



COMPETITIVE ADVANTAGE. REALIZED.

Mechanically- Scored Behavioral Simulations for High Volume Selection

*34th International Congress
on Assessment Center
Methods*

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DENSO MANUFACTURING TENNESSEE, INC. CORPORATE PROFILE



PLANT OUTLINE	STARTER/ ALTERNATOR	BODY DIVISION 201	BODY ELECTRONIC DIVISION 203	ELECTRONICS	DMTN SUMMARY Totals adding M/T, Logistics & Administrative Groups
PRODUCTION START	MAY 1990	MARCH 1990	OCTOBER 2007	APRIL 1991	
SALES					\$2.3 Billion (est.)
BUILDINGS	829,450 sf (77,058 sm)	312,730 sf (29,054 sm)	214,165 sf (19,897 sm)	305,395 sf (28,372 sm)	1,878,495 sf (174,518 sm)
ASSOCIATES On-going Averages	750	720	380	430	2,550
INVESTMENT	\$500 Million	\$187 Million	\$46 Million	\$330 Million	\$1.1 Billion



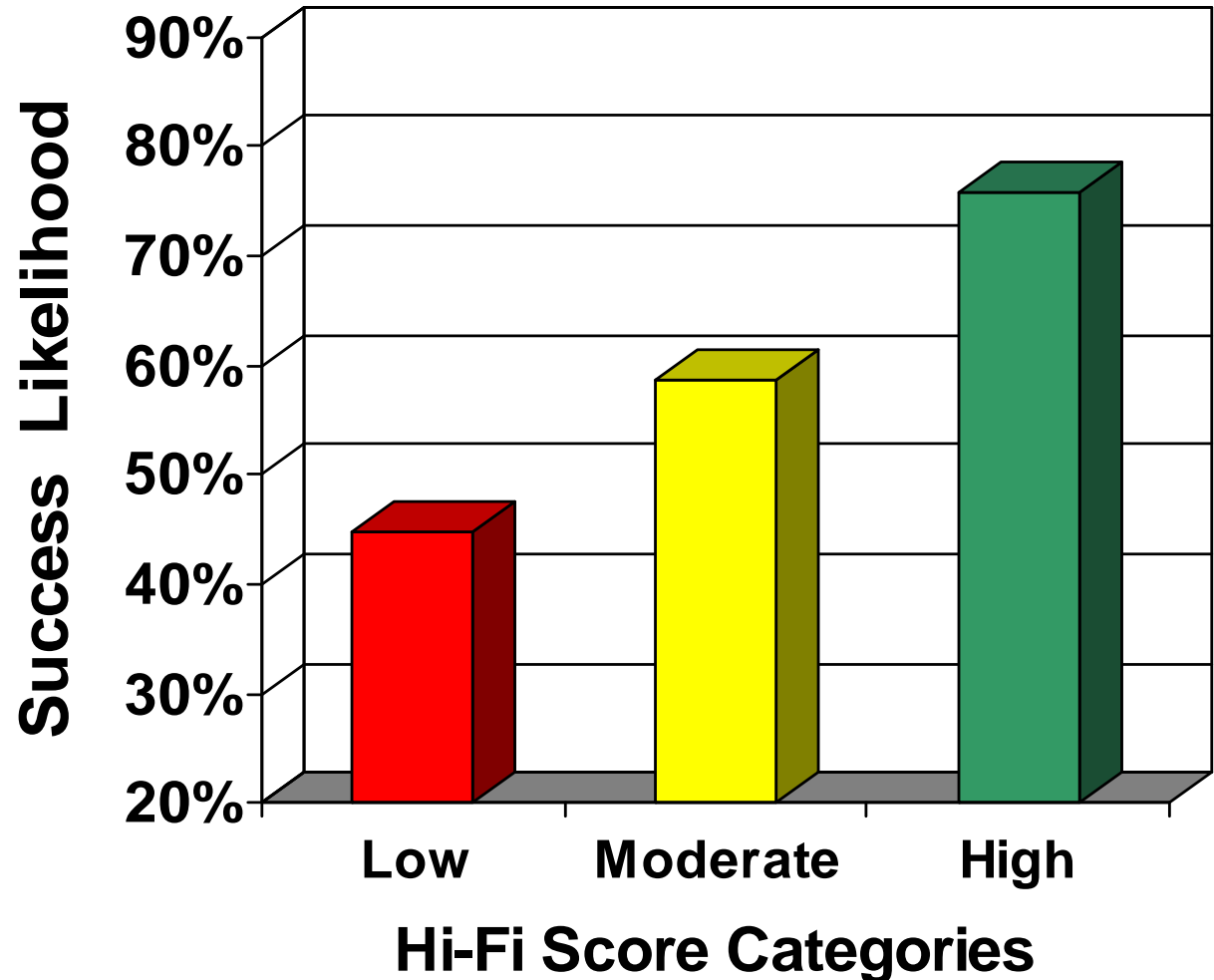
CUSTOMER BASE

Auto Alliance International
BMW
Canadian Automotive Mfg., Inc.
DaimlerChrysler
Ford
General Motors
Harley-Davidson
Honda of America Mfg.
Honda of Canada Mfg.
Honda of the UK Mfg., Ltd.

Hyundai Kia
Jaguar Cars Limited
Mitsubishi Motor Mfg., Inc. of America
New United Motor Mfg., Inc.
Rover Group, Ltd.
Subaru of Indiana Automotive
Toyota Industrial Equipment Mfg., Inc.
Toyota Motor Corp.
Toyota Motor Manufacturing North
America

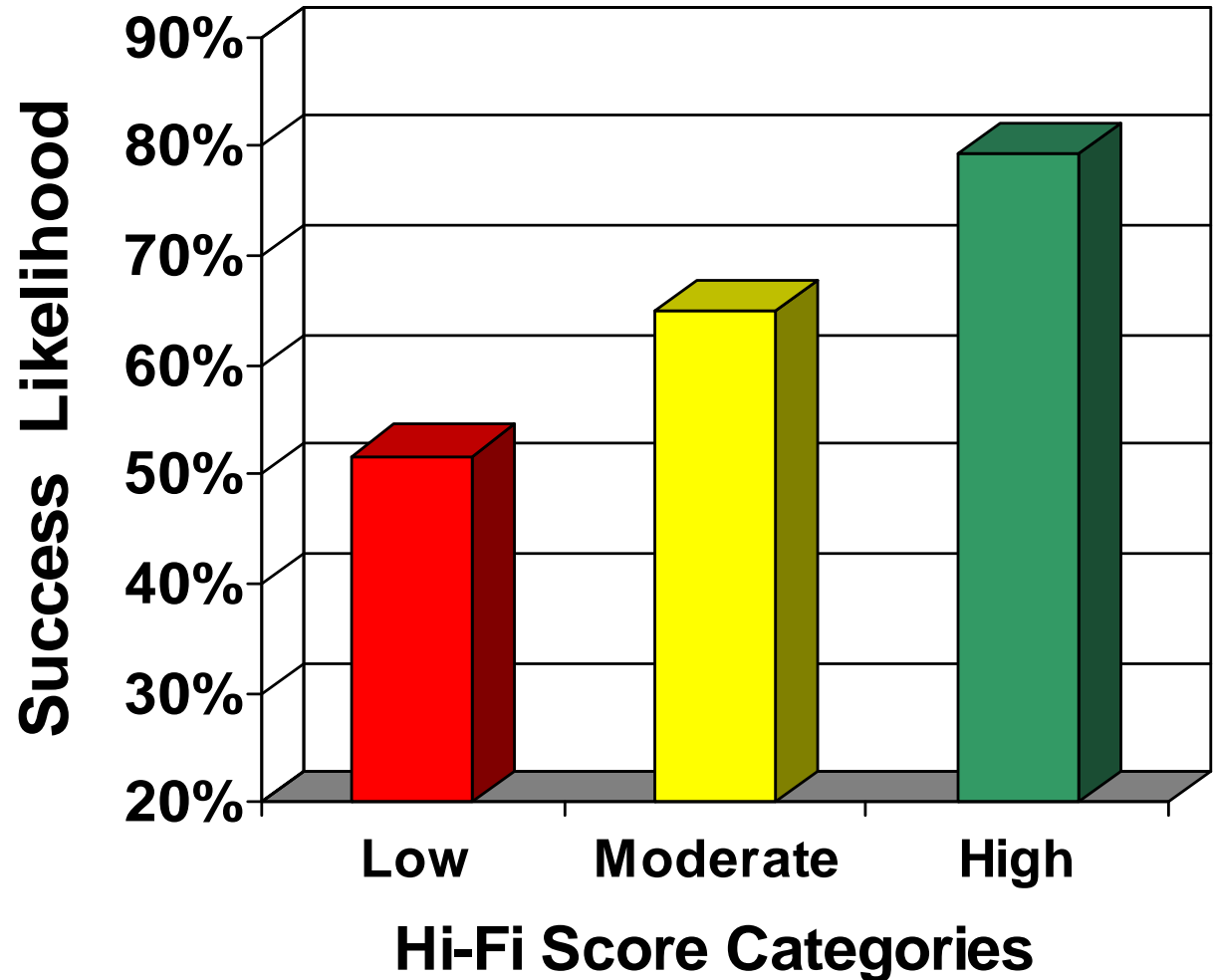
Hi-Fi Assessment Scores and Maintaining Low Error Rates

