

Improve Attendance Rates of New-Hires

ARE YOU STRUGGLING WITH HIGHER THAN AVERAGE ABSENTEEISM AND TARDINESS RATES?

Getting employees to work, on-time, everyday, is a struggle for many Hospitals. You're faced with paying overtime, frustrating your best employees and impacting patient care in a negative manner. With today's competitive healthcare environment, few Hospitals can afford to hire applicants with a poor work ethic.

WHY TRADITIONAL INTERVIEWS FAIL.

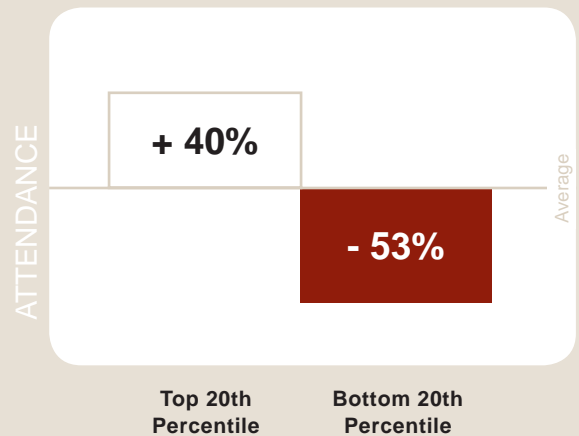
Traditional interviews are subjective, prone to personal bias and frankly are a poor predictor of on-the-job performance. To make matters worse, applicants are intentionally masking their behavior to create a favorable impression.

A Harvard Study reveals the majority of Hiring Managers make their selection decision within the first 3 minutes of the interview. The balance of the interview is spent rationalizing their decision one way or the other.

HOW WE HELP.

TestSource helps Hospitals identify the very best applicants in terms of Customer Service, Retention and Job Performance. We do this with a pre-employment survey that's been designed specifically for Hospitals. We integrate the survey into the selection process and screen-in the applicants who are reliable, dependable, and possess a good work ethic.

CASE STUDY: *Work Ethic & Attendance*



When reviewing the attendance records of employees across multiple Healthcare Facilities, there is a strong correlation between test results and on-the-job performance.

Individuals scoring in the **top 20th percentile** of the Work Ethic/Attendance scale have attendance records **40% better than average**.

Individuals scoring in the **bottom 20th percentile** of the Work Ethic/Attendance scale have attendance records **53% worse than average**.