



**LT Foods**



# **How Mettl helped LT Foods improve their Assignment Model's Predictability**

# Objective

1

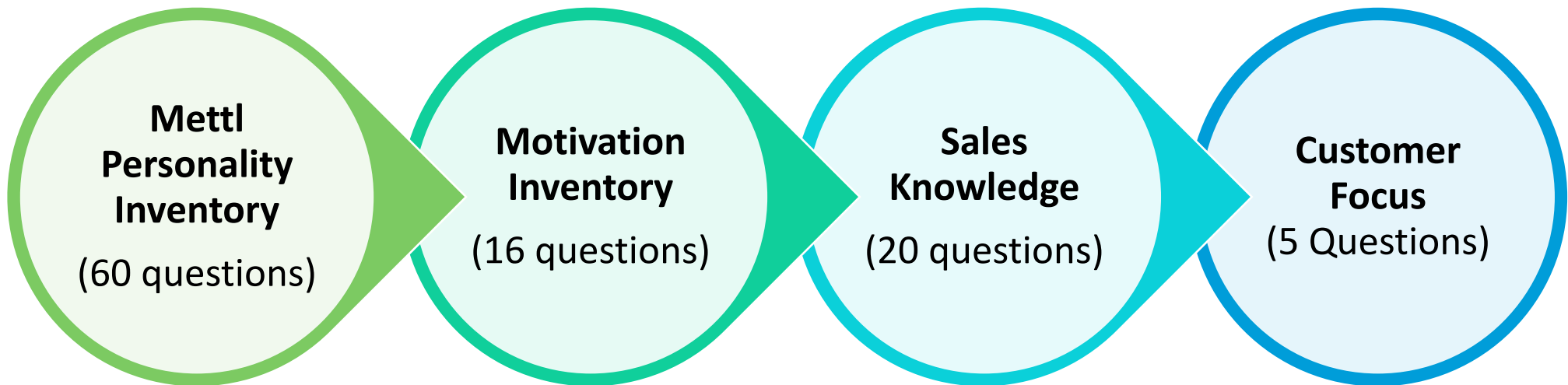
**Assess the impact of Mettl's Assessments on Employee Performance**

2

**Identify areas for customization of the Assessment, and suggest a revised assessment framework, if necessary**

# Test Composition and Application

Mettl's FMCG Sales Executive Assessment test was used on 150 candidates to hire for the Sales Executive Role at LT Foods. Post the hiring, their "On the Job Performance" (Sales Target Achieved in %) was shared with Mettl to assess the validity of the tests and also to understand areas of refinement.



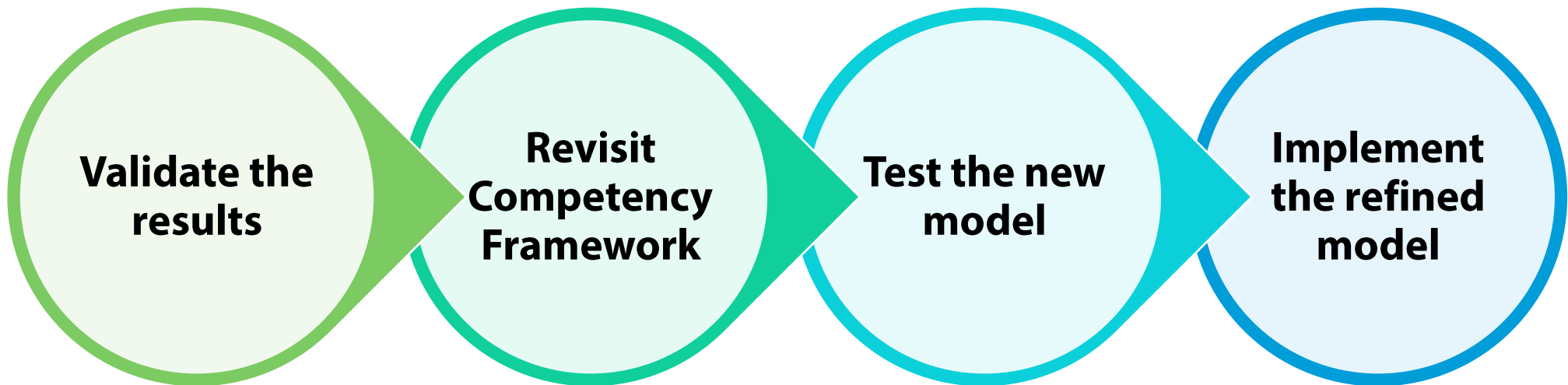
- Assesses the person's behavioural sales competencies and is based on Big Five Model of Personality

- Measures the person's key career motivators that drive his/her success in the role

- Assesses the functional understanding of the FMCG sales process through video based and real-life situation judgement questions

- Measures the person's ability to handle customers through situation judgement questions

