

# **Case Study**

## **The ProfileXT in use by an Oil Field Service Company**

A company in the oil field industry conducted a 12-month study of the impact the use of the PXT had on turnover within its organization. Implementation of the ProfileXT at various hiring locations in two states sought to reduce employee turnover for the Helper and Operator positions.

### **Participants**

During the 12-month period, 245 individuals took the ProfileXT. Ninety job applicants were hired. The turnover rate prior to the use of the PXT was 34.5%, costing the company approximately \$1,910,000 in 2002.

### **Job Match Pattern**

A success pattern for each position was built using the PXT results for 13 incumbent Top Performing Helpers and 15 Operators. The company gave greater consideration to those job applicants whose overall percentage match to the ProfileXT Job Match Pattern was 75% or greater.

### **Tracking Turnover after Pattern Development**

During the course of the study period, the company incorporated the ProfileXT results with decisions about those in its applicant pool, all new hires, existing employees who had been hired before implementation of the ProfileXT, separated employees, and terminated employees.

### **Details**

The cost of replacing a Helper or Operator was calculated to be approximately \$18,900. The average length of employment time of those who had been terminated was 12 months.

### **Summary**

After using the ProfileXT for one year, turnover was reduced from 34.5% to 25.3%, signifying a savings of approximately \$550,000. Since the company spent \$24,550 implementing the ProfileXT, their return on investment was more than 22:1.