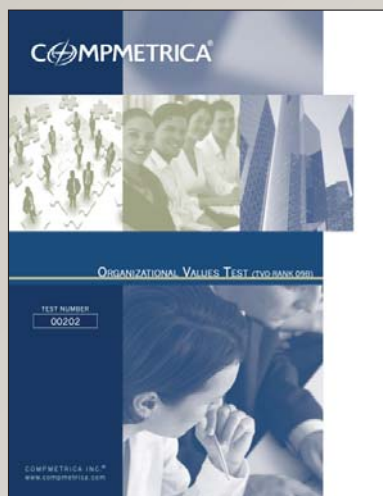


COMPMETRICA Organizational Values Test



Many studies have demonstrated that there is a direct relationship between values and organizational effectiveness. In order to reach a better performance level, the **Organizational Values Test** demonstrates how a person's values fit with the ones from an organization. This information allows greater satisfaction in relation to the task to accomplish, the nature of the job, and the organization, thus causing a greater level of engagement from the employees as well as a decrease in employee turnover. Therefore, the **OVT** diagnosis represents an efficient solution to many challenges related to your human resources.

Description

- This test makes it possible to identify the organizational values of an individual, group, work unit or even an entire organization.
- The test, which assesses the degree of importance of thirty-four (34) generic organizational values, takes into account fundamental beliefs and the importance granted to individuals, processes, and results, both inside and outside the organization.
- The test includes two sections:
 - **Section 1:** Ranking seventeen (17) organizational values based on personal preferences (4 simulations)
 - **Section 2:** Prioritizing organizational values according to different pairs of statements (40 pairs of statements)

Targeted Clientele

Organizations that wish to promote an approach based on organizational values among current or future employees.

Conditions

Duration

- Approximately forty-five (45) to fifty-five (55) minutes

Correction Time

- Paper-Pencil Administration: Two (2) business days
- Web Administration: Instant report

(Can vary according to special arrangements and fees, negotiated in accordance to the amount of copies to correct, the client's needs, and the availability of Compmetrica's correction services).

Available Languages

- English
- French
- Spanish (available soon)



Uses

The **COMPMETRICA Organizational Values Test (OVT)** makes it possible to identify the values of greatest importance through rank ordering. The **OVT** can be applied in a number of different situations:

1- Identifying corporate values:

- Allowing a group of decision-makers to identify their company's organizational values.

2- Relationship between the personnel and the organization:

- To compare values between two groups in the same organization in order to identify the similarities and differences regarding two major value categories.

3- Benchmarking:

- Comparing an organization's values to values shared by companies operating in 17 different sectors.

4- Hiring employees:

- Screening candidates who wish to join your organization. The TVO calculates an indicator of agreement that can be used to establish a cut-off point.

5- Employee retention:

- Analyzing employees' values in order to identify individuals most likely to remain with the organization.

6- Company mergers:

- Comparing the values shared by employees of two organizations that are considering amalgamation.

7- Organizational development:

- Identifying organizational development needs through a comparison of corporate values shared by:
 - a. Management and staff
 - b. Two separate groups of employees (for example, production and sales)
 - c. Any other significant group

Types of Reports Available

- Comparison Report
- Individual Report
- Industrial Report

