



# MOERS COMPETENCY MANAGEMENT MODEL



# What are we doing?

## Photographing; what?

- ▶ Personal characteristics
- ▶ Competency
- ▶ Potential



# What are we doing?

## Who are we photographing?

- ▶ Candidates
- ▶ Employees
- ▶ Students
  - ▶ *Pre-university*
  - ▶ *University*



# Our Job is to Match

## We match competencies with

- ▶ Positions
- ▶ Professions
- ▶ Sections and branches
- ▶ Career plans





# The Story of MOERS

**MOERS K-Test** is formed by working over **3.700 people**, after 6 years of research.



# Registry of Reliability

High rate of reliability has been registered by **the Biostatistics Department in The Faculty of Medicine of Uludag University.**



# MOERS Test Group / K-Test

## Corporate Version

- ▶ Applicant candidates
- ▶ Employees of corporation

## College Version

- ▶ College administrations
- ▶ Students preparing for college



# MOERS Test Group / K-Test

## University Version

- ▶ Career centers of university
- ▶ University students

## Individual Version

- ▶ Job seekers
- ▶ Everyone willing to form his/her  
career plan





# MOERS Test Group

## General Ability Test

- ▶ Technicians
- ▶ Designers
- ▶ Gray collar personnel

## Motivation Test

- ▶ Employees
- ▶ Interns



This report is personal. The data in the report can be shared within the scope of the relevant legislation and in any case with the approval of the person who took the test.

### Considerations while evaluating the test



#### What to keep in mind when reviewing the test report

Each job position and task requires a particular set of technical and behavioral competencies. While that every task, responsibility and requirement reported from a specific position may vary from others in company.

The level of complexity in another important factor. Certain jobs may require the same competencies but at different levels. For instance, flexibility may be an advantage for some responsibilities but a disadvantage for management personnel.

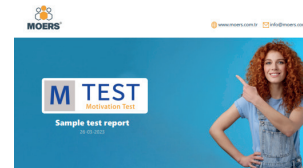
In other, individuals are not expected or required to have the maximum level of competency across the board. It should be noted that to address the competency level of an individual or employee by using test results the competency requirements of individual potential future roles as well as their current role.

Results of an individual are not necessarily indicative of a future situation should be taken that include the correlation between competencies. As such, evaluating the competencies level and understanding need gaps per person is key.

The **MOERS General Aptitude Test** may be safely used for recruitment, analysis of potential, assessment of training needs, career planning and performance analysis.

The **MOERS General Aptitude Test** may be used accordingly for roles and positions where strategic progression, competitiveness, communication, innovation and verbal reasoning skills are requirements.

The test may be used for first-line operators, technicians, designers, measurement, quality and manufacturing personnel and blue collar workers in technical positions.



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### Considerations while evaluating the test



#### What to keep in mind when reviewing the test report

Each job position and task requires motivation alongside a particular set of competencies. People's motivation needs can change over time, as their needs, these needs are periodic in nature.

Therefore, motivation needs must be determined on an individual basis to identify those to motivate a person.

The correlation between these needs must also be taken into account. The absence of a motivation need represents an undesirable situation in terms of getting a person to act, whereas maximum levels of motivation in all areas suggests another situation entirely.

The test report will provide sufficient data for a evaluation. The report is based on Maslow's Hierarchy of needs.

The **MOERS Motivation Test** may be safely used to identify the motivation needs of candidates and employees.

The **MOERS Motivation Test** may be used for roles and positions where the motivation plays an important role.

# Reporting in 5 language... (yet)

Tests can be answered in **English / German / French / Turkish / Russian** and test reports can be received in these languages.





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