SCHUHFRIED

SUCCESS STORY #4

Introducing digital tests in HR

50% less time spent recruiting tram and bus drivers thanks to the switch to digital tests!

CLIENT

DPMB
Dopravní podnik města Brna a.s.

Dopravní podnik města Brna (DPMB)

www.dpmb.cz

> Tram transport since 1869
> transporting over 365 million passengers a year
> over 2600 employees
> largest trolleybus network in CZ
> 11 tram, 55 city bus and 13 trolleybus lines

"Beside the time we save every day by using digital tests, the possibility of expanding the activities of the workplace is a great advantage. We can use this saved time for our drivers in counseling, for training or crisis intervention."
Mgr. Eva Jurčáková, chief psychologist, DPMB

SCHUHFRIED PARTNER

ASSESSMENT SYSTEMS

Assessment Systems International
https://asystems.as

You want to improve your recruiting? Contact us or your local SCHUHFRIED Partner!

info@schuhfried.com
www.schuhfried.com

Initial Situation

Dopravní podnik města Brna (DPMB) is the main carrier in urban public transport of Brno. Many of the 2600 employees are working in **jobs with extraordinary high responsibility** like tram, trolley or bus drivers.

Recruiting candidates for these positions **with paper-pencil tests takes up to 7 hours** per person. This requires lots of the psychologists' time, which they would like to spend more on counselling, therapeutic, and training activities.

Project Aim & Challenge
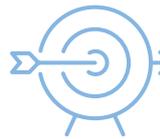
Main aim of the project was to introduce a **process for digital psychological assessment** that **saves valuable time in recruiting** and delivers h**igh quality information** in a clear evaluation so that quick but informed decisions can be made.

Due to the multinational workforce, testing in many languages, such as English, Russian, or German is also necessary.

Procedure

We built up a **Vienna Test System server solution**, which is based on the client-server model, where all data is stored on the central server. The installation of clients enables flexible use of test administrators and test stations. This way **many candidate workstations can be handled via one supervisor computer** and **more people can get tested at the same time**.

The most relevant dimensions, such as concentration, resilience, and ability to react, are recorded in a compact test battery. Special SCHUHFRIED in- and output devices are used to enable **precise measurement** of the relevant dimensions.

The VTS provides **results of the individual tests** as well as an **overall assessment** of the respondent's driving-related ability.

In addition to the cognitive abilities assessed with the Fitness to Drive test set, DPMB choose several individual special personality tests for drivers out of the SCHUHFRIED portfolio. This enables them to also assess important traits like aggression, mental stability, responsibility, self-control, and risk avoidance.

The Vienna Test System offers **digital tests in more than 30 languages**. Therefore tests can be changed to the appropriate language for the test person **with a single click**.

Solution & Outcome

> **reduction of test time** from up to 7 hours to 2-3 hours
> **lower overall costs**, as more candidates can be tested in the time available
> automated test resuts saving additional personnel resources
> **detailed information and valid decisions** through automated reports

By implementing VTS in the recruitment, the test and evaluation process, the time required has been reduced by half. This leads to an increasing productivity of the whole department and allows psychologists to focus on other important issues like counselling, therapy and training.