

Motivation
Motivation

Analysis
Analysis

Can Do vs Will Do
Can Do vs Will Do

People Make the Difference!

In today's knowledge economy, people remain the greatest asset that differentiates one company from another. Tomorrow's innovations and technology is not going to be dependent on capital but the people who feel valued and motivated at the workplace.

Research has shown that much of the performance problems and labour turnover at the workplace is directly related to the employees' motivation. While many Can Do the job that is required of them, problems occur when they Will Not Do due to certain motivation issues inherent in the job position and the work environment.

Have you Ever....

- Employed a fully qualified applicant who very soon became dissatisfied and quit?
- Watched a Star Performer getting disillusioned and stop performing?
- Met somebody who has all the abilities and qualifications to do a job but quit because he could not fit the 'culture'?

Uncovering people's motivation and matching that to the requirements of the job position is imperative in any selection system. Statistics have shown that the better a person's motivation profile matches the job requirements, the more likely the person will stay and succeed in the job. Most organisations do a pretty good job finding out about an applicant's knowledge, skills and abilities, but would need help in gauging the applicant's motivation profile as:

- Motivations are often hidden or unclear
- People tend to say anything to get hired
- Knowing what to measure is difficult

MoFit™ - A motivational fit analysis software

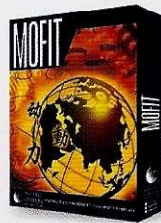
MoFit™ is an expert assessment software designed for use during a selection process to:

- Analyse and determine the motivation profile required in a job position
- Analyse and test applicants against the selected motivation profile to determine extent of fit between applicant's profile and required profile
- Analyse and list a pool of applicants in ranked order according to the extent of their fit to the required motivation profile

MoFit™ - Highlights:

- More than 30 years of motivation fit analysis, expert paradigms and decision rules.
- Library of 50 job factors and 30 location/organisation factors, reflecting the latest research.
- 36 pre-analysed job categories based on job functions to streamline and shorten analysis process.
- Anomaly indicator to catch applicant's acquiescence tendency.
- Available in English, Chinese and Bahasa Indonesian.
- 22 printable reports in MS Word/MS Excel format to facilitate flexibility in reporting format and further analysis work.

MoFit™ Process



MODULE 1 - SETUP

LIBRARY OF 80 MOTIVATION FACTORS

CREATE JOB

SELECT FROM 30 JOB CATEGORIES

RATING BY JE

TENTATIVE MOTIVATION PROFILE

RANKING BY JE

JOB MOTIVATION PROFILE

MODULE 2 - JOB MOTIVATION PROFILE ANALYSIS

MODULE 3 - CANDIDATE MOTIVATION PROFILE ANALYSIS

JOB MOTIVATION PROFILE FACTORS

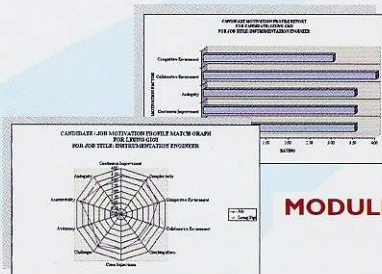
RATING BY CANDIDATE

ANOMALY CHECK

RANKING

CANDIDATE MOTIVATION PROFILE

MODULE 4 - OUTPUT



- Job motivation profile
- Candidate/ job match graph
- Candidates ranked order report

Full Service Support

- Our user training will enable you to quickly grasp the conceptual framework behind the software, administer, operate and implement the software.
- Full installation support to ensure a timely, problem free implementation.
- Dedicated hotline customer support to on-site technical support
- Continuous product updates

Consultancy

We are able to offer a full range of consultancy services to support and complement the implementation of the software. For details on services offered, check our website at www.pcc.com.sg or call us for a free demo.



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