

## CASE STUDY: Hire for fit

### HIRE FOR FIT.

A growing number of Hospitals are utilizing the Healthcare Selection Inventory (HSI) to assist them in identifying the very best applicants in terms of: Service, Retention and Job Performance. Integrating this assessment into a Hospital's selection process has proven to increase the number of correct selection decisions made.

#### HOSPITAL A

An Ohio-based Hospital analyzed pre-test / post-test retention rates over a two-year period of time and reduced their new-hire turnover of the following job families by 50%: CNA, Unit Sec., Lab Tech, Housekeeping, Patient Registration.

Annualized Financial Utility = \$752,000

#### HOSPITAL B

An East-Coast Hospital analyzed pre-test / post-test retention rates across all Job Families and reduced their new-hire turnover by 31%.

Net Annualized Financial Utility = \$193,608

#### HOSPITAL C

An East-Coast Hospital conducted an experimental study to determine the impact of the Healthcare Selection Inventory vs. a control group. With a control group in place, it's possible to determine if the change is due to the intervention of the HSI, or, some other factor. The HSI provided a 46% improvement in new-hire retention rates when compared to those hired without the HSI.

Net Annualized Financial Utility = \$75,868

### UTILITY OF TESTING:

