



# EMPLOYEE PERFORMANCE EVALUATION

Name:  
Department:  
Job title:  
Date of Approval:

## CASE STUDY: Increase Hiring Efficiency & Quality of Hire

### AT A GLANCE

- **Client:** A leading construction company in Asia supplying expertise in large-scale heavy and light industrial projects.
- **Challenge:** Slow hiring process and high turnover during training
- **Solution:** Implemented HR Avatar's online simulation-based assessments.
- **Results:** Increased hiring efficiency by 300-500% and improved quality of hire by over 40%

### IMPACT

- Faster, more scalable hiring process to meet industry demands.
- Stronger alignment between assessment results and job performance.
- Reduced turnover, saving time and training resources.

### THE CHALLENGE

The company's traditional hiring process relied on **pen-and-paper assessments**, limiting daily candidate evaluations to **5-10 applicants**. Processing results took **2-3 days**, delaying hiring decisions. Additionally, **50% of new hires left during training**, signaling poor candidate-job alignment.

### THE SOLUTION

HR Avatar's online pre-employment assessments were integrated into the company's hiring process, replacing outdated testing methods. Key improvements included:

- Job-specific simulation-based assessments for engineering roles
- Shortened assessment versions to reduce processing time
- Customized assessments tailored for cultural relevance in Asian markets

### KEY FINDINGS

#### 300-500% Increase in Hiring Efficiency

Candidate evaluations grew from **5-10 to 25-30 per day**.

#### Faster Hiring Decisions

Automated processing allowed for immediate result delivery to hiring managers.

#### Improved Retention

Training attrition **dropped from 50% to 8%**.

#### Higher Quality Hires

Performance ratings on new hires improved by **40%**.