Investing in future generations at HARTMANN

With a wide range of user-friendly products and customised services HARTMANN offers innovative system solutions for professionals in medicine and nursing.

HARTMANN has always looked internally to grow its talent and to provide careers for its current employees. By increasing the number of apprentices HARTMANN takes on, the company not only secures future talent but also creates employment opportunities in the region. “We invest heavily in future generations,” says Ute Wiedemann, Head of Training.

The challenge: optimising the selection process to secure the best

The apprentice programme is a combination of school and practice. The syllabus, created and taught by the Industrial and Commercial Chamber and the Baden Wuerttemberg Cooperative State University, ensures a solid and profession-specific knowledge. This is added to through the practical experience that provides company specific knowledge and skills. In order to identify the best potential amongst the 250 applicants annually, HARTMANN decided to use cut-e ability and personality assessment.

The solution: assessing what will matter to succeed

cut-e worked to help define the specific prerequisite cognitive skills and various personality aspects for each of the various courses offered. HARTMANN uses the online assessments efficiently in the pre-selection to supplement decision-making information.

At the final selection stage, retesting is carried out as part of an assessment day in order to verify the previous online test results.
The outcome: positive response from the applicants and informed decision-making

Over 250 applicants participate in these tests each year and the feedback is positive from all stakeholders. The applicants consider the online tests to be cutting-edge and attractive compared to traditional paper-and-pencil tests and this impacts positively on the perceived appeal of the job. In addition, by using such assessments HARTMANN has more information on which to base a selection decision.

“The cut-e tests are straightforward and very simple to administer. The overview of the results enables us to pre-select the most suitable applicants so that we can invite the best to attend a face-to-face assessment day in a quick and uncomplicated manner. The retesting that takes place on-site, provides us with the reassurance and guarantee that the candidates really are those who completed the tests online.”

Ute Wiedemann, Head of Training at PAUL HARTMANN

"The streamlining and modernisation of the selection process is a worthwhile investment, especially in the current economic situation. It enables companies to reduce costs despite the increasing number of applications – while at the same time increasing the quality of the selection process!"

Stefan Häussermann, Managing Consultant at cut-e

For any further information please don’t hesitate to contact us!
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