# Process



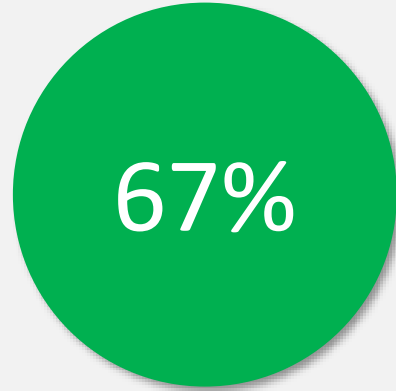
- Validate the Assessment results with on the job performance

- Modify the generic sales competencies to improve prediction of the job performance for LT Food

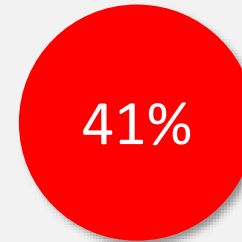
- Test the new model and find out its “*Goodness of fit*”

- Implement the new model to enable LT Foods to select more relevant candidate

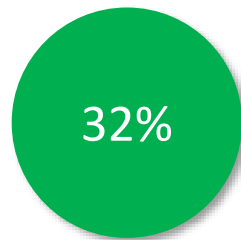
# Validation: Sales Performance v/s Mettl Recommendation



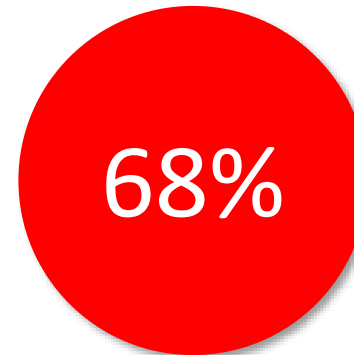
Is the lowest target achieved for a **Recommended** Candidate



Is the lowest target achieved for a **Not Recommended** Candidate



Of **Low Performers** are **Recommended** Candidates



Of **Low Performers** are **Not Recommended** & **Moderately Recommended** Candidates

# The Mettl Advantage

78%

of Recommended candidates are High & Medium Performers

1.5 x

Better in finding good performers for your organization

55 %

of Not Recommended & Moderately Recommended candidates are High & Medium Performers

22%

of Recommended candidates are Low Performers

2 x

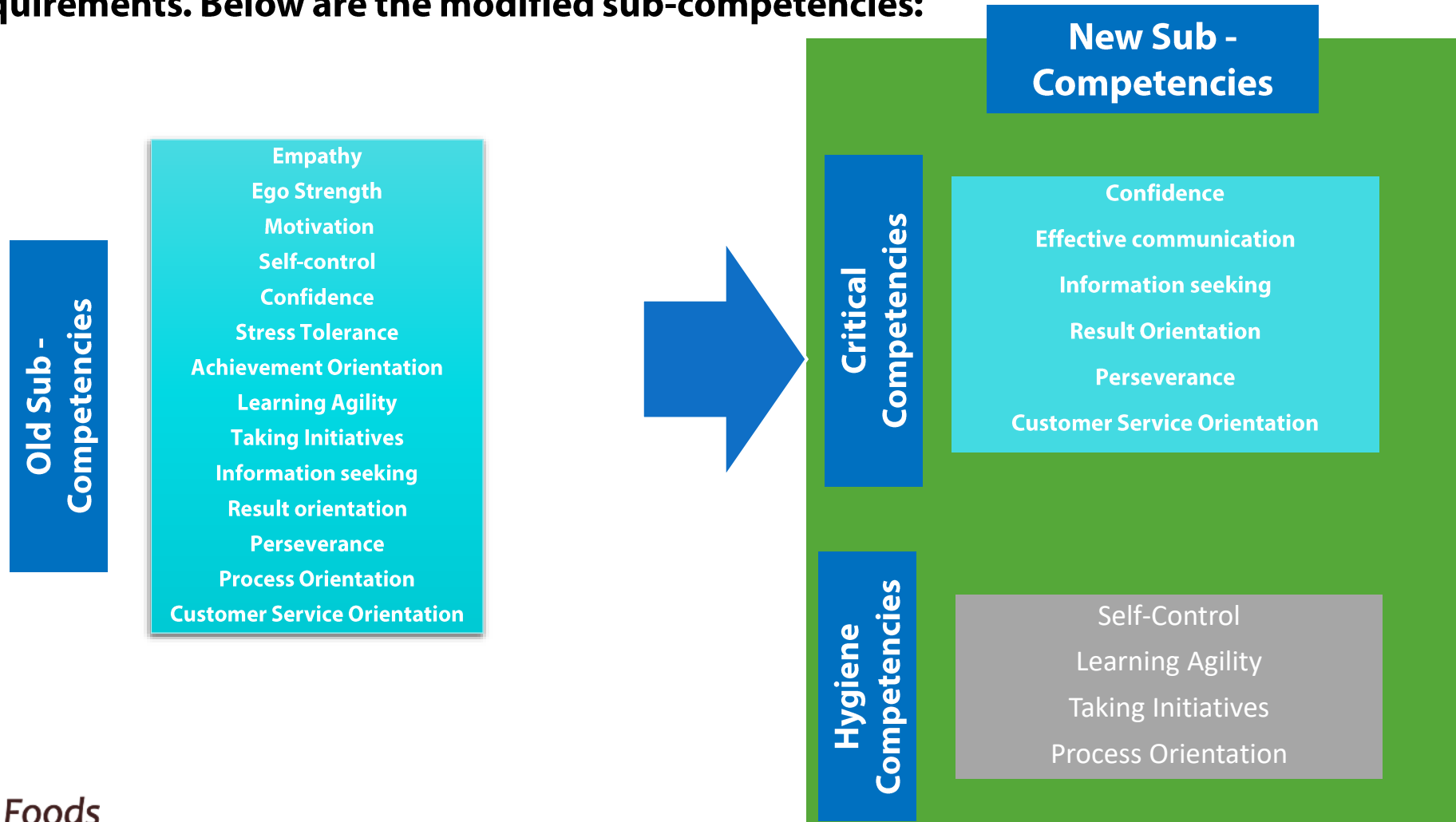
Better in filtering out low performers for your organization

