

HOLISTIC SOLUTIONS

Delivery of Selection Tools and Training



Infineon Technologies provides semiconductor and system solutions, focusing on three central needs of the modern society- energy efficiency, mobility and security. With 33 R&D locations, 20 manufacturing locations, and about 35,000 employees worldwide, Infineon is a market leader in the manufacturing of semiconductors and smart card ICs and boast a strong portfolio with over 22,800 patents and patent applications

THE CHALLENGE

Infineon was sourcing for a suitable personality measure to refine their current selection process and have taken to consideration various solution providers. The solution should encompass training, a system that can be rolled out across Asia Pacific, potential scaling to other parts of the world, and the option of a cognitive ability test as well. OPRA engaged Infineon in their meticulous selection process, spanning numerous discussions and test sampling.

OPRA'S SOLUTION

After an extensive review, OPRA's comprehensive solution was selected. Our offering included:

- Set-up of the psychometric testing system with full access to complete suite of tests; personality & cognitive ability
- Working with Infineon's IT to establish access rights to the system
- 3 days of test user training for test administration and interpretation.
- Customised Report that informs on Infineon's existing competency model
- Post-integration consulting support from OPRA Asia as well as regional support from OPRA partners for language specific issues.

Thirteen site and function heads (in HR) from Infineon's offices in the Asia Pacific region were trained by OPRA After the acceptance and start of the solution, brought to attention was the need to train 4 of Infineon's Lead Associates (coaches) from their Talent Development and Management Department. The issue was the need for these coaches to be able to utilise the GeneSys Assessments for the development of employees.

RESULTS

The GeneSys system is used independently by the HR departments across Asia Pacific region, with each region's stakeholders applying the tools to the selection needs of their region. The efficacy of the 15FQ+ personality assessment resulted in the client opting to apply it to staff development, and the associate coaches they engaged have been trained by OPRA to utilise the assessment report in the coaching of staff.

"With more quantitative and qualitative information, we will be able to get a better understanding of candidates and their potential. That will help us in motivating and retaining staff. "

Ms. Leong Siew Yin
HR Director