

Select Assessment for Manufacturing

Your Challenge

Are these common employee issues a problem for your organisation?

- High turnover, absenteeism, tardiness
- Employees with technical skills and mechanical savvy, but no “soft skills”
- Mistakes caused by poor work ethic and low attention to detail
- Lengthy and cumbersome hiring process that yields mixed results
- High accident rate or safety violations due to employees with risky behaviors
- Unmet production quotas due to poor attitudes and conflict among employees

If you answered “Yes” to any of the above, Russell Consulting International has the solution—the **Select Assessment for Manufacturing**.

Our Solution

Your company understands that no one impacts profitability and productivity more than the people who actually make your products. From the beginning, quality and quantity need to be built into the production process.

Russell Consulting International has developed industry-leading assessment systems to help you efficiently and accurately identify the people with the relevant skills and abilities to contribute to your bottom line. This highly accurate assessment evaluates candidates for various team member positions in manufacturing, including operators, assemblers, distribution workers, maintenance technicians, and process technicians.

Benefits

Using **Select Assessment for Manufacturing** improves your company’s productivity by increasing your ability to predict who will be a good employee. By increasing the quality of employees, you decrease absenteeism, turnover and unsafe work behaviours. Most importantly, you decrease the amount of time managers spend in interviews with poor quality candidates.

Select Assessment for Manufacturing assesses both negative traits and positive traits in one powerful system. Its unique assessment battery measures key personality and behavioural characteristics - such as

honesty, conscientiousness, tolerance for stress, reliability, work ethic, adaptability, and morality - to help you identify and screen out individuals more likely to be involved in workplace violence, job jumping, accidents, illegal drug use, and theft.

At the same time, the assessment uses interactive, engaging, and realistic computer-based graphics to measure productive behaviours, such as attention to quality, problem solving, ability to learn, process monitoring, visual acuity, work pace and teamwork.

Types of results Russell Consulting International can help you achieve:

- 10%–50% decrease in worker’s compensation claims
- 15%–40% decrease in drug usage
- 5%–30% decrease in turnover
- 10%–50% decrease in theft
- 5%–10% increase in work pace
- 5%–10% increase in productivity
- 10%–15% increase in quality of work
- 20%–30% increase in overall supervisor performance ratings



“Our cost per hire has been reduced by 25 percent and our turnover in the year after using this system is the lowest it has ever been. We processed 11,000 applications for 525 jobs in a 6-month period. That would have been impossible with our old system.”

Greg Smith
Human Resources
Manager
Subaru-Isuzu

Russell Consulting™
leadership – safety – people

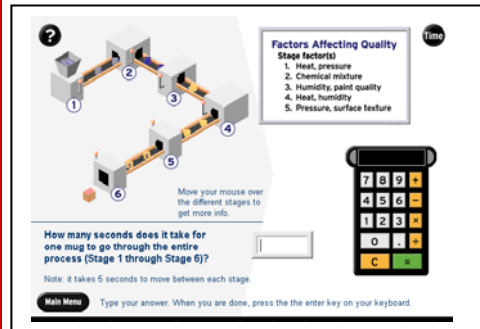


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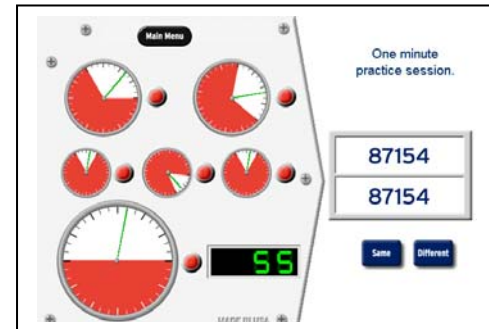
Solution Features

The assessment offers candidates a highly realistic preview of manufacturing work, while giving you a realistic picture of their abilities. Candidates monitor gauges, check processes, and evaluate product quality. They get a clear picture of the job, while you get a clear picture of their aptitude and motivation to do it.

Problem Solving Assessed
Production Simulation



Process Monitoring Assessed
Gauge Simulation



The Select Assessment for Manufacturing measures basic competencies for entry-level manufacturing positions and is often one piece of a larger selection system. It may include one or more of the following options:

- *EZ App™ Recruiting* - Select's fast and convenient toll-free or web-based application system
- *SelecTrak™* - our powerful web-based applicant tracking and reporting database
- *Select Interviewing™* - Russell Consulting International's efficient and structured behavioural based interview process