



Innovate Talent Management with **JOB BENCHMARKING**

By investing in Job Benchmarking, you'll secure the talent necessary for success while eliminating common biases often associated with the hiring process.

TTI's patented 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 **let the job talk** 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!**

Job Benchmarking Process

Job Benchmarking can be broken into **four key phases**. Each phase is **contingent on the one prior**, and the entire benchmarking process **can be duplicated across all positions** within the company.

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, Prioritize and Weigh 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**.