High Scorers **3.9** times more likely to excel than Low Scorers



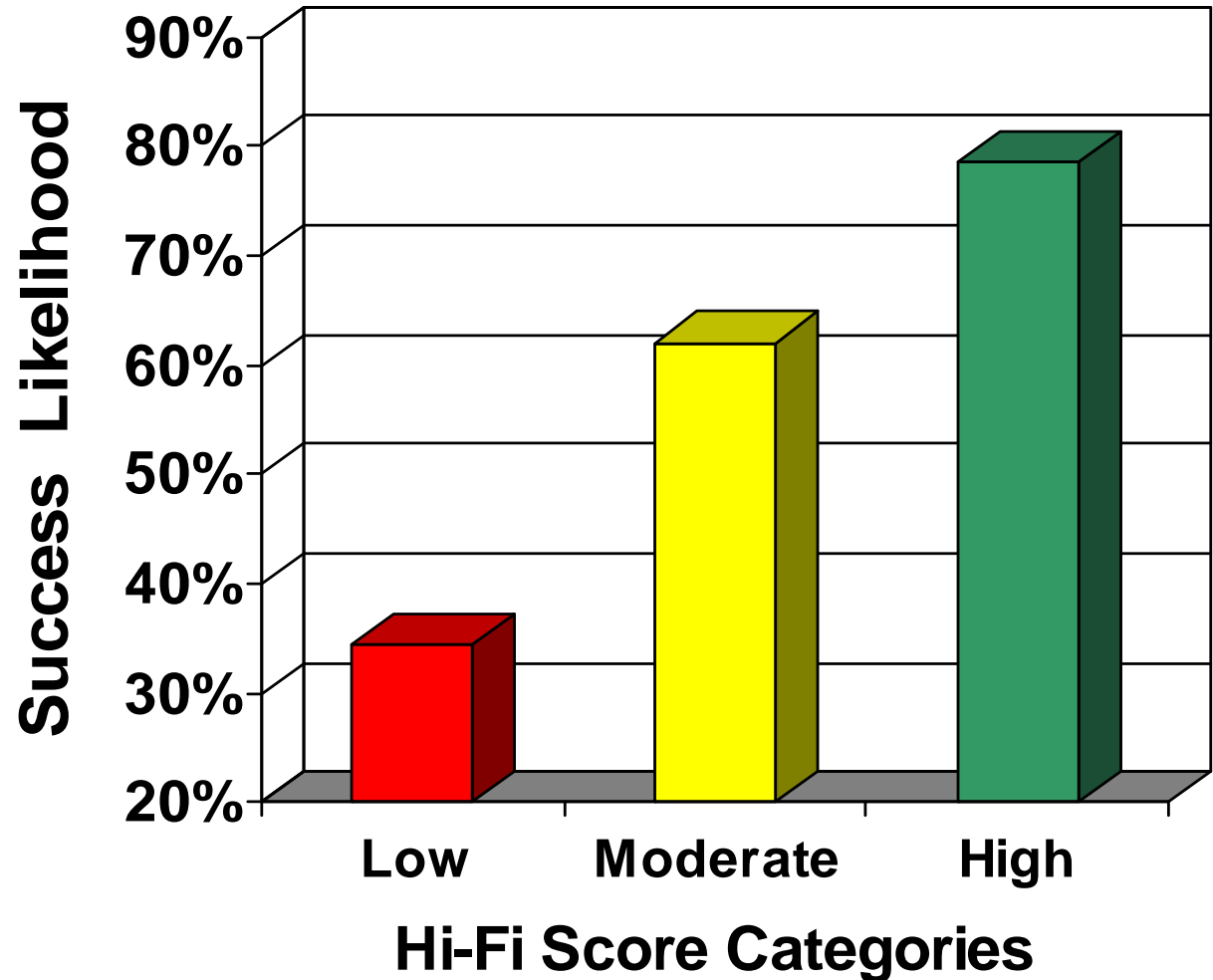
Hi-Fi Assessment Scores and Meeting Productivity Goals

