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Our Head Office and Manufacturing facility in Dandenong South is TS-16949, ISO14001 & AS/NZS 4801 certified

Case Study - Nitto Denko (Australia) Pty Ltd

Nitto Denko operates in 27 countries, with combined annual revenues of \$6 Billion.

Background

In May 2011 Nitto Denko engaged the services of a recruitment agency to fill a key position within its Australian operation.

The recruitment agency forwarded a shortlist of applicants which it had identified as meeting the position requirements.

Process

Nitto Denko interviewed all shortlisted applicants with a preferred candidate emerging based on a strong performance at interview.

StaffMatcher was then chosen by Nitto Denko as a tool to provide additional insights into the preferred candidate. The test was issued by us and the report received directly to our email account.

The test results indicated a number of strengths but also some weaknesses in key areas of importance to the job role. StaffMatcher generated a list of questions to ask the preferred candidate's referees, and we forwarded this list to the recruitment agency. The recruitment agency subsequently reported that the referees confirmed the various weaknesses. Based on those findings, we decided not to progress further with the preferred candidate.

The second preferred candidate was then interviewed and also tested with StaffMatcher. Nitto Denko recognised the second candidate possessed the technical skills to perform the job, however the StaffMatcher test results indicated he did not possess the necessary motivation and drive to deliver the medium and long-term objectives the position required.

Outcome

A third candidate forwarded by the recruitment agency interviewed well and posted very strong results on his StaffMatcher test and reference check. This candidate was hired and after three months is proving to be an excellent performer. The strong StaffMatcher test results were a major factor in our hiring decision.

Conclusion

- We regard StaffMatcher as a valuable tool in the hiring process.
- The insight provided into motivation & drive, people skills, potential, workplace skills, and cultural fit are difficult to obtain by interviewing alone.
- We believe StaffMatcher testing to be comprehensive and accurate.
- StaffMatcher was an additional insightful tool that greatly assisted in making a more informed, focussed and robust selection decision.

I would recommend StaffMatcher to any employer wanting to more comprehensively test applicants before the final hiring decisions are made.

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