

ORION Systems

Pre-Employment Assessments

Assessments Make Sense

The Reason

- ◆ Nearly 80% of turnover is due to mistakes in hiring.
- ◆ Employee theft cost 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.

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 results 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.**

1. ***Save time:*** ORION pre employment assessments provide specific job relevant information used to evaluate applicants quickly and easily.

2. ***Help insure legal adherence to hiring procedures:*** Our validated pre employment assessments allow you to treat all applicants equally and fairly, minimizing interviewer bias.

3. ***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.

Less Expensive than Drug Testing

The ORION PE Workplace Drug Use Attitudes scale compares very favorably with traditional physical drug testing. In a recent study, a population of 579 applicants were administered both the ORION PE and a urinalysis drug test. Of those tested, 26 of the applicants' urinalysis tested positive for illegal drugs. The ORION PE identified 25 or 96% of them. More startling were additional 110 applicants who admitted drug use on the ORION PE! The physical drug testing was only 24% as accurate as the ORION PE. Clearly attitudes toward drugs 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 you should look for. 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? Reduce wrong hiring decisions and save money with ORION Systems. The PE I and PE II quickly assess applicant 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.

The cost of each employee turnover is \$4,300 (nationally)
Center for Workplace Issues & Trends

A Sample of Companies which use ORION:

- ◆ BUILDERS SQUARE
- ◆ NATIONAL CITY BANK
- ◆ AUTOMATIC PRODUCTS
- ◆ NOTRTHERN HYNDROLICS
- ◆ DAIRY QUEEN
- ◆ F.W. WOOLWORTH
- ◆ GOLDEN PANTRY
- ◆ KMART
- ◆ OFFICEMAX
- ◆ PHILLIPS 66 COMPANIES
- ◆ SAM'S CLUB
- ◆ WAL-MART STORES
- ◆ SUN COUNTRY AIRLINES

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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