

## SELECTION AND WORKFORCE TRANSFORMATION



**+10%** Objective selection (assessments)  
... results in higher productivity

### HIDDEN COSTS OF A MISMATCH



Costs of redoing the  
recruitment process



Time of management  
and colleagues



Productivity loss



Loss of  
customers or orders



Costs of  
dismissal



Dissatisfied  
colleagues



**Total costs of a mismatch**  
... will add up to **21%** of yearly salary costs



**Great place to work (positive versus negative results)**

#### POSITIVE



**45%** accepts a job offer without  
increase in salary

**12%** accepts a job offer with an even  
lower salary -5%

#### NEGATIVE



**54%** do not want to work at an  
impopular company

Job offers are only accepted with a  
**10%** salary increase

As an average per year

**17% OF ALL EMPLOYEES**

change their employer

