

GSC ON-SITE SERVICES INFORMATIC

Your Resource for Injury Prevention Information!



Employee Selection

The foundation of a strong, healthy and productive workforce is appropriate employee selection. Worker Job Matching is the cornerstone of any successful employee selection process. By ensuring that employees are able to meet or exceed the physical requirements of the prospective job, employee hiring costs are reduced and employee retention and safety improves. Our employee selection process includes job analysis, pre-employment musculoskeletal physicals, post offer agility tests for specific high risk or entry level jobs and on boarding training.



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Job analysis:

Job analysis consists of a detailed evaluation of the physical demands of a specific job. These are often broken into essential functions and then tasks associated with that function. Using Department of labor methodology ensures ADA and EEOC compliance so that the Job Analysis can be used as a basis for employment testing and ergonomics. GSC provides a Physician Summary Report with each Job Analysis so that physicians can make educated return to work decisions. An Ergonomic Observation and Recommendation Report based on the physical demands of the job results in low cost solutions to often missed ergonomic risks.

Pre-employment Musculoskeletal Physicals:

Pre-employment musculoskeletal physicals are an essential part of any new employee screen. They can tell you the general health of the employee and specifically if any preexisting health conditions are present that would limit their ability to perform the job. While often an expensive process, GSC On-site Injury Prevention Specialists provide these services as part of the flat monthly fee saving companies expensive outsourced physicals.

Post Offer Agility Test:

The post offer agility test utilizes the information from the job analysis to design an ADA /EEOC compliant agility test which helps to identify the “hidden walking wounded”. Recruitment costs are reduced, and employees are qualified to perform the physical demands of the job that results in higher job retention and reduced injuries.

On Boarding Training:

The on boarding process is one of the most influential components of the employee selection process. By ensuring the highest quality of on boarding training, new employees become familiar with the proper processes and can be trained on specific body mechanics for their specific position identified by the job analysis process.



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1166 E. Warner Rd, Suite 101
Gilbert, AZ 85296
(844) 243-6868
info@gsconsite.com
www.gsconsite.com