

PRE-EMPLOYMENT SCREENING

KNOW YOUR EMPLOYEE

The “War for Talent” has led to higher focus on talent attraction and retention. When 63% of the younger entrants to the workplace see their working environment as more important than Leadership, then employee engagement and improving the workplace experience are key.

WHERE IS THE RISK IN ORGANISATIONS?

These were the five most common departments:



Executive / upper management
20% OF CASES



Board of directors
15% OF CASES



Sales
9% OF CASES



Accounting
7% OF CASES



Human resources
7% OF CASES

SPECIFIC CATEGORIES OF RISK

- ▲ Average of 23% of tests flag as high risk
- ▲ Prominent categories relating to high risk:
 - ▶ Receiving bribes / gifts
 - ▶ Theft of Cash
 - ▶ Sharing customer or business information
 - ▶ Drug usage
 - ▶ Irregular and/or fraudulent activities
 - ▶ Family members working at vendors

PRODUCT OVERVIEW

Nemesysco has 20 years of technology and experience in developing advanced and non-invasive investigation and security tools, fraud prevention solutions, CRM applications, consumer products and psychological diagnostic tools. All Nemesysco’s products and services are based on Layered Voice Analysis (LVA™), the proprietary and protected voice analysis technology.

The LVA™ technology enable organizations to enhance crime detection and prevention; expedite investigations; identify and fight fraud more effectively and improve risk assessment during recruitment processes.

XTND is an authorised accredited operator of Nemesysco to utilise and sell LVA™ technology.

HOW IT WORKS

Voice analysis technology detects and measures levels of tension, rejection, fear, embarrassment and attempts to outsmart or answer cynically. The technology establishes patterns of deception and are provided in real time. Unravelling several levels of emotional intensity, and by doing so, exposing additional layers of information that would otherwise be unavailable.



SOLUTION OVERVIEW

LVA pre-employment screening application is used during a job interview to understand the future credibility of a candidate based on his/her historic employment career.

CUSTOMER PAIN

- ▲ Culture of non-compliance exist in South Africa
- ▲ Fraudulent supportive background and educational documents easily available
- ▲ Pending disciplinary proceedings not disclosed during job interviews
- ▲ Inadequate or ineffective internal disciplinary processes
- ▲ High staff turnover

CUSTOMER GAINS

- ▲ Culture of integrity
- ▲ Improved quality of workforce
- ▲ Restore confidence and trust in working environment
- ▲ Enable economic potential
- ▲ Strengthening corporate compliance processes
- ▲ Restore ethical values
- ▲ Credibility in the SML economic environment