



Nissan drives recruitment with SHL



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David Reay
Senior Personnel
Controller, Nissan

case study

Client background

Nissan Motor Manufacturing UK Ltd - Sunderland Plant (NMUK) is the largest car plant in the United Kingdom and one of the most productive in Europe. "Our investment in the future isn't just limited to developing vehicles. We are a company that puts people first; one that helps create social values, to give people the opportunities to build tomorrow's society."

Challenge

To keep up with growing sales for its award-winning Qashqai car in January 2008, Nissan needed to recruit 800 high-calibre manufacturing staff for its Sunderland plant. Its challenge was to effectively assess approximately 5,000 applicants over a 22 week period.

Solution

Candidates were invited to attend an assessment day comprising SHL aptitude tests to determine basic verbal, mechanical and numerical computation skills. Nissan also introduced SHL's Dependability and Safety Instrument (DSI) into the process. The DSI is a short pre-screening tool, which seeks to identify those who will have good attendance, be effective, positive and relied upon to produce good quality work. Additionally, it highlights those who are likely to be less accident prone in safety critical environments.

Those candidates who scored above average in the tests were then invited to attend a final stage interview comprising of a dexterity test, a production line trial and a competency-based interview.

Ultimately, Nissan processed in excess of 8,000 applicants and hired 1,000 people.

Results

Six months post-recruitment, SHL liaised with Nissan to determine whether the DSI tool was seen to be an effective predictor of success. Line managers were asked to complete a performance rating questionnaire for their new recruits. The results have shown that the DSI scores correlate significantly with employees' overall performance. Employees who scored in the highest third on the DSI are twice as likely to be rated by managers as having good teamwork skills. The results also indicated that high scoring employees were notably less likely to be rated by managers as accident prone.

"The overall feedback from the line managers is extremely positive. The results indicate that SHL's DSI can quickly and accurately identify those applicants who possess a high level of safety focus and can be relied on to produce high-quality work," says David Reay, Senior Personnel Controller, Nissan.

"The aptitude tests along with DSI have also helped us objectively screen out around 50% of applicants earlier in the selection process and allowed us to concentrate on the higher calibre applicants which has saved us a considerable amount of time and money," continues Reay.

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