

NAVIGATING HIRING'S REVOLVING DOOR:

EARLY TURNOVER

Solutions

WAREHOUSES & LOGISTICS



Warehouse and logistics organizations are struggling to hire and retain employees beyond the first 90 days, leading to a **revolving door of hires** that poses significant challenges for hiring teams.

Did you **KNOW?**

30%
of new hires...

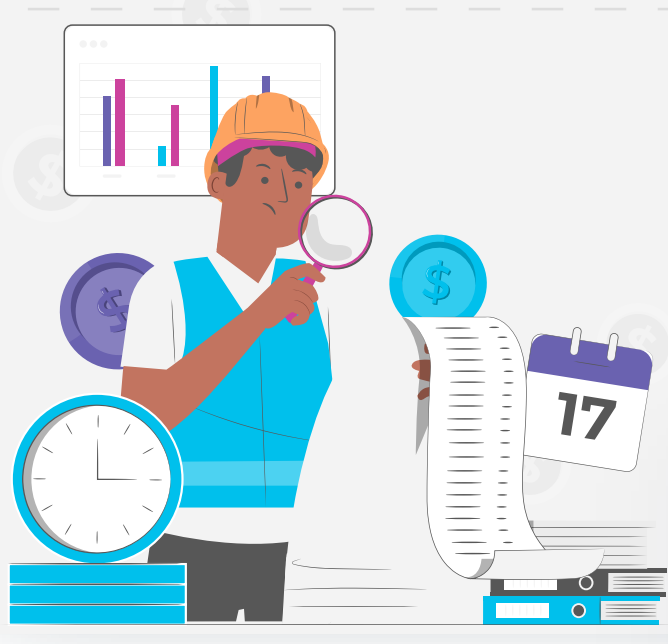
LEAVE IN THE FIRST 30 DAYS

&

It costs **30%**
of an employee's salary...

TO REPLACE THEM WITH A NEW HIRE

Some of those **challenges** employers face include:



LOW...

- PRODUCTIVITY
- TEAM MORALE

HIGH...

- COST
- TRAINING INVESTMENT

Early turnover is often caused by a **mismatch** between what candidates anticipate and the reality they encounter in the role.

Pre-employment assessment tools used throughout the hiring process help identify ideal candidates who are most likely to thrive and remain in the role.

THE HIRING PROCESS

1

QUESTIONNAIRE

Minimum qualification questionnaire to filter out candidates who don't meet basic qualifications

2

JOB PREVIEW

Provide candidates with the opportunity to opt-out if the role doesn't align with their expectations

3

ASSESSMENT

Behavioral assessment to identify applicants lacking essential qualities for success in the role

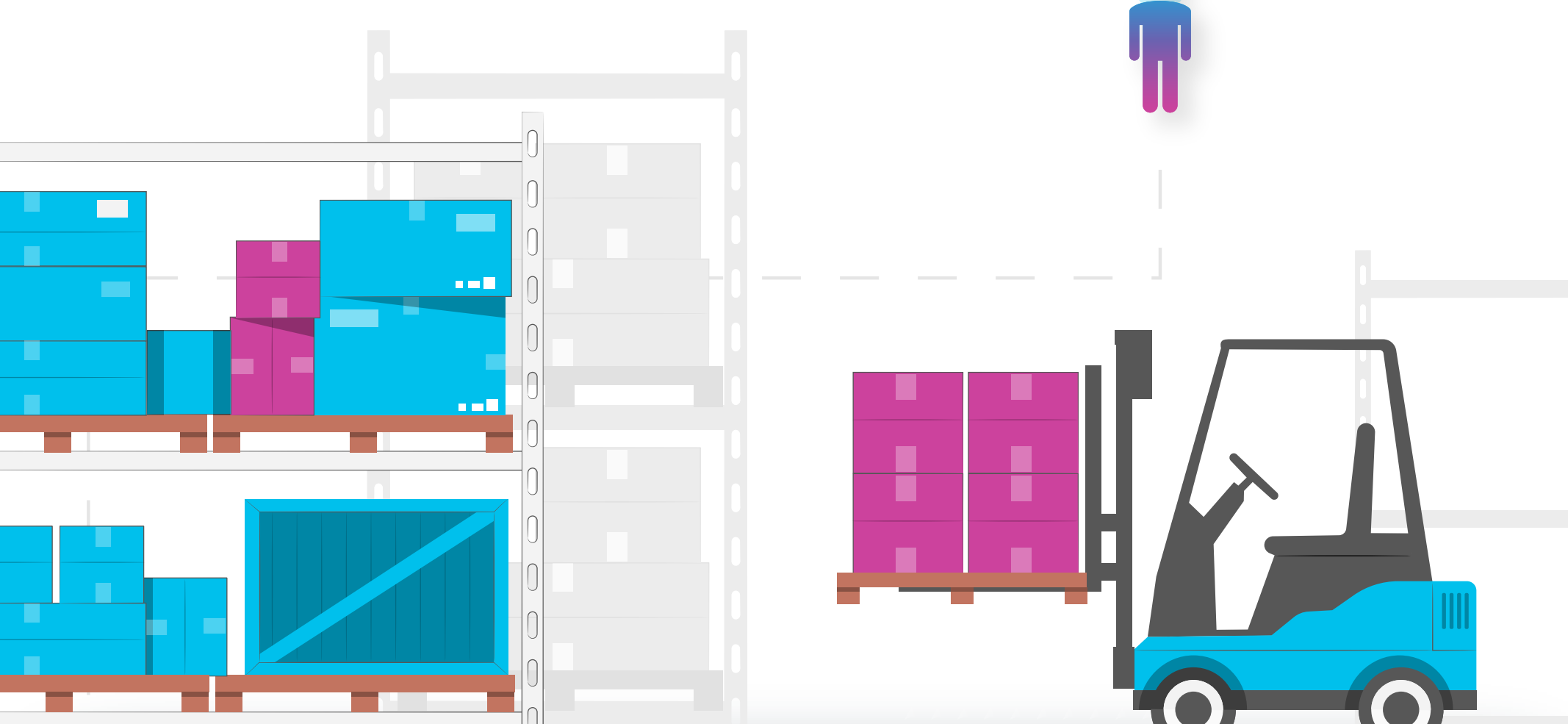
4

INTERVIEW

Identify the candidates that don't align with your culture.

5

HIRE



The **benefits** of this process are:

- REDUCED TURNOVER
- IMPROVED PRODUCTIVITY
- IMPROVED JOB SATISFACTION
- ENHANCED CANDIDATE EXPERIENCE
- CLARITY FOR ON-THE-JOB EXPECTATIONS/EXPERIENCE
- MORE EFFICIENT HIRING PROCESS
- IMPROVED ORGANIZATIONAL CULTURE

Implementing hiring tools, like **HighMatch's personalized assessment solution**, fosters a more **transparent, informed, and aligned** recruitment process for both candidates and employers, leading to **reduced turnover** and a **culture of longevity and success**.

HighMatch

provides talent acquisition teams with the **actionable insights** they need to make more **objective and inclusive** talent decisions.

Our talent insights solution combines award-winning assessments with a suite of personalization capabilities from our team of workplace psychologists, all delivered via candidate-friendly, mobile-first products.

