



BUSINESS OUTCOMES

INDUSTRY:

Oil and Gas

SOLUTION:

SecureFit®

SecureFit Dramatically Reduces Early and Overall Turnover

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THE SITUATION

An oil and gas equipment and servicing organization implemented a Select International assessment, SecureFit. They were interested in examining how the assessment was related to turnover. The impact of turnover can be daunting to an organization’s bottom line. This company recognized their need to reduce turnover due to the extensive time and training, among other costly processes, that go into replacing an employee.

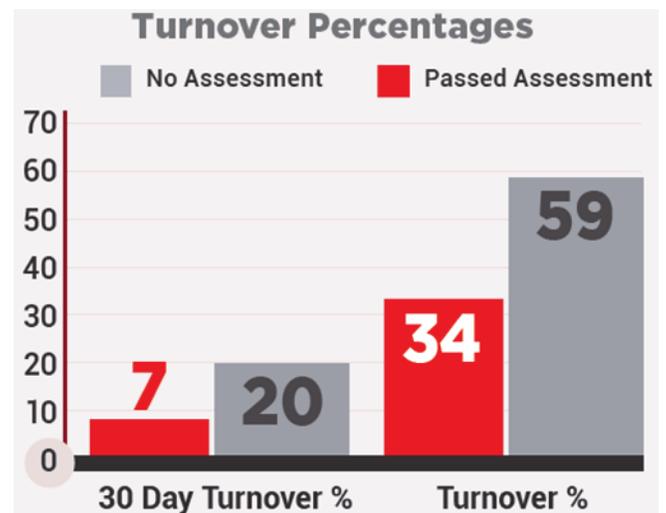
THE SOLUTION

The SecureFit assessment is a short online assessment that helps to screen out candidates with high turnover risk. The organization recorded terminations before the assessment process prior to implementing SecureFit, and after implementing SecureFit.

OUTCOMES

An analysis comparing the before and after information showed a dramatic decrease in turnover for the organization.

When looking at early turnover (within the first 30 days), only 7% of the individuals who passed the SecureFit assessment turned over during that time frame compared to 20% of the employees hired before the assessment process was put into place. This is a **65% reduction in early turnover!** A look at overall turnover shows a similar pattern. In the two years after implementing the assessment, 34% of the employees hired with the assessment turned over compared to 59% of hires before the assessment which is a **42% reduction in overall turnover!** The SecureFit assessment has clearly improved the retention of employees at this organization.





CONCLUSION

The cost of turnover is projected to be between 100% - 200% of the base salary of the employee to be replaced. The Society for Human Resource Management (SHRM) benchmarking data estimates that the average cost per turnover per hire is estimated to be \$49,632 if direct and indirect costs are included. Considering these estimates, if a company hires 100 new employees and uses *SecureFit* as a selection tool, they could save **\$645,216** from reducing 30 day turnover from 20% to 7%. In addition, there would also be cost savings for overall turnover. Again, if 100 employees are hired and 59 employees (59%) turnover without *SecureFit*, and if they use *SecureFit*, only 34 employees (34%) turnover, this would result in 25 fewer employees needing replacements which **saves the organization over \$1.24 million in turnover costs**. These numbers indicate that *SecureFit* is a great tool to use in order to reduce early and overall turnover, and thus save money.

For over 20 years, Select International, Inc. has provided superior assessment products and solutions for its clients. Many of the world's largest and most successful organizations trust us with their hiring and retention goals. Whether your company

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needs pre-employment screening, personnel evaluation, in-depth leadership assessment or behavioral interviewing, Select International has a solution to meet - *and then exceed* - your needs.