, which made the candidate registration process less than desirable.

"I always felt that when you test candidates onsite, you don't get a true reflection of their ability—you get a tested ability," said Obie.

Remote Testing of Candidates

The main features of the Kenexa Prove It! application, which the company has found superior to any other testing software, is the ability to email tests to candidates.

"This has allowed us to assess the suitability of a candidate before he or she even comes in to see us. Now, the interview is used primarily for putting the 'meat on the bones.'"

In today's marketplace, candidates prefer that the time they spend registering with agencies should be minimized. The ability to offer skills testing in the comfort of a candidate's own home has not only reduced registration time, but also reduced the pressure that the candidate feels at the point of registration.

"The majority of our jobs are skills matched rather than persona matched, so we now know if candidates are hit or miss by the time we see them. This remote testing has allowed us to interview more candidates in person and concentrate this valued interviewing time on those people with the required skill sets. This doesn't mean we reject people—it just means we can identify which clients suit our candidates' skills," added Obie.

The transition to remote testing has proved positive for candidates. "Assessment is something candidates are never going to be excited about, but the candidates like the fact that we can email them the tests. They prefer to spend less time in our offices because sometimes they only have a lunch hour to come and see us."

Interactive Learning Exercises

Magna Recruitment's candidates have also benefited from the complimentary, interactive tutorials offered by Kenexa Prove It!

"In today's age, you have to make the candidate suitable for a job rather than just rejecting him or her because of a lack of skills. The training exercises from Kenexa Prove It! have allowed us to fit square pegs into round holes and give our candidates more confidence in the skills that they have by expanding their skill set."

The relationship with the account management team at Kenexa has been extremely positive. "It has been superb. I would like to thank everyone at Kenexa for the sensational support measures, the ease of the site administration, and the outstanding service provided by their staff."

In closing, Obie concludes, "Introducing Prove It! to our array of services has meant our clients are receiving a better service from us, and we are able to identify the very best candidates for their vacancies."

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About Magna Recruitment

Located in Leicestershire, UK, Magna Recruitment offers recruitment services across a wide range of skills, including secretarial, administrative, financial, sales and managerial staff in conjunction with the supply of professional drivers, skilled and unskilled industrial staff and all levels of warehouse operatives. Website: www.magna-recruitment.co.uk