Job Benchmarking Process

Setup: Identify the Job and "Subject Matter Experts"

It is important to understand why the job exists, how success in the job is measured, the history of the position and how it fits the company strategy. The Subject Matter Experts (SMEs) are people within the organization that have a direct connection to the job. Their expertise will help you create the job benchmark.

Key Accountabilities: Define and Prioritize Key Accountabilities

Through discussion, the SMEs will define a comprehensive yet succinct group of 3-5 key accountabilities for the position. These will be ranked by importance and time requirement.

Assessment: Respond to the Job Assessment and Review the Multiple Respondent Report

The SMEs will respond to the Job Assessment keeping the Key Accountabilities in mind. Based on a unique analysis, the Multiple Respondent Report combines the input of all SMEs to create a benchmark for the job.

Results: Compare Talent to the Job Benchmark using a Gap Report

A talent assessment on the same scale as the job will identify the characteristics an individual will bring to the job, allowing you to easily determine the best job fit and identify coaching opportunities. Within the framework of a company's overall selection process, effective hiring decisions can be made and productivity can begin immediately.

TTI's Job Benchmarking process is a unique and effective solution because it benchmarks a specific job, not the person in the job. To do this, we put the job role through an interactive process and job assessment.

When Job Benchmarking is implemented properly, it will have a direct effect on your business' bottom line. You'll not only attract the best candidates, but you'll save time and money by hiring the right people the first time and reducing the learning curve with new employees who are strategically matched to fit your company.

Begin today with a review of how TTI's Job Benchmarking Process can contribute to your talent management — and lay a foundation for success!