



Work Performance Indicator (WPI)

The Work Performance Indicator (WPI) is an employment personality solution administered through the Talent Performance Management Solution (TPMS). It is designed to help organisations make personnel decisions, including decisions about employee selection, job placement and leadership development. The WPI is an easy-to-use assessment tool for such purposes.

Overview

The Work Performance Indicator (WPI) introduces a whole new perspective on personnel decisions by assessing aspects of personality that influence behaviour in the workplace.

The WPI runs on the Talent Performance Management Solution (TPMS), which is a reliable and secure platform for talent performance management decision-making, suitable for organisations of all sizes. TPMS provides automated individual and group test reports. Multiple dashboards are available for easy monitoring of individual progress, anywhere and anytime.

Among the attributes that can be measured by the WPI are:

- Quick decision-making
- Ability to interact with people
- Readiness to take up challenges
- Ability to cooperate with others
- Adherence to policies and ethical rules
- Ability to work under pressure
- Ability to contribute ideas
- Creativity
- Adaptability to organisational change
- Open-mindedness
- Ability to apply knowledge and skills at work
- Capacity for planning in the workplace
- Dedication to work
- Willingness to strive to achieve work-related goals

Features

Among the many features of the Work Performance Indicator (WPI) are:

- **Administered Online**
The WPI is available online through the Talent Performance Management Solution (TPMS).
- **Makes Personnel Decisions Easier**
The WPI helps employers make personnel decisions by assessing whether job applicants or current employees have the personality traits required to be successful in the workplace.
- **Measures Personality Traits that Predict Job Performance**
The WPI measures dimensions of personality that are related to current and potential employees' future success in work settings.
- **Available in English and Bahasa Malaysia**
The WPI is suitable for working adults, and is available in both English and Bahasa Malaysia versions. Versions in other languages can be commissioned upon request.
- **Valid and Reliable**
The WPI was developed based on extensive research. There is ample evidence in support of its validity and reliability when used with the Malaysian population.

Technology Summary

WPI

- An employment personality solution administered through TPMS
- A decision-making tool designed for employee selection, job placement and leadership development.

Industries: Enterprise, Education, Government, Healthcare

Features

- Administered online
- Multiple dashboards access
- Makes personnel decisions easier
- Measures personality traits that predict job performance
- Available in English and Bahasa Malaysia
- Meets internationally-accepted assessment standards
- Valid and reliable
- Provides personality test reports

Uses

- Assess work-related aspects of personality
- Inform personnel decisions

Technology Benefits

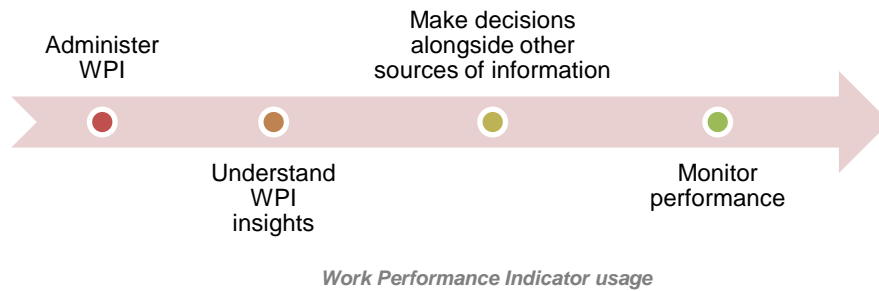
- Continuous Performance Solutions
- Locally designed and validated
- Provides occupational benchmarking data

■ Meets Internationally-Accepted Assessment Standards

The WPI was designed in accordance with recognised principles of good practice in psychometric testing, and in the measurement of personality in particular. Every question goes through a thorough process of review by experts to ensure that the test is fair and relevant.

■ Provides Personality Test Reports

The WPI test reports, called *Insights*, are made available through the TPMS automated test reporting plugins. They list scores for all the personality traits measured by the test and provide an interpretation for each score. This information offers a clear understanding of an individual's personality, including strengths and weaknesses as they pertain to the workplace. TPMS also allows easy monitoring of individual progress. Employers can obtain *Insights* reporting on both individual employees and groups of various sizes.



Uses

The Work Performance Indicator (WPI) assesses workers' personalities in order to help employers make better personnel decisions.

- **Assess Work-Related Aspects of Personality**
The WPI can be used by employers to assess whether job applicants have the personality traits required to be successful in the workplace.
- **Inform Personnel Decisions**
The WPI can be used by employers to make informed decisions about job placement and leadership development.

Technology Benefits

The WPI offers the following benefits to organisations:

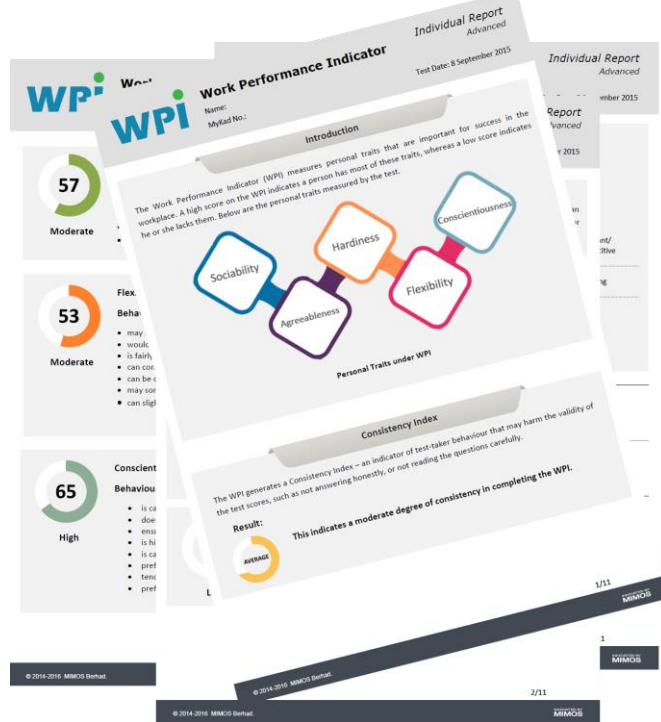
- **Continuous Performance Solutions**
The WPI runs on the Talent Performance Management Solution (TPMS). TPMS is a continuous performance solution through which it is possible, whenever desired, to administer the WPI, produce automated test reports, or monitor employees' performance.
- **Locally Designed and Validated**
The WPI was designed and validated among Malaysians to create a product specifically for use in Malaysia's multicultural context.
- **Provides Occupational Benchmarking Data**
The WPI is equipped with a large database of personality profiles of different occupations from various fields. Test takers' results can be compared with these profiles.

Contact Information

For more information on this product, please contact:

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Sample Work Performance Indicator Insights



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