45 %

of Not Recommended & Moderately Recommended candidates are Low Performers

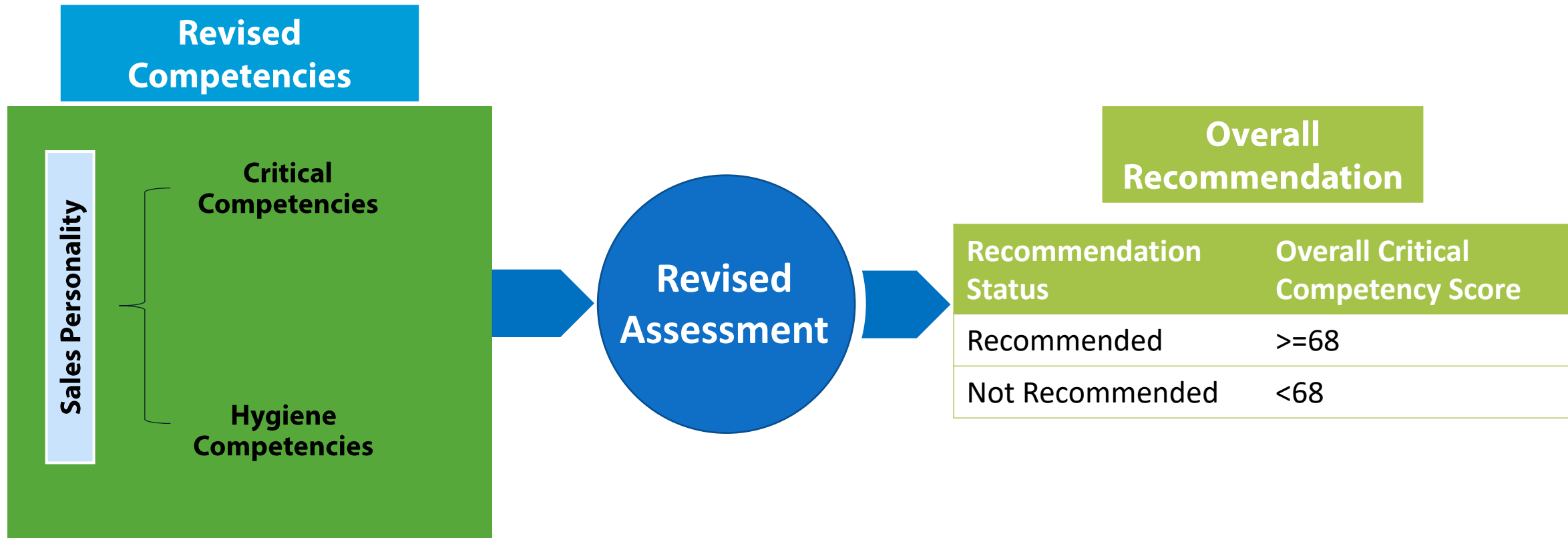
# Modifying the Competency Framework (1/2)

Based on the performance data, we have refined the competency framework, to align better with LT Foods requirements. Below are the modified sub-competencies:



# Modifying the Competency Framework (2/2)

Critical competencies and additional competencies are mapped to determine sales personality and Overall recommendation will be calculated based on the overall score of critical competencies



# Recommendations

1

## **Use a customized version of the FMCG Sales Assessment for hiring**

- **Implement the refined model and use it for hiring to achieve an improved fit with the on the job performance**

2

## **Focus on Mettl's Overall Recommendation to hire the right candidates**

- **Use Mettl's Recommendation from the refined test, to filter out Low Performers with 2X Effectiveness, and identify High Performers with 1.5X Effectiveness.**

# Sample Overview

- On the Job Performance of 74 candidates was shared with Mettl.
- On the basis on genuineness of answering the questions, the data of 56 of them were taken to assess the impact of Mettl's Assessments, and for further analysis