



BayState Employee Reliability Inventory (ERI®) Overview

BayState ERI®

Overview

The Employee Reliability Inventory (ERI®) is a valid and reliable, psychologically based assessment to help select high performing and productive employees. It assesses an applicant's level of general work behaviour skills. ERI is particularly useful where workplace accidents, unplanned and uncontrolled turnover, inventory shrinkage, productivity issues and overall job performance are important concerns.

Each of the ERI scales may be weighted depending on their importance for a particular job role.

Business Results

- Compensated lost time – average reduction of 36%
- Workers' compensation costs – average reduction of 40%
- Work related accidents – average reduction of 45%
- Costs associated with turnover – average reduction of 35%
- Inventory shrinkage – estimated savings of \$14,100 per million
- Reduction in number of positive pre-employment drug tests by 59%

Content

The ERI® measures the following performance related work behaviour skills:

Freedom from Disruptive Alcohol & Illegal Drug Use	Assesses likelihood that illegal drug/alcohol use will not disrupt performance through behaviours such as inattentiveness, unauthorised absence, and failure to complete assignments.
Courtesy	Assesses likelihood that interactions with clients will demonstrate a high level of courtesy and service commitment.
Emotional Maturity	Assesses likelihood of mature behaviour where performance will not be disrupted by behaviours such as irresponsibility, poor judgment, difficulty in working cooperatively and poor frustration tolerance / impulse control.
Conscientiousness	Assesses likelihood that applicants will perform in a productive and conscientious manner and will not be fired
Trustworthiness	Assesses likelihood that applicants will perform in a trustworthy manner and will not engage in property deviant behaviour i.e. theft or vandalism.
Long Term Job Commitment	Assesses likelihood that applicants will make a long term commitment to the job and will not quit.
Safe Job Performance	Assesses likelihood that applicants will perform on the job in a safe manner and will not have a significant on-the-job accident

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:	Psychfactors Situational Safety Awareness (SSA®); SkillCheck Identity Risk Free (IRF)