

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 shows 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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