

CASE STUDY

SUPPLY CHAIN COMPANY ENJOYS HIGHER QUALITY TALENT AND KEEPS THEM LONGER DUE TO INCREASED PAY RATES

Summary

We tried to speak to a supply chain company for many years about helping it staff its facility. When we told the managers/decision-makers that because we serve a large region, we had the wage rate data to present accurate wage averages and advise on what market rates should be, they obviously wanted to hear more!

Challenge

The company paid below-market rates because it didn't know the going rates. The quality of talent they were able to attract was thus poor, and talent tended to leave quickly. The company wanted to improve talent quality and retention so that managers could concentrate on other priorities.

Hire Dynamics' Solution

Because we provided staffing services to all of the supply chain companies surrounding the prospect, we were able to show company decision-makers pay rates that were more market-friendly and attractive to the kind of quality talent they needed.

The Results

The increased pay rate did attract higher quality talent and decreased team member attrition. Managers then could concentrate on more important business functions rather than putting out recruiting/retention fires.

UNDERSTANDING PAY RATES TO THE PENNY BECAUSE WE ARE PARTNERS WITH OTHER SUPPLY CHAIN COMPANIES IN THE REGION SHOWED THAT 1) WE KNOW OUR MARKET AND 2) MANY SIMILAR COMPANIES TRUST US WITH THEIR WORKFORCE STAFFING NEEDS!

Hire Dynamics 

OPPORTUNITIES. FULFILLED.