The Manufacturing Assembly & Production simulation (MAP) is an “hour in the life” simulation of multiple job relevant exercises relative to hourly workers in manufacturing positions. The MAP provides a simulation experience but is completely computer delivered and scored. Five standard exercises measure safety behavior, process adherence, detail/quality orientation, work speed, multitasking, and motivational fit. The MAP is best utilized as a screening tool in a clients’ hiring workflow, but may also be leveraged for development opportunities.

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<tr>
<th>Target Audience</th>
<th>The Challenge</th>
<th>Outputs</th>
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| The MAP is appropriate for candidates applying for positions in individual contributor positions in which the ability to show competence in work related activities related to safety detail, quality orientation, work speed and multitasking are important. Sample roles could involve manufacturing, production, logistics and distribution related positions. | How do you accurately and efficiently gauge an individual candidate’s proficiency in work activities that are relevant to hourly manufacturing associates and critical to job success? Work samples/assessments simulate real life work activities and allow the candidate to take a hands-on approach to completing job related tasks. However, these types of assessments can be costly and logistically challenging for some clients. The MAP is an innovative assessment approach that simulates a series of manufacturing tasks and processes. Since it is computer delivered and scored, the MAP can be completed on any PC or tablet and provides detailed and immediate feedback on the participant’s performance. The MAP measurement targets align directly to the Lean Manufacturing principles of Safety, Quality, Delivery Throughputs, Cost, and Morale. | Candidate profile reports are automatically generated and include the following sections:  
  ▪ Band or Overall Score  
  ▪ Exercise Specific Score  
  ▪ Interview Questions |

Common Job Titles
- Entry-level Hourly Positions
- Logistics
- Distribution

Candidate Reactions to DDI’s Tests:

Overall Reaction to Online Assessment (N = 262,905)

<table>
<thead>
<tr>
<th>Statement</th>
<th>% Response</th>
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<tbody>
<tr>
<td>The time it took to complete this assessment was reasonable.</td>
<td>96%</td>
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<tr>
<td>The technology delivering this assessment functioned well.</td>
<td>95%</td>
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<tr>
<td>This assessment was fair and objective.</td>
<td>92%</td>
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Tests at a Glance

Example Station Items:

Production Processing Station

Candidates are presented with a current job, which contains information about the type and quantity of a certain part that needs to be made. For each job, candidates input information into a human-machine interface screen, adjust the machine’s settings, and then monitor the machine as it produces parts/units. The Production Processing Station measures Process Adherence, Quality Orientation, Work Pace, and Maintaining Attention.

Assembly Station

Candidates are presented a spec sheet and asked to assemble a part on a moving conveyor while monitoring multiple potential safety hazards. The Assembly Station measures Process Adherence, Quality Orientation, Work Pace, and Maintaining Attention.

Visual Inspection Station

Candidates at this station must pull a spec sheet that corresponds to the part in front of them and inspect the part for defects. This exercise measures Process Adherence, Quality Orientation, and Work Pace.
Tests at a Glance

Measurement Station

Candidates are presented a part and must find the correct corresponding spec sheet for the part, measure the part in all of its orientations, and determine if each dimension is acceptable. The Measurement Station measures Process Adherence, Quality Orientation, and Work Pace.

Order Fulfillment Station

In the Order Fulfillment Station, candidates have a list of orders that need to be fulfilled. Candidates must fill orders from a list based on dates and priority. Orders are filled by dragging and dropping the correct quantity and type of each package needed from a supply shelf to a cart. The Order Fulfillment Station measures Safety Focus, Process Adherence, Quality Orientation, Work Pace, and Decision Making.

Motivational Fit Measurement

Candidates will complete their experience by answering a short Motivational Fit survey that will gauge how well the individual’s disposition, job preference and interests align with a career in manufacturing.