High Scorers 3.6
times more likely
to excel than
Low Scorers



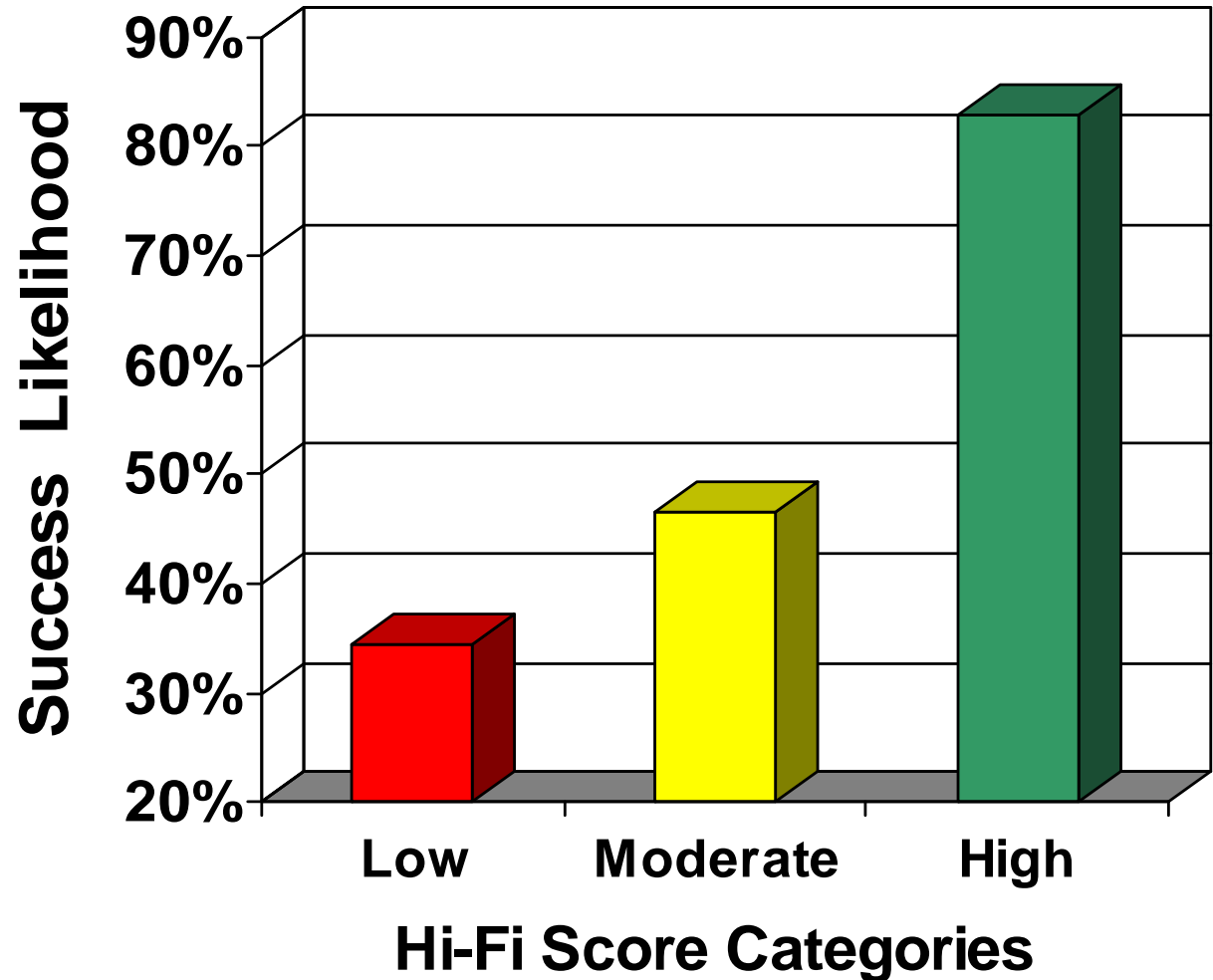
Hi-Fi Assessment Scores and Ramp-Up Speed

