

ORACLE TALEO HOURLY ASSESSMENT CONTENT CLOUD SERVICE

OBJECTIVE, DEFENSIBLE
ASSESSMENTS FOR BETTER HIRES

KEY FEATURES

- Flexible assessment options
- Online assessment delivery
- Single-view results
- Automatically generated interview guides
- Validated assessment content

KEY BENEFITS

- Lower costs, reduce risk, and increase workforce productivity throughout your hiring process
- Optimize your assessment strategy
- Achieve a clear return on your investment

For years, companies have understood that assessments can help lower turnover by predicting job performance and employee behavior. However, they've struggled to find effective assessment content, automate testing, and incorporate results into the selection process consistently. Oracle Taleo Hourly Assessment Content Cloud Service helps by providing an integrated set of tools to meet these challenges. As the only assessment platform to allow content from multiple sources, it provides you with greater flexibility and control over the assessment process.

Identify Ideal Employees with an Objective, Flexible Assessment Process

How much damage can result from one bad hire? Avoid finding out by assessing how an applicant will perform on the job *before* you make an offer. Oracle Taleo Hourly Assessment Content Cloud Service allows you to deliver candidates assessments online at any stage of the selection process. Results are automatically stored in each candidate's profile, and you're notified immediately when the system identifies the candidate who is most likely to succeed in your organization.

Support All Hiring Processes with an Integrated Assessment Solution

Oracle Taleo Hourly Assessment Content Cloud Service is built into Oracle Taleo Enterprise Cloud Service. You can use it to support hourly hiring, professional hiring, internal employee transfer programs, and campus recruiting.

Oracle Taleo Hourly Assessment Content Cloud Service includes

- **Flexible assessment options.** Get the flexibility of choosing validated Oracle Taleo assessment content or certified third-party content. If your own staff of industrial-organizational (I-O) psychologists has built your library of assessment questions and tests with sophisticated scoring algorithms, graphics, validity periods, and reports, then you can offer these tests as part of the recruiting process.
- **Online assessment delivery.** Save time and costs when you move assessments online and offer them seamlessly to candidates as part of the recruiting and selection process.
- **Single-view results.** Make objective hiring decisions based on automated assessment test results as part of candidate comparison.
- **Automatically generated interview guides.** Ask relevant interview questions based upon the assessment results. Decide on the best candidate based upon a meaningful discussion.

Ensure Quality Hires with a Predictable Process

When you have an opening, you're not just looking for a talented person. You're looking for a candidate who has the skills, interest, personality, and motivation to succeed in that job. By employing Oracle Taleo Hourly Assessment Content Cloud Service with other screening tools, you create a unique three-tier selection process that's unmatched by other systems. A best-practices methodology creates a predictable and objective hiring process, which enables you to reduce your assessment costs and make your assessment strategy more effective.

Support Any Assessment Strategy

Do you have an in-house team of I-O psychologists? Do you outsource your assessment content development to a third party? Or are you just beginning to look for targeted content as you implement your assessment strategy? No matter where you are in the assessment process, Oracle Taleo Hourly Assessment Content Cloud Service has the flexibility required to support your assessment strategy.

Leverage Your In-House Content Experts

If you have content experts on staff, Oracle Taleo Hourly Assessment Content Cloud Service allows you to leverage their expertise. Designed specifically for certified field experts, the built-in authoring tool allows them to build assessment content, create scoring algorithms, and store libraries of questions and tests. You can then deploy tests as often as needed—with no per-test fees.

Here's how the process works:

- Certified users build assessment content into the system, where it can be deployed directly to candidates.
- The system summarizes results and presents them to hiring staff.
- Certified users can add to, adjust, or discontinue tests as often as needed to meet hiring and legal requirements.
- They can also extract raw assessment data to perform analyses on the content—all the way down to the question level.

Throughout, individual responses remain hidden from other users of Oracle Taleo Hourly Assessment Content Cloud Service.

