

# Mixed Model Evaluation of a Values Based Recruitment Model

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## BACKGROUND

- There is a correlation between **person-culture fit** and **job satisfaction**
- Traditional approaches to recruitment remain **competency focused**.
- **Little is known** about translation of cultural recruitment strategies in **Allied Health**.

*This study aimed to evaluate the effectiveness and reliability of a values based recruitment model incorporating a consumer panel member. on staff attrition at the Royal Melbourne Hospital.*

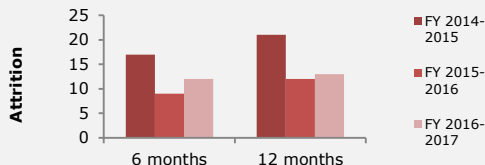


## INTERVENTION

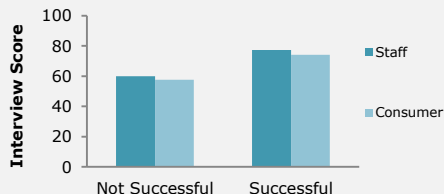
- Two phase model: Phase one established competency telephonically; Phase two explored **cultural fit** in an interview with consumer on the panel.
- Intervention commenced in the **2015-2016 financial year**



## KEY FINDINGS



- **decrease** in the overall **staff attrition** rates following intervention.
- Rated by interviewers as **more effective** than traditional recruitment
- A **high degree of reliability** was found between consumer and staff raters, irrespective of whether the applicant was successful. The overall average measure ICC was .845,  $p < .001$  with 95% confidence interval of .748 to .909.



## TAKE AWAY

- this new recruitment approach **improves staff retention rates**
- **high consistency** between consumers and staff ratings
- inclusion of a consumer on the panel enabled a more **holistic evaluation** of candidate suitability and provides **value add** to recruitment

