

Orion Systems

Pre-Employment Assessments

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. All 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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