

Personnel Selection Inventory (PSI®) – A Compilation of Scientific Brief Information

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Table A. PSI: Validity Information

Website Title	Keywords	Description
Meta-analytic Research Demonstrates the PSI's Predictive Capability Across Job Settings (100)	Meta Analysis Counterproductivity Job Performance Validity Generalization	Research findings from independent psychologists demonstrate that the PSI predicts counterproductive behaviors and job performance. In addition, results indicate that the PSI is generalizeable across jobs and situations for which it has not specifically been validated.
PSI Scores Help Predict Highly Capable Employees Who Exceed Performance Expectations (121)	Predictive Validity Promotions	Findings indicate that employees who received promotions received significantly higher assessment scores than employees who were not promoted.
The PSI Helps Identify New Hires Whose Job Performance Ranges from Exceptional to Cause for Termination (71)	Predictive Validity Job Performance Terminations	Findings indicate that high performing employees received significantly higher assessment scores than employees who received below average job performance ratings. Findings indicate that employees who were terminated received lower scores than employees who were not terminated.

Table B. PSI: Validity Information

Website Title	Keywords	Description
The PSI identified Employees Willing to Stay on the Job Longer Which Sharply Dropped Overall Turnover Rates (124)	Tenure Turnover	Findings indicate that company-wide turnover dropped by 20% one year after the PSI was introduced.
Annual Turnover Among Entry-Level Employees Drops Dramatically After PSI Implementation (107)	Turnover	Findings indicate that company-wide turnover dropped by 41% one year after the PSI was introduced.
Nine Month Turnover Falls by One-third After PSI Implementation (94)	Turnover	Findings indicate that company-wide turnover dropped by 34% one year after the PSI was introduced.

Table C. PSI: Impact on Employee Theft

Website Title	Keywords	Description
Inventory Shrinkage Metrics Improve Sharply After PSI Implementation (116)	Inventory Shrinkage Metrics	Cashiers with favorable assessment results had substantially fewer voids as a percent of sales than individuals with unfavorable results. Cashiers with favorable assessment results had substantially fewer items not scanned than individuals with unfavorable results.
Inventory Shrinkage Falls by One-Third after PSI Implementation but Doubles when the PSI is Discontinued (76)	Inventory Shrinkage Reverse Validity	Company-wide inventory shrinkage fell 33% two years after implementation. Company-wide inventory increased 116% one year after assessment use was discontinued.
Short-term Inventory Shrinkage Rates Decline After PSI Implementation (69)	Inventory Shrinkage	Locations that used the PSI observed a 16% decrease in inventory shrinkage seven months after implementation.

Table D. PSI: Impact on Sales Revenue

Website Title	Keywords	Description
Identifying Individuals with Strong Sales Attributes Provides Quick Improvements in Sales Revenue (102)	Sales Revenue	Individuals with favorable assessment evaluations, on average, generated 25% more sales revenue over five months than individuals who received unfavorable assessment results.
High PSI Scores are Linked to Better Sales Closure Rates (83)	Sales Volume	Individuals with favorable assessment evaluations, on average, closed 29% more loans than those with unfavorable evaluations during the same time period.
Profit Generation is Increased After PSI Implementation (103)	Sales Revenue Profit	Individuals with favorable assessment evaluations generated significantly more profit than individuals with unfavorable evaluations

Table E. PSI: Impact on Workplace Safety

Website Title	Keywords	Description
PSI Use Helps Decrease Workplace Accidents by One-third (117)	Workplace Accidents	Findings indicate that individuals who completed the PSI were one-third less likely to have workplace accidents than individuals who did not take the assessment.
PSI scores Help Identify High Risk Drivers (58)	Driving Infractions Motor Vehicle Reports	Individuals with unfavorable assessment results were twice as likely to have multiple infractions on their Motor Vehicle Reports as those with favorable assessment results.
Workplace Accidents Significantly Decrease After PSI Implementation (65)	Workplace Accidents	Findings indicate that the number of workplace accidents was significantly lower after the PSI was implemented.