How Mettl helped 360 Realtors improve their Assignment Model's Predictability
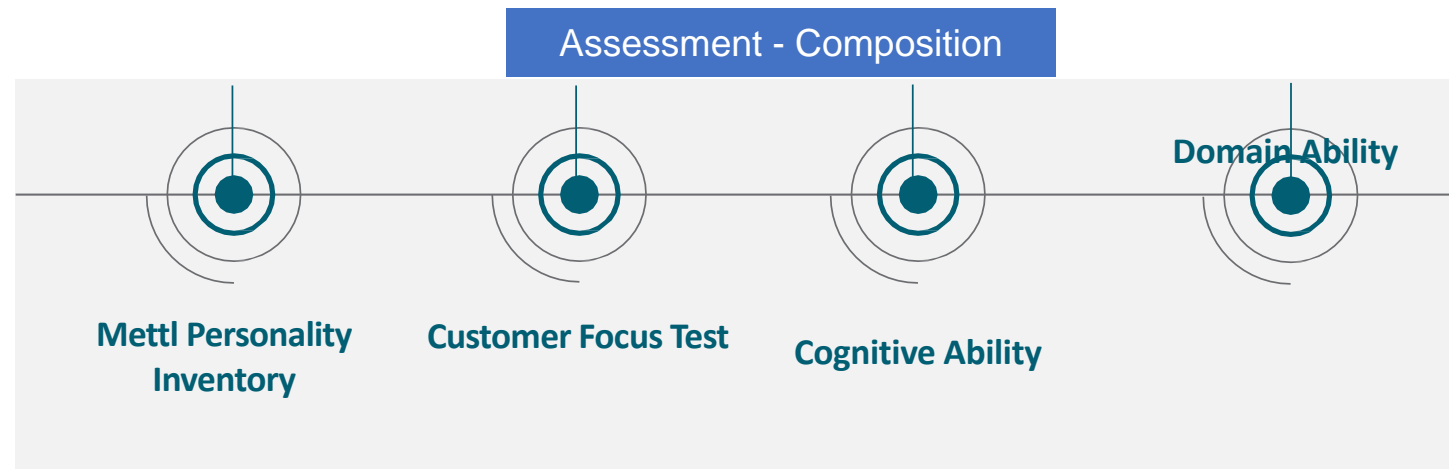
360Realtors - Mettl Engagement

Business Objective

Analyze the validity of Mettl assessment by correlating the performance of employees with their on-job performance

Engagement Overview

- 360Realtors employees attempted Mettl Sales assessment consisting of Psychometric, Cognitive and Domain sections

- The assessment scores of employees were correlated with their on job performance ratings classified into 4 categories from 'Bad' to 'Very good'.

- Basis the correlation results obtained, key competencies were identified which are highly correlating with performance.

- Using a weightage model of high correlating competencies, an overall model accuracy is calculated to predict high performers.

Assessment - Composition

Domain Ability

Mettl Personality Inventory

Customer Focus Test

Cognitive Ability

Assessment Results

Performance Evaluation

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	Competency	Correlation
Personality	Accountability	Strong
	Result Orientation	Strong
	Negotiation	Medium
	Networking	Weak
Cognitive	Numerical Ability	Weak
Domain	Sales	Weak
	MS Office	Weak

*Strong correlations are in the range of 0.2 and above
*Medium correlations are in the range of 0.1-0.2
*Weak correlations are in the range of 0-0.1

Overall Correlation

Medium

An assessment with multiple correlating competencies builds up to form a much stronger overall correlation with the output, as the multiple competencies measure different aspect which adds up to an even more stronger recommendation
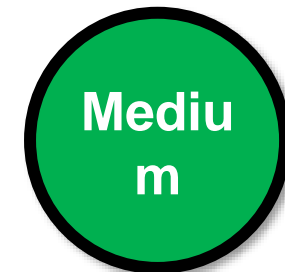
Correlation and Remapping

Correlating Assessment Recommendation with On-job performance

Final Assessment Score
(Average of all Psychometric competencies)
+
(Average of both Cognitive skill and Domain skill)

Benchmark (Sten Scores)
- 7 and above for MPP
- 5 and above for Domain
- 5 and above for Cognitive

Overall Correlation

Medium

Medium Correlation observed

Summary and Suggestions

Results

- The overall correlation with final scores of employees lies in the Medium range i.e., 0.1 to 0.2

- The model accuracy is bound to increase as more employees attempt the assessment

- Model accuracy can be improved by selecting only high correlating competencies in the assessment basis correlation result with employees ratings

- To make an effective calculation for correlation, a minimum of 30 employees should complete the assessment successfully. Therefore, the analysis of Assessment L could not be completed due to low numbers.

High Performers

Mettl Assessment has been validated in line with the personality and aptitude level of 360Realtors employees and is proving to be an ideal assessment to hire high performing employees