Enjoyment Performance Methodology

The Importance of Work Satisfaction

Measuring work satisfaction is essential to determine motivation and forecast whether an individual will prosper, succeed and stay with the organization. Most behavioural and personality assessments fail to measure job specific work satisfaction and are therefore limited to predicting personality.

Hire, Motivate & Retain Top Talent

Harrison Assessment's 30+ years of research prove that employees who enjoy at least 75% or more of their job are 3 times more likely to succeed than employees who enjoy less than 75% of their job. It seems like common sense to get people in jobs that that mostly enjoy doing right? By measuring factors related to work satisfaction Harrison makes it possible to predict job success. Allowing you to hire, motivate and retain the best talent.

Three Keys to Work Satisfaction

Harrison Assessment's Enjoyment-Performance Methodology considers three key issues related to work satisfaction and retention. Measuring the fit for the job of the individual's:

1. Preferred tasks
2. Interests
3. Work Environment preferences

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Clarity & Growth for Social Enterprises

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Enjoyment Performance Methodology

The Link Between Enjoyment and Performance

Enjoyment and Performance are linked because the level of enjoyment that an employee has while performing a particular activity is directly related to the level of their performance relative to that activity. When people enjoy a task, they tend to do it more, and get better at it. Like a self-fulfilling prophecy, good performance creates acknowledgment and/or positive self-regard which then causes people to enjoy the task even more.

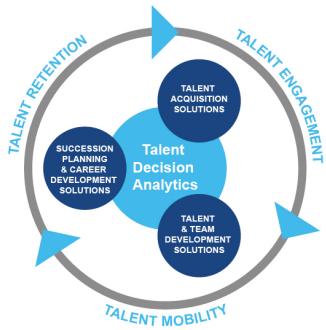
Of course the opposite is true for those who don't enjoy the main factors in their job. They tend to avoid or procrastinate tasks they don't like. Consequently they don't improve and often feel guilty for avoiding them which creates further negative feedback. Employees with low Suitability for the job tend to have lower performance and higher turnover which is incredibly expensive for the organization.

A Win-Win Result

Harrison Assessments provides you with the tools to predict performance, work satisfaction and retention. Motivate your people and increase their performance by assigning the roles and responsibilities that give them the highest degree of work satisfaction. Now you can access the data that facilitates the real conversations that show your employees you genuinely care about their work satisfaction. This mutually beneficial process ensures that both employees and employers win!

Harrison Talent Life Cycle Solutions

Harrison Assessments uses predictive analytics to help organizations acquire, develop, lead and engage their talent. This comprehensive Talent Decision Analytics provides the intelligence needed throughout the talent life cycle to build effective teams and develop, engage and retain key talent. Contact us to learn how we help organizations make great decisions.



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