Job Fit Assessment Utility in Improving Turnover Rate

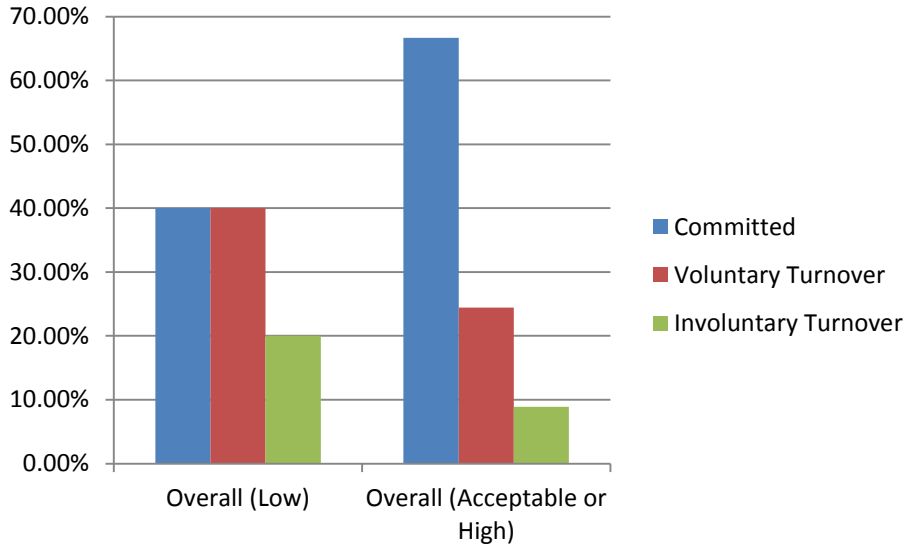
The job fit assessment provides the employers with two general indices – Overall Success Potential and Retention – to identify candidates with high potentials to turnover.

Overall Success Potential

As Figure 1 indicates, validation studies suggest that the Overall Success Potential score allows the employers to distinguish candidates who are more likely to commit to their jobs and candidates who are more likely to turnover (both voluntarily and involuntarily). Specifically, candidates who are assessed as having low overall success potential are 1.6 times more likely to voluntarily turnover and 2.3 times more likely to involuntarily turnover than candidates who are assessed as having acceptable or high overall success potential. In general, candidates who are assessed as having acceptable or high overall success potential are 1.8 times more likely than candidates who are assessed as having low overall success potential to commit to their jobs.

By using the Overall Success Potential score to eliminate candidates with high turnover risk, employers could decrease their overall turnover rate by 10-27%*.

Figure 1

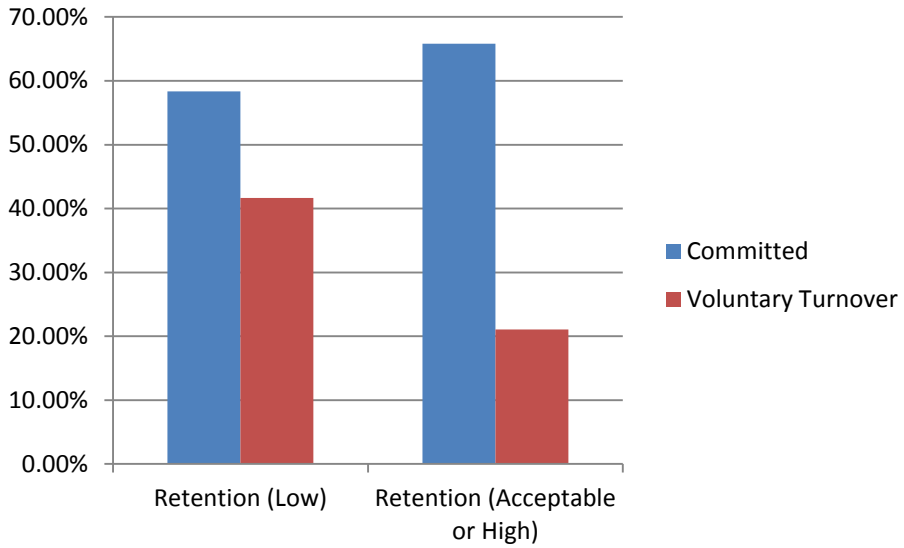


* The exact rate of improvement depends on the specific cut-off score used for the overall success potential score, as well as the average overall success potential score of the candidate pool.

Retention

As Figure 2 indicates, validation studies suggest that the Retention score allows the employers to distinguish candidates who are more likely to commit to their jobs and candidates who are more likely to voluntarily turnover. Specifically, candidates who are assessed as having low retention scores are 2 times more likely to voluntarily turnover than candidates who are assessed as having acceptable or high retention scores. By using the retention score to eliminate candidates with high voluntary turnover risk, the employers could easily decrease their voluntary turnover rate by 10-21%**.

Figure 2



** The exact rate of improvement depends on the specific cut-off score used for the retention score, as well as the average retention score of the candidate pool.

2010 study of Cornell Companies job fit assessment data by Mo Wang Ph.D., Associate Professor, Department of Psychology University of Maryland and Chief Research Scientist - Insight Worldwide.