

CASE STUDY

World Class Hiring
For a Major Brewing Company



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- BUSINESS DRIVEN BY SCIENCE -

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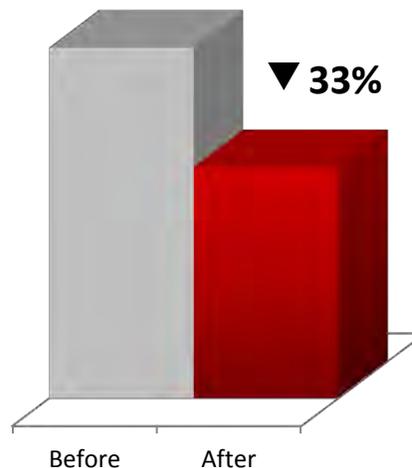
Making a World Class Hiring Program Better

Employee absences dropped by one-third. On the job accidents were reduced by 54% and employee suspensions declined 82%.

A Fortune 100 beverage company, already recognized for excellence in its pre-employment screening program for hourly production employees, wanted to further improve its hiring decisions. The selection program for this organization has been, and continues to be, included in most major benchmark studies throughout the U.S. The company has maintained the market lead for over 25 years and holds this position by continually improving upon successful business processes. The founder of E·A·S·I·Consult, LLC was asked to review the company's current pre-employment selection process and identify a solution to further improve the process. Specifically, the company was looking for ways to reduce overtime costs and improve the attendance rate of employees. The CEO took particular interest in this project and wanted a solution implemented within 30 days. After thoroughly reviewing available pre-employment tests, a well-researched test of "work attitude" was identified and proposed. Particular attention was given to educating senior management on the anticipated value of adding the test to the hiring process. Operations VPs, line managers and union representatives were included in the communications process. Plant HR departments,

responsible for the recruitment and hiring of employees, were provided with ongoing communication, feedback and support. Implementation of the test was closely monitored. A two-year follow-up study showed employee absences dropped by one-third. On the job accidents were reduced by 54% and 82% fewer employee suspensions were reported.

Decrease in Employee Absences



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