High Scorers **7.0**
times more likely
to excel than
Low Scorers



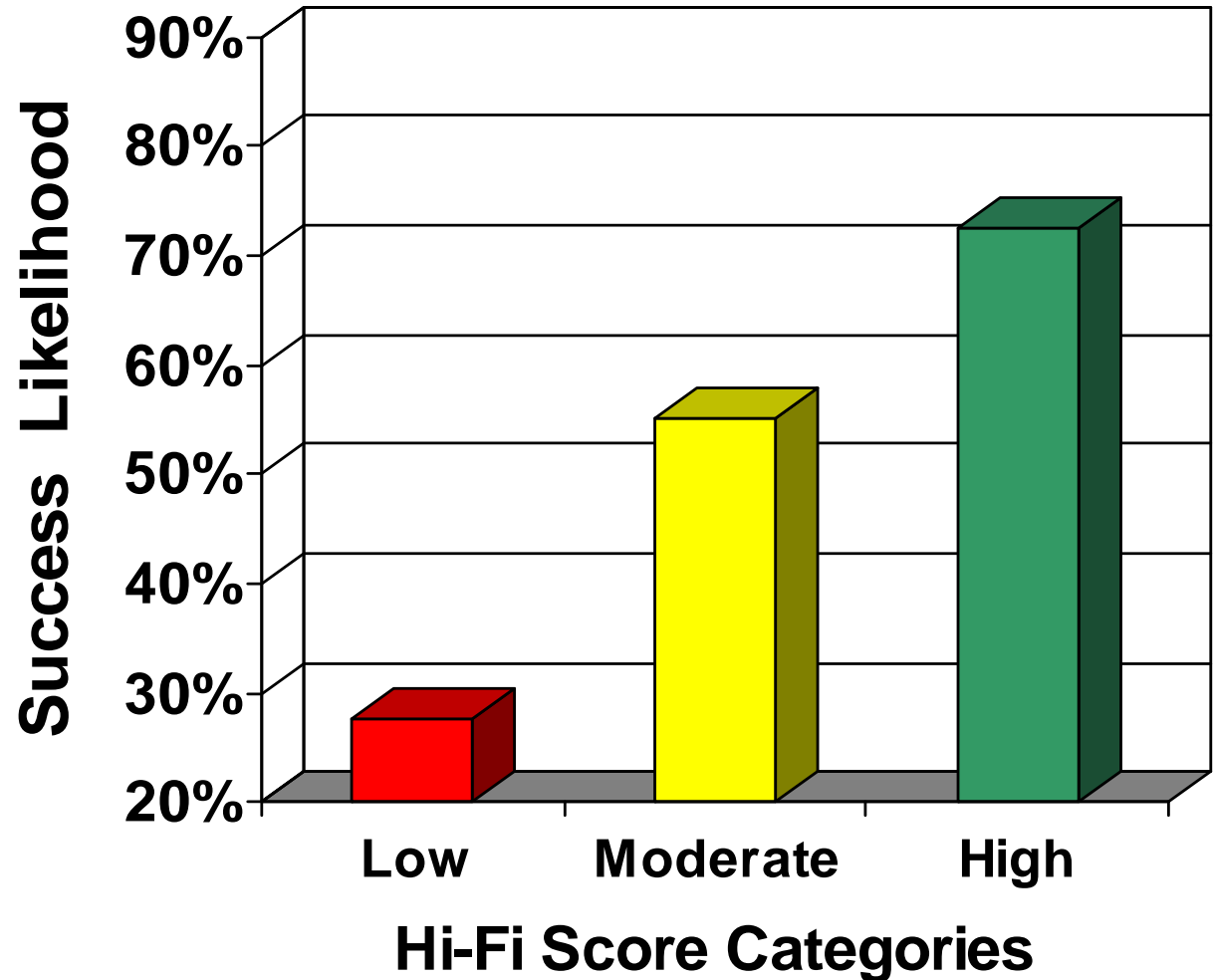
Hi-Fi Assessment Scores and Applied Learning

