

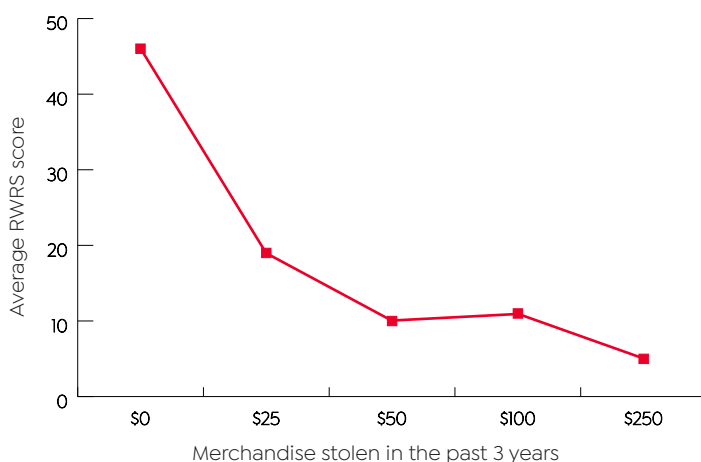


NATIONAL RETAILER predicts employee theft with reliability & integrity assessment

A national retailer used the Revelian Work Reliability Scale (RWRS) to identify candidates who were more likely to avoid counterproductive behaviours – such as theft, dishonesty and absenteeism – at work.

After three years of using the RWRS, Revelian conducted an anonymous survey across 364 of the retailer's employees, asking them about the amount of merchandise they had stolen from their employer. We then compared their responses against their RWRS scores.

People whose RWRS scores fell in the bottom 20th percentile were responsible for a significant majority of stolen merchandise over the three years. These people were considered 'high risk' due to their performance on the RWRS assessment, and they were also responsible for stealing 7 times the value of merchandise than those deemed 'low risk'.



OUTCOME

This review demonstrates that the RWRS accurately measured integrity-related behaviours and could predict the likelihood of employee theft. Revelian recommended that the client use the RWRS to 'screen out' candidates who demonstrated a high level of risk for counterproductive behaviours early in the recruitment process, to avoid hiring people who were more likely to steal from their employer.

THE REVELIAN WORK RELIABILITY ASSESSMENT (RWRA)

Through this assessment, you'll be given information to help you predict unethical behaviour. During the hiring process, you can screen out those who have negative attitudes and have a higher risk of wrong-doing.

Discover what lies below the surface.

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