



## Biographical Questionnaire Online (BQO)

**Accurate and economic applicant preselection is the key to an efficient and professional personnel selection process. That's where the BQO comes into play.**

**Field of application:** Personnel selection

**Object to be measured:** Applicants' suitability for particular roles/environments

**Language:** German

**Characteristic:** Online tool, building-block concept

The Biographical Questionnaire Online (BQO) is meant for **preliminary sorting of external applicants**. It consists of standardized biographical data and hence offers a high degree of comparability for review and evaluation of applicants' profiles. Professional as well as extra-professional activities are queried systematically through the BQO. The questionnaire is structured **in modules – based on your needs**, various modules can be selected. We offer **standard profiles** for the most common applicant groups (apprentices, university graduates, practical trainee). Their predictive value has been tested and validated many times over.

Evaluation of applicants' input takes place automatically and therefore is **free of subjective impressions**. This is done through complex mathematical algorithms, which are based on the principles of scientific studies and many years' experiences. Your personnel expert receives a position table of applicants sorted according to their suitability for the job, along with an exhaustive bio-data report of each applicant. Results can be downloaded through our convenient on-line platform or through interfacing with your personnel data system.

### ***Your benefits:***

- Prior to the main selection, you **reduce large numbers of applicants to the most suitable ones**
- You **save a great deal of time** thanks to the fully automatic evaluation of data as compared to the conventional manual review of applications
- You get **relevant, standardized and comparable information** about the applicants
- Your **image as an employer is improved** through your use of standardized, modern methods of online application

- You **save on administration and traveling costs** since fewer Assessment Centers and/or job interviews are required thanks to the initial screening of applications
- New hires deliver consistently **higher performance**