High Scorers 9.1
times more likely
to excel than
Low Scorers



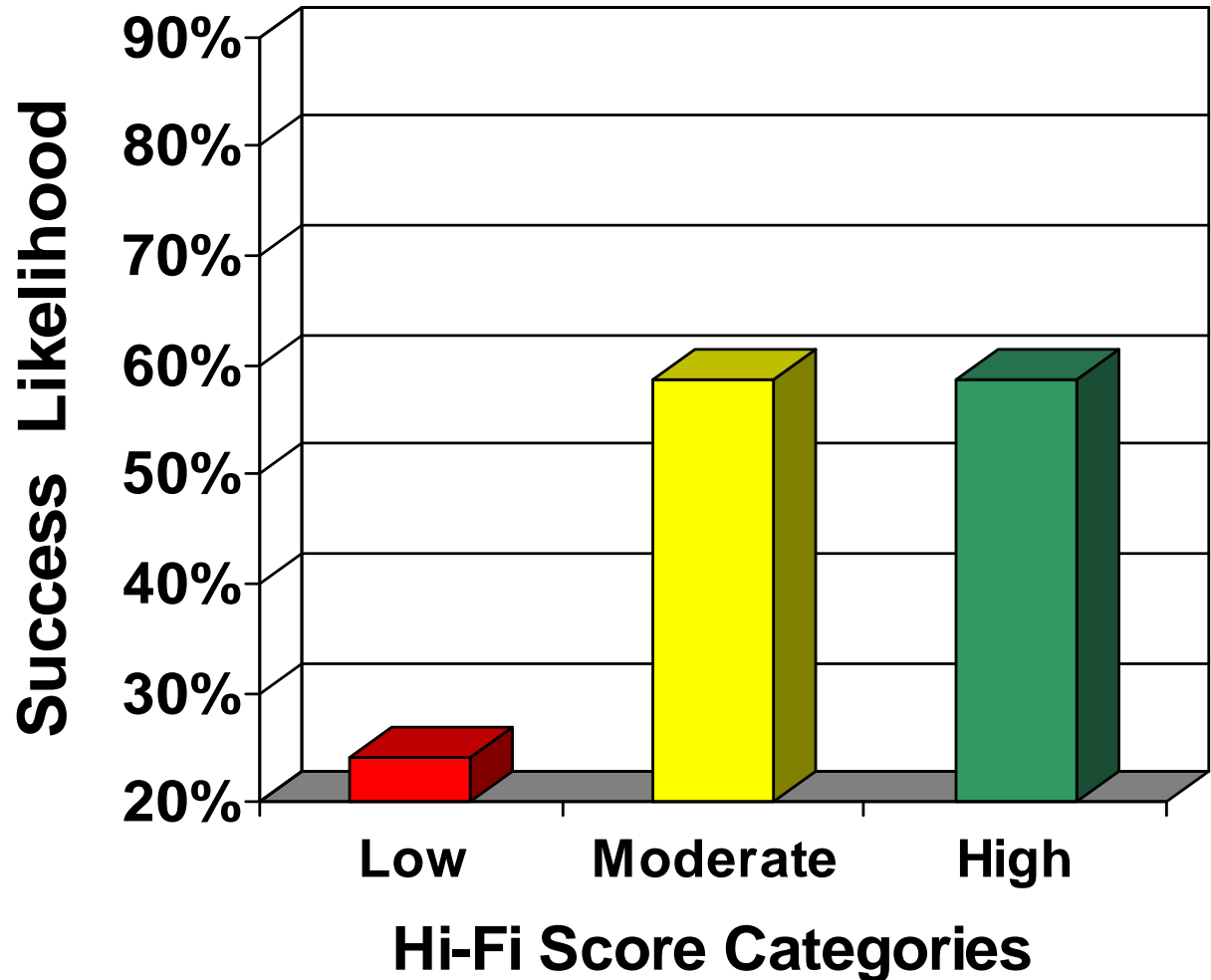
Hi-Fi Assessment Scores and Decision-Making

