



BUSINESS OUTCOMES

INDUSTRY:

Pharmaceutical and Medical Supply Warehouse

SOLUTION:

SecureFit®

Reducing Turnover with SecureFit

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THE SITUATION

A large worldwide Fortune 100 healthcare organization launched a new selection process to hire the best “fit” candidates into warehouse positions for their pharmaceutical segment. A key initiative by their management was to reduce the turnover rate through a better selection process. Select International was chosen as the trusted partner in this new initiative.

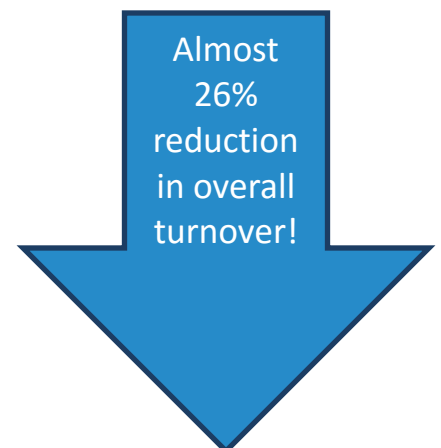
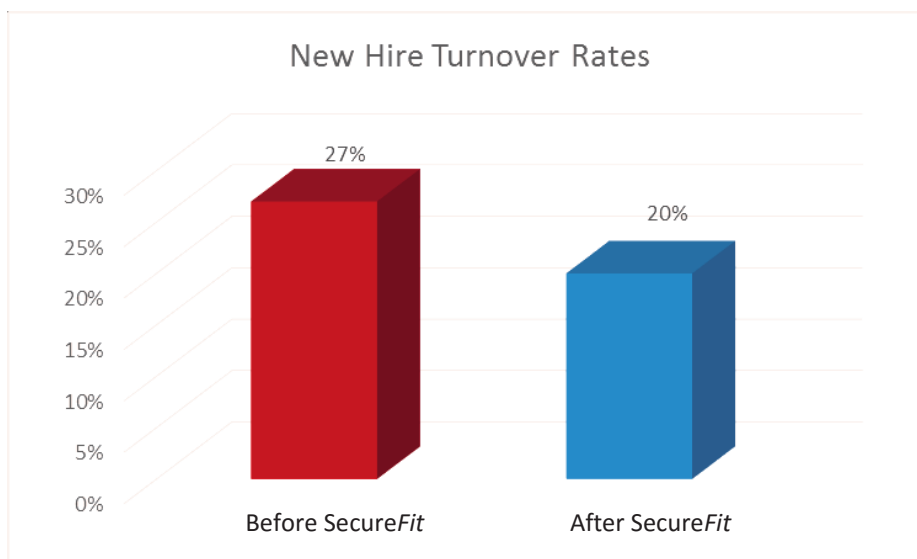
THE SOLUTION

The SecureFit assessment was implemented to address many factors that lead to turnover in manufacturing and warehouse settings. SecureFit is a short online screening assessment that can be administered unproctored across multiple devices to help screen out candidates with high turnover risk.

OUTCOMES

A turnover study was conducted after SecureFit was used for a year to investigate the impact of the new assessment process on new hire turnover. The organization provided turnover data for the timeframe before SecureFit was implemented, as well as after SecureFit.

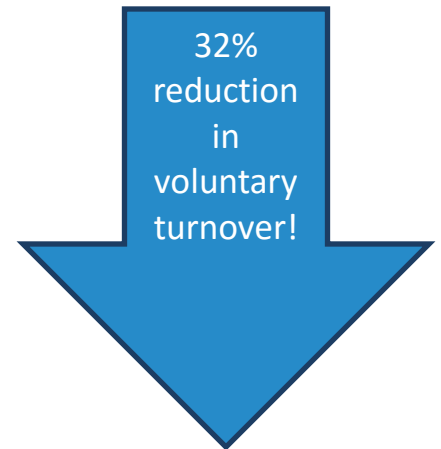
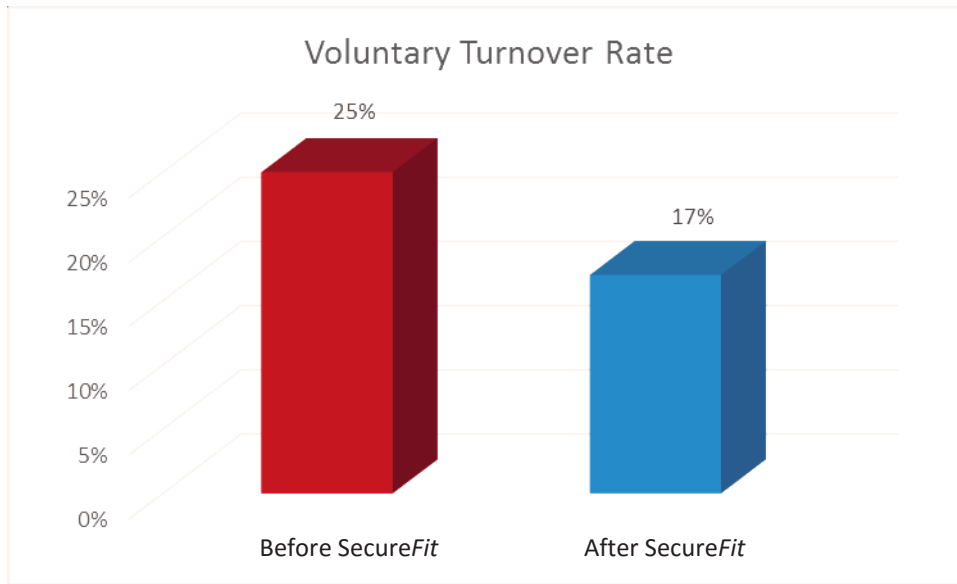
Before SecureFit, the overall turnover rate was 27% whereas after SecureFit was implemented, the overall turnover rate dropped to 20%. **That is a reduction of almost 26% in overall turnover!**





BUSINESS OUTCOMES

Before SecureFit, the voluntary turnover rate was 25% whereas after SecureFit was implemented, the voluntary turnover rate dropped to 17%. That is a reduction of 32% in voluntary turnover!



CONCLUSION

Turnover is extremely costly for organizations. It is accepted¹ to use a figure of 1.5 times an employee's salary to account for the direct and indirect costs associated with turnover. The cost of the warehouse position is close to \$35,500 a year, so the turnover cost for the replacement of each employee is approximately \$53,250. **Reducing overall turnover from 27% to 20% is a savings of over \$.37 million over the course of 100 hires!**

The results of this study demonstrate that SecureFit is an extremely valuable assessment tool in reducing turnover for entry-level workers.

¹Mitchell, T.R., Holtom, B.C., & Lee, T.W. 2001. How to keep your best employees: Developing an effective retention policy. *Academy of Management Executive*, 15, 96-108.

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