

Talent Selection Impacts Turnover

Concept:

Clinical and Non-Clinical Health Care Professional Talent Online® Assessment (TOASM) reduces front line turnover

Assessment:

Clinical and Non-Clinical Health Care Professional TOAs

Industry:

Health Care

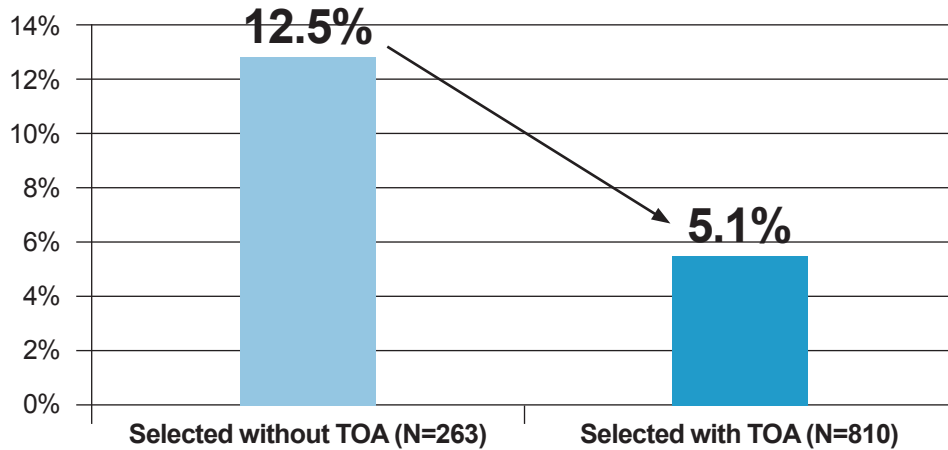
Company:

Large Midwestern Health System

Overall Front Line Turnover Comparison

The graphs tell the story. The hospital saw a dramatic difference in their overall turnover numbers when using the Clinical and Non-Clinical TOAs.

Overall Turnover Percent

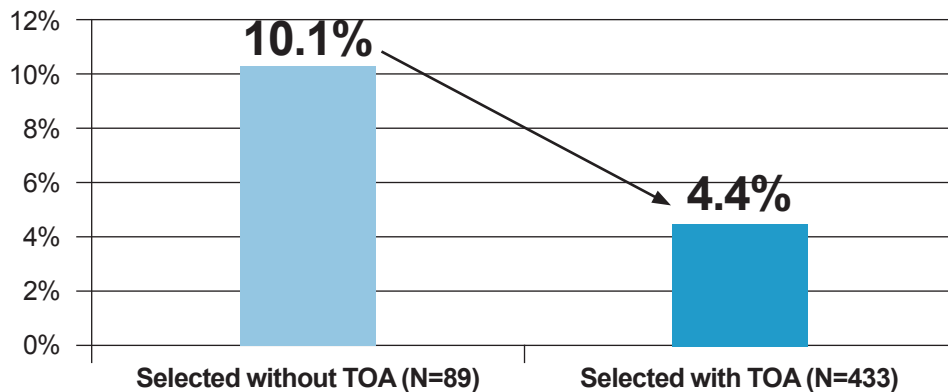


In 2012, estimating an average turnover cost of \$50,000 per person and 5.1% turnover, this hospital could have saved **\$1 million** in front line turnover costs if they had selected everyone using the TOAs.*

First-Year Nurse Turnover Comparison

The hospital saw a dramatic difference in nursing turnover numbers when using the Clinical TOA for selection.

Nursing Turnover Percent



In 2012, estimating an average turnover cost of \$60,000 per person and 4.4% turnover, this hospital could have saved **\$300,000** in nursing turnover costs if they had selected all nurses using the TOA.*

* As the Talent Plus TOAs were being implemented into the selection process, some job requisitions did not include the TOA as part of that process. Therefore, turnover rates of those who participated in the TOA for selection were compared to those who did not participate in the TOA for selection.

Source: Perspectives "Retaining Talent: Replacing Misconceptions With Evidence-Based Strategies," May 2006 by David G. Allen, Phillip C. Bryant, and James M. Vardaman