High Scorers 6.9
times more likely
to excel than
Low Scorers



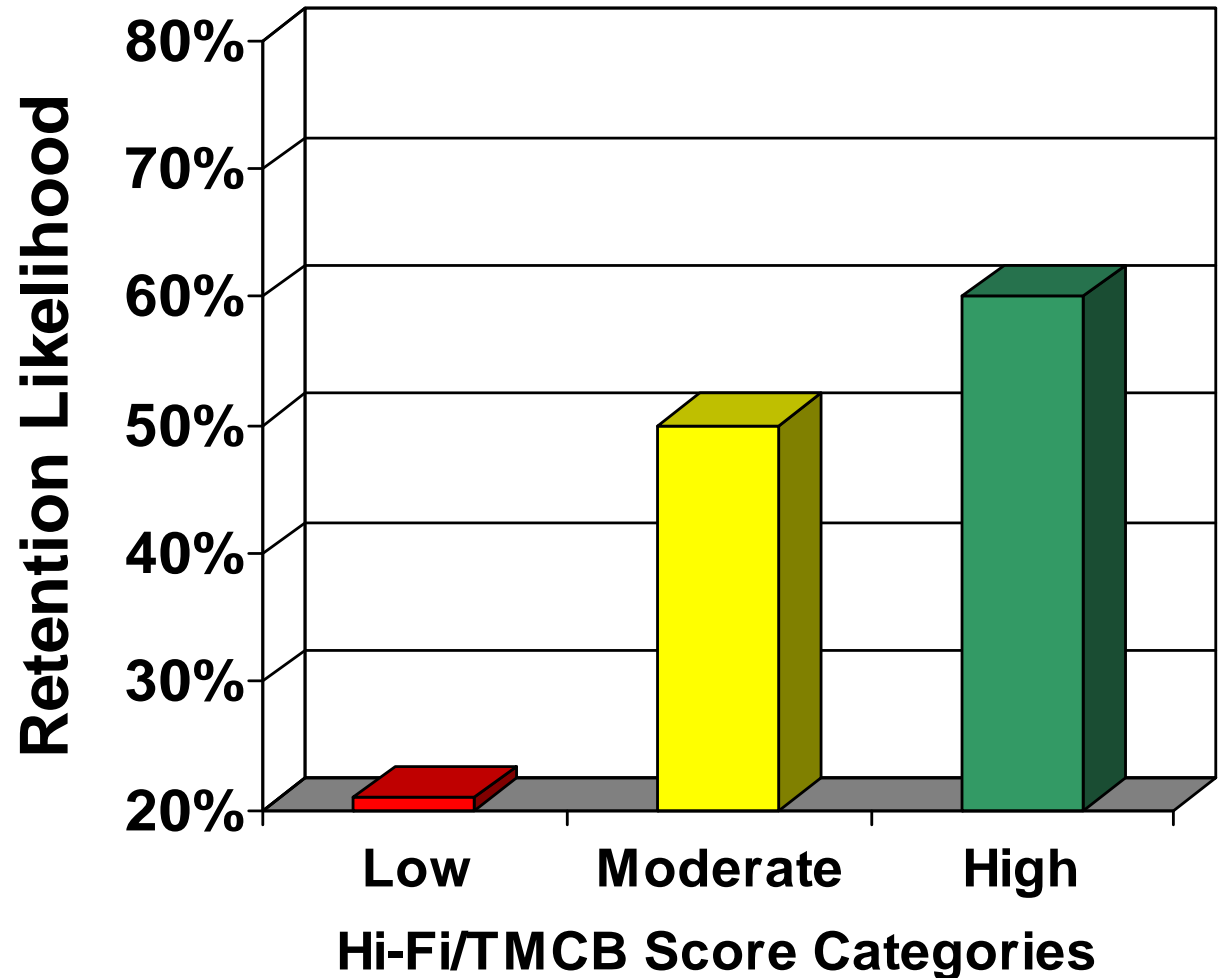
Hi-Fi Assessment Scores and Quality Orientation

