

INDUSTRY:
Automobile Manufacturer

SOLUTION:
SecureFit®

Using SecureFit® to Reduce Workers' Compensation Claims & Disciplinary Actions

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THE SITUATION

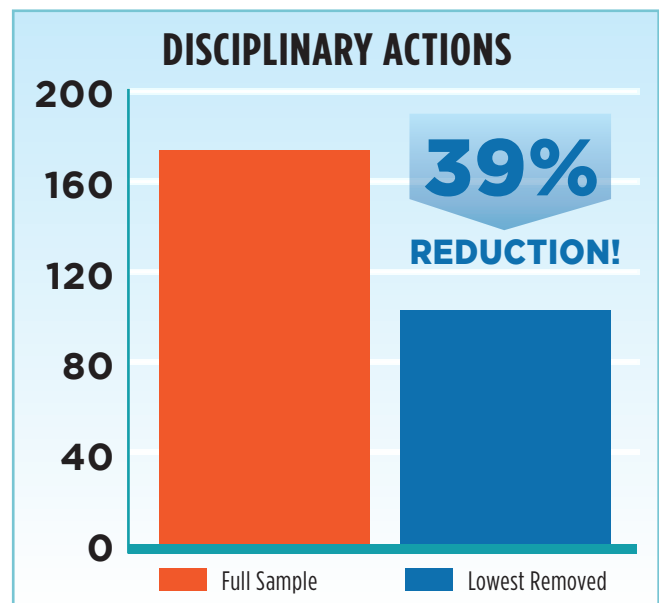
Maintaining a safe workplace is a crucial goal of most organizations, especially those in the manufacturing industry where hazards are commonplace. When injuries and safety incidents do occur, the costs are considerable for both the worker and the employer. It is in everyone's best interest for workers to stay safe and healthy.

Safety can be addressed from two angles - situational and personal. The situational aspect of safety is related to the organization's safety culture and climate. A strong safety culture is created by placing an emphasis on safety and supporting safe behaviors through training, policies, and procedures. The personal side of safety is addressed by identifying the traits and characteristics that influence a worker's safe behavior choices. It is this personal side where Select International has effective safety assessment solutions that can help organizations find and hire the safest workers.

A large automobile manufacturer was interested in using an assessment solution to help them hire individuals that fit within their strong safety environment. They partnered with Select International to implement a comprehensive hiring process that included a screening assessment that measured important safety traits, such as conscientiousness, locus of control, and risk taking.

THE SOLUTION

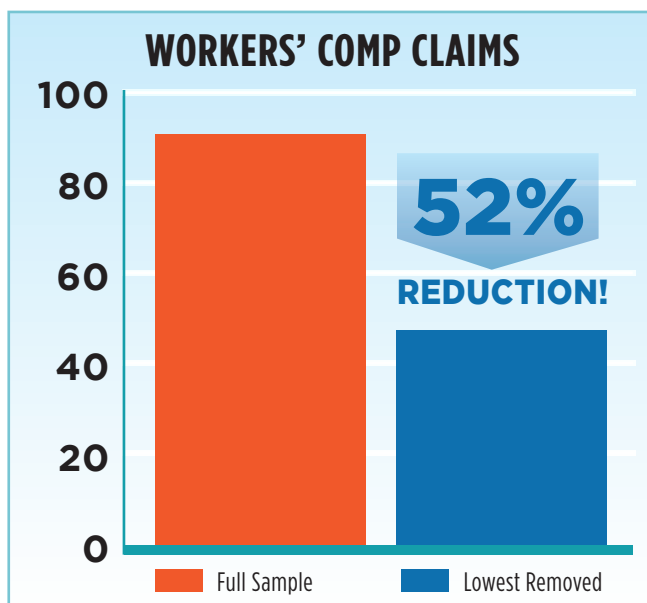
Select International's SecureFit® assessment was implemented as part of the hiring process for this organization. For a period of about two years, the assessment was administered to candidates but was not used for decision making, which showed how they performed over time. At the end of that time period, company-recorded disciplinary actions and workers' compensation claims were collected and compared to the assessment results.



OUTCOMES

The standard *SecureFit* scoring places candidates into four bands: Very Good Fit, Good Fit, Potential Fit, and Poor Fit. When used for decision making, most clients choose to screen out the lowest group, Poor Fit. In this study, the Poor Fit group was removed from the sample to see if the number of disciplinary actions and workers' compensation claims differed as a result. Around 8% of the sample fell into the lowest group and when those individuals were removed, disciplinary actions and workers' compensation claims dropped considerably.

If the organization had used the assessment to screen out the Poor Fit candidates, which was a small percentage of the sample, disciplinary actions would have been 39% lower and workers' compensation claims would have been 52% lower.



IMPLICATIONS

What does this mean? *SecureFit* measures personal characteristics that predict counterproductive work behaviors and workers' compensation claims. While one's personality is not the only factor contributing to safety behavior, it is an important component that shouldn't be overlooked. This organization could have reduced their costs associated with disciplinary actions and workers' compensation claims, but also saved themselves the loss of productivity and effort associated with handling these issues.

By incorporating key psychological traits into your hiring process and choosing to hire individuals who are more interested in being safe, you can set your organization up for safety success.

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The study mentioned in this article is published in the *Journal of Safety Research*:
"Predicting workers' compensation claims and disciplinary actions using *SecureFit*®: Further support for integrative models of workplace safety"
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