

Recruiting Better Employees Using the Employee Reliability Inventory

Background

Finding the right people to staff oil rigs is a challenge in Alberta's resource industry. While the jobs pay very well, work is completed in extreme conditions in remote areas. Often workers must live in camps and are required to be away from their homes and families for weeks at a time. Drilling rigs must be operated by people who take safety seriously and alcohol is not tolerated at the well site or in the camp environment. Operating a contract rig costs thousands of dollars a day – down time is expensive so employees must be reliable and get the job done as efficiently and safely as possible.

The Client

Recently, Dr. Susan MacDonald from the University of Calgary assisted a drilling company with a round of hiring. She used a number of assessments including the Employee Reliability Inventory.

The Results

Dr. Macdonald continued to work with the company's HR department to track the new employees' job performance. By reviewing the candidates' results from the ERI, the recruiting team was able to accurately predict the candidates' future job behaviours more than 80% of the time. The Employee Reliability Inventory provided valuable information about the candidate that had previously been unavailable. A telling example came up during this project when a worker, who had been hired without using the ERI, was terminated for drinking after only 18 days on the job.



Photo credit: Jeremy Philips

The Employee Reliability Inventory is available from Psychometrics Canada at www.psychometrics.com