High Scorers 4.5
times more likely
to excel than
Low Scorers



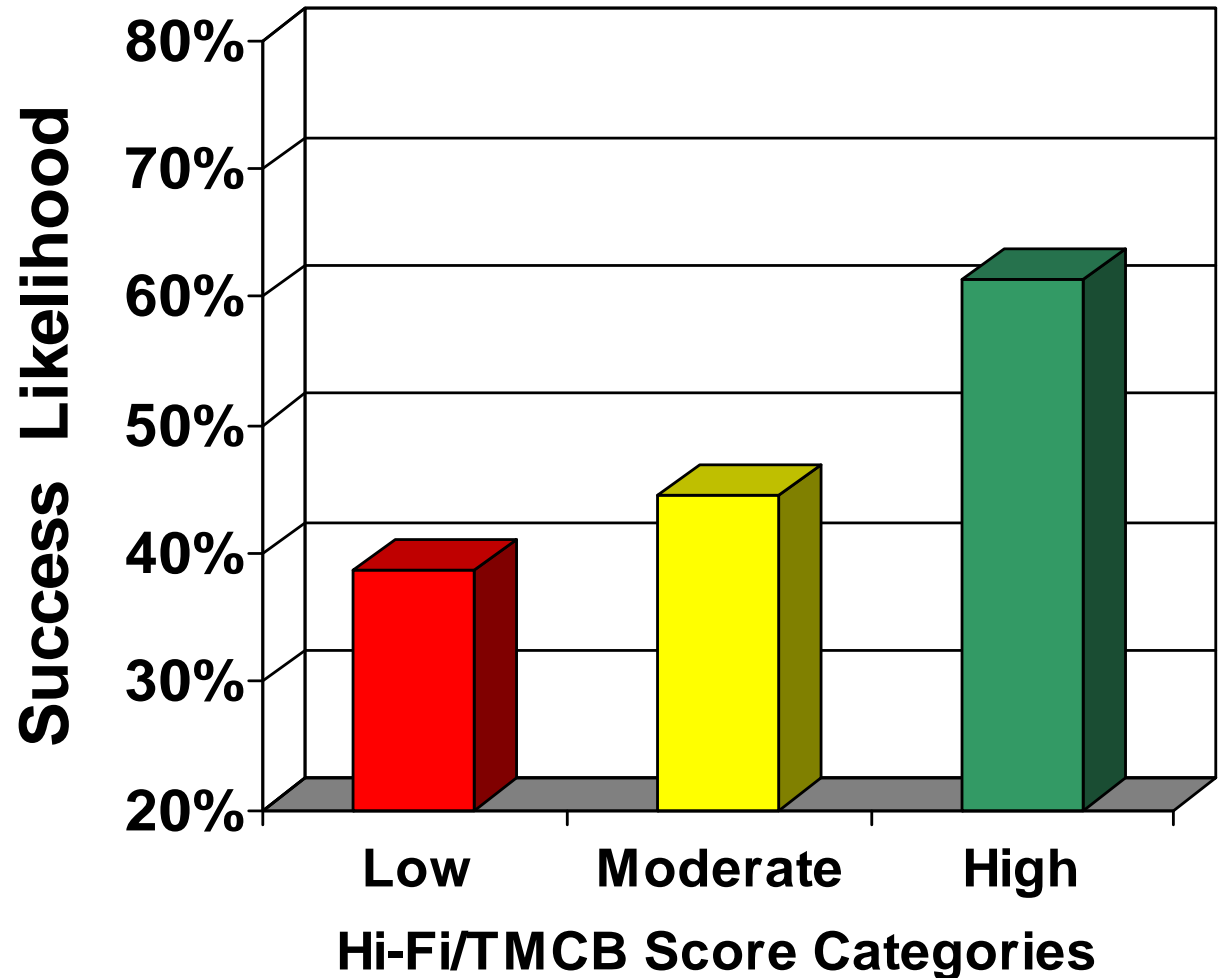
Integrated Hi-Fi/TMCB Score and Retention Likelihood

High Scorers 5.6
times more likely
to exhibit high
Retention than
Low Scorers



Integrated Hi-Fi/TMCB Score and Safety Awareness

High Scorers **2.5** times more likely to excel than Low Scorers



Applicant Reactions

% Agree or Neutral

I can see a clear link between this assessment and what I think is required by the job. **90**

The online process was a user-friendly way of completing the assessment. **92**

This online process was more efficient than filling out the assessment on paper. **93**

The computer system was easy to navigate using the mouse and keyboard. **94**

Overall, I was satisfied with the administration process for this assessment. **94**

Motivational Fit

- No significant relationship between Test Scores and Motivational Fit
 - Person/Job fit data adds new information to the screening, testing, placement process.

Test Band	Mean Overall Fit Score	n	sd
A	13.72	163	2.49
B	14.19	312	2.55
C	13.96	359	2.47
D	14.15	285	2.49
Total	14.03	1119	

Motivational Fit

- No significant gender effect on Motivational Fit scores overall...

	Female	Male	
Mean	14.31	13.90	$p < .07$
n	263	638	
sd	2.40	2.49	

Motivational Fit: Key Point

- Fit for one role does not predict fit for other roles, therefore...
- Must consider multi-faceted nature of Production Associate Job when making placements into specific roles.

Summary

- High-Volume Selection
 - Predictive of job success
 - Efficient Measure of “Can-Do” and “Will-Do”
 - Placement of qualified candidate into Hi-Fit roles
- Delivery
 - Remote locations
 - No assessor training

Thank You.