

## REDUCING ACCIDENT RATES AND ON-THE-JOB INJURIES

### EMPLOYEE SCREENING QUESTIONNAIRE A CASE STUDY

#### THE CHALLENGE

A large US-based manufacturing firm with a global presence identified several important business drivers for introducing an effective employee screening tool. A primary driver was the need to reduce accident rates and on-the-job injuries.

#### THE SOLUTION

The client chose to integrate SIGMA's ESQ as a screening tool for hourly employees.

#### THE RESULT

In 1998, prior to adopting the ESQ, the company experienced an injury rate of 17%. Following the introduction of the ESQ in 2003, that year the injury rate plummeted to less than 4%.

#### TESTIMONIAL

*"I have administered several hundred Employee Screening Questionnaires (ESQ's) to assist in the selection of manufacturing personnel. After this group had been employed with us for over a year, we compared this group's performance to the performance data collected from employees not hired using the ESQ. The results were dramatic. Of those hired using the ESQ, there was only a single on-the-job injury in more than a year. This represents a significant reduction in injuries when compared to employees not selected using the ESQ, saving our organization a great deal of money.*

*We recently had an applicant receive a high score on "risk of on-the-job substance abuse." This person failed our drug screen."*

HR Director