Benefit from Assessment Content Expertise

Oracle Taleo Hourly Assessment Content Cloud Service can provide assessment content for a variety of industries and special needs. For retail organizations, Oracle Taleo Hourly Assessment Content Cloud Service can help identify candidates with the characteristics to succeed in retail environments. For many retail jobs, it is not difficult to find candidates with the right skills. Oracle Taleo Hourly Assessment Content Cloud Service helps narrow the pool to just those candidates who are likely to perform well and stay longer.

Oracle Taleo Hourly Assessment Content Cloud Service also delivers assessments specifically for campus and customer service hires. If your organization has an active college recruiting program, campus assessments can help you measure leadership potential and predict job performance and training time. These customer service assessments are designed for customer-facing jobs in the hospitality, entertainment, and retail industries.

ORACLE TALEO ENTERPRISE CLOUD SERVICE

Leading organizations worldwide use Oracle Taleo Enterprise Cloud Service solutions to attract, develop, motivate, and retain their workforce for improved business performance. With these solutions, organizations can increase process efficiency, improve quality of hire, reduce risk, and return financial results.

RELATED PRODUCTS

- Oracle Taleo Analytics Cloud Service
- Oracle Taleo Development Planning Cloud Service
- Oracle Taleo Goals Management Cloud Service
- Oracle Taleo Learn Cloud Service
- Oracle Taleo Onboarding Cloud Service
- Oracle Taleo Performance Management Cloud Service
- Oracle Taleo Recruiting Cloud Service
- Oracle Taleo Succession Planning Cloud Service

Use Independent Content Without Custom Integration

If you have already partnered with a content provider, the best way to leverage your content investment is to use tests consistently and effectively, and to incorporate results into the selection process. Until now, you could only do so by integrating your content delivery with your staffing system—if the content was even available online.

Because Oracle Taleo Hourly Assessment Content Cloud Service is an integral part of Oracle Taleo Enterprise Cloud Service, your certified content provider can build content right onto the Oracle Taleo Enterprise Cloud Service platform. There is no custom integration involved because the benefits of the assessment engine and assessment workflow are included in the solution.

Consistent Process, Better People, Less Risk

Assessments have become a key part of any comprehensive staffing strategy because they are objective and defensible and can increase the effectiveness of the hiring process. Oracle Taleo Hourly Assessment Content Cloud Service can help you lower costs, reduce risk, and increase the productivity of your workforce throughout your hiring process.

Regardless of the source of your assessment content, Oracle Taleo Hourly Assessment Content Cloud Service helps you optimize your assessment strategy. As the most flexible and integrated assessment solution on the market, Oracle Taleo Hourly Assessment Content Cloud Service helps you achieve a clear return on your investment.

Contact Us

For more information about Oracle Taleo Hourly Assessment Content Cloud Service, visit oracle.com/taleo-enterprise or call +1.800.ORACLE1 to speak to an Oracle representative.



Copyright © 2006, 2012, Oracle and/or its affiliates. All rights reserved.

This document is provided for information purposes only and the contents hereof are subject to change without notice. This document is not warranted to be error-free, nor subject to any other warranties or conditions, whether expressed orally or implied in law, including implied warranties and conditions of merchantability or fitness for a particular purpose. We specifically disclaim any liability with respect to this document and no contractual obligations are formed either directly or indirectly by this document. This document may not be reproduced or transmitted in any form or by any means, electronic or mechanical, for any purpose, without our prior written permission.

Oracle and Java are registered trademarks of Oracle and/or its affiliates. Other names may be trademarks of their respective owners.

Intel and Intel Xeon are trademarks or registered trademarks of Intel Corporation. All SPARC trademarks are used under license and are trademarks or registered trademarks of SPARC International, Inc. AMD, Opteron, the AMD logo, and the AMD Opteron logo are trademarks or registered trademarks of Advanced Micro Devices. UNIX is a registered trademark licensed through X/Open Company, Ltd. 0612

Hardware and Software, Engineered to Work Together