



BayState Employee Reliability Inventory (ERI®) Case Study

BayState ERI® in the Manufacturing Industry

Case Study 1: Reductions in turnover, accidents and absenteeism for a middle-sized manufacturer

Benefit-cost analysis revealed direct cost savings of approximately \$88,000 annually.

- There was a progressive decline in employee turnover for the two years from 25% to 8.3%
- The number of work related accidents for those hired with the ERI® was halved to 2.8% of the total workforce, compared to 5.6% for those recruited without using the ERI®
- The number of hours lost from work related accidents was slashed to only 1.8% of the total annual scheduled hours for those recruited using ERI®, compared to 7.7% without ERI®
- Percentage of people fired within 60 days as well as number of hours lost from unauthorised absence was significantly reduced for those recruited using ERI®

Case Study 2: Sustained reductions in accidents and turnover associated with ongoing use of the ERI®.

When adjusted for the direct cost of the ERI® and opportunity cost associated with administration, the net savings from reduced turnover and accidents for the three year period was estimated at \$2,280,000.

- Use of the ERI® as a consistent recruitment method across all locations (included convenience stores, casinos, motels and truck stops) was associated with an overall reduction in turnover of 25.1% within a 12 month period
- ROI analysis estimated a net savings of greater than \$1.3 million and return of investment of greater than 2000%.

BayState ERI®

In Brief

Online	Yes
Purpose:	Valid measure of employee reliability
Publisher:	BayState
Application:	Recruitment,
Role Type:	Non Management applicants only
Time:	Untimed - 81 statements 10-20 mins
Accreditation:	TG Accreditation
Reports:	Individual Narrative Group Ranked ShortList
Norms:	General Custom
Languages:	English Spanish
Industries:	Health Retail Hospitality Manufacturing Logistics Mining
Related Products:	Psyfactors Situational Safety Awareness (SSA®); SkillCheck Identity Risk Free (IRF)