



Precision Hiring & Development
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Applicant Pre-Screen Assessment

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Assessments Make Sense

The Reason

- Nearly 80% of turnover is due to mistakes in hiring.
- Employee theft costs businesses billions each year.
- Costs for drug-related absenteeism, health and worker compensation costs are in excess of \$50 billion dollars a year.
- Hiring, training and getting an hourly worker productive costs 300 to 700 times their hourly wage.
- Not all applicants are right for the job. Some have trouble with tardiness, absenteeism or supervision. Others have theft and drug problems, poor customer service, communication or sales attitudes.

The Challenge

Job interviewing usually takes place in an environment where candidates complete an application form and engage in one or more interviews.

Interviewers often ask general questions that may have some relevance, depending on interpretation of responses by the interviewer. It is more likely that the process will culminate in a hiring decision based primarily on the interviewer's emotional reaction to the applicant.

This scenario, while familiar to many, contains very little objective information on which to base the

hiring decision. Such a decision should be made with additional data, like that provided by ORION pre-employment assessments.

According to a Recent Article in MPPL the Value of Integrity Testing is Real

Dr. Deniz Ones Ph.D. at the University of Houston said, "The person scoring highest for integrity is likely to be above average in productivity also." In her opinion this is because the tests measure for those particular qualities which result in hard work and commitment.

The Orion Advantage

ORION pre-employment assessments provide accurate, valid and illuminating insight, free from adverse impact, into the job-related attitudes your applicants will bring with them to the work environment.

Depending on the number of areas assessed, administration time varies from just 20 to 25 minutes with results obtained in 5 to 7 minutes. ORION assessments are computer scored at your facility or online. Orion assessments are available in multi-lingual versions.

ORION provides objective information-gathering services and offers advantages over traditional methods by

focusing on the most important of organizational assets—people.

- Save time: ORION pre-employment assessments provide specific job-relevant information used to evaluate applicants quickly and easily.
- Help ensure legal adherence to hiring procedures. Our validated pre-employment assessments allow you to treat all applicants equally and fairly, minimizing interviewer bias.
- Provide a positive approach to a drug-free work environment. ORION assessments are designed to detect high risk potential for substance abuse in applicants without the invasive and expensive use of physical drug testing. The ORION method also transmits an anti-drug message from management in a positive, educational way.

Convenience Store Research Project

Theft Shortages in Convenience Stores Research Project Theft Admission During Interview

Number of subjects interviewed	1000
Number who admitted theft	111
Average admitted theft per shift	\$12.85
Average length of employment	37 days
Total admitted shortage	\$475.45

Gross sales required to recover lost profit	\$26,413.89
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Less Expensive than Drug Testing

The ORION Workplace Drug Use Attitudes Scale compares favorably with traditional physical drug testing. In a recent study, a population of 579 applicants were administered both the ORION and a urinalysis drug test. Of those tested, 26 of the applicants' urinalysis tested positive for illegal drugs. The ORION identified 25 or 96% of them. More startling were an additional 110 applicants who admitted drug use on the ORION! The physical drug testing was only 24% as accurate as the ORION. Clearly, attitudes toward drug use are a better indicator than urine content for determining potential for problematic behavior and establishing a drug free workplace.

People Sometimes Ask.....

Are your assessments valid? Yes. All ORION products have been subjected to rigorous scientific analysis using the most advanced techniques available. Extensive validity and accuracy studies are available upon request.

What differences should be looked for when comparing other testing companies with ORION? Accuracy, convenience and reliability are three main characteristics. Other factors affecting your decision may include legal defensibility, features such as structured interviews ability, validity and other scientific constructs used in developing the measure.

How will ORION save me money? It will reduce wrong hiring decisions. The ORION quickly assesses applicants' attitudes toward

areas important to you. Information contained in the report show interviewers exactly where problems exist and focuses attention there.

Wrong Hiring Decisions Cost You Money

Interviewing, training, orientation, lost productivity and other expenses make hiring the wrong applicant a very costly mistake. ORION can make a difference.

Shrinkage Costs You Bottomline Profits

Gross Sales Required to Pay for Incidents of Shrinkage Assuming 1.8% Net Profit Margin

<i>Incident of Shrinkage</i>	<i>Sales Pay Off</i>	
Stolen Candy Bar	\$.50	\$ 27.78*
Cash Register Shortage	13.45	747.22
One Gallon of Gas Stolen	1.12	62.22
Stolen Pack of Cigarettes	2.05	113.89

One-Day Shrinkage Example

<i>Incident of Shrinkage</i>	<i>Sales Pay Off</i>	
Register Short	\$3.87	\$ 215.00*
4 Stolen Packs of Cigarettes	8.20	455.56
2 Gas Drive Offs Totaling	11.34	630.00
6 Stolen Candy Bars	3.00	166.67
Total Sales Required to Pay Off Shrinkage		\$1,467.23

Research Project Actual Losses

Average Store Shortage	\$1,430.78
Number of subjects who admitted to stealing "small items" from previous employers	102
Number of admitted thieves who also admitted drug use	98

*Sales necessary to make up product shrinkage

Conclusion: Information from pre-employment assessments can reduce store level shrinkage.



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