

DigiKey

Case Study

Sales Aptitude Tests Reduce Costly Hiring Mistakes For Distribution Company



DigiKey Electronics is one of the fastest-growing electronic component distributors in the world, as evidenced by its enormous inventory of over 2.7 million products. Their commitment to quality and customer service has made them a global leader in the distribution industry, with more than 2,400 suppliers placing trust in their services. With their eye on environmental responsibility, premium customer service, and commitment to quality, DigiKey shows no signs of slowing down, especially as the demand for quality stateside distribution services continues to grow.

The Situation

DigiKey's success rests in its team members' ability to perform quickly and accurately, whether in sales, on the fulfillment floor or in an administrative role. The recruitment staff found that interviewing candidates alone resulted in hiring mistakes and compromised the performance level crucial for maintaining DigiKey's growth and success.

Meanwhile, management started wondering whether there was a more effective way to hire from within to reward employees already contributing to the company's growth and success.

The Solution

DigiKey determined that the eSkill Talent Assessment Platform™ was the best fit for helping them hire better-qualified candidates, reduce hiring mistakes, and identify promotable employees. The staff implemented eSkill's intuitive software without assistance and quickly integrated it into their hiring process, starting with sales aptitude tests for growing their sales team.



eSkill

Integration

Creating customized pre-employment assessments proved to be a significant enhancement in DigiKey's already well-established hiring process. The recruiting team found that the sales aptitude tests designed with eSkill Talent Assessment Platform™ made candidate evaluations much smoother. Saving time through the assessment process also freed up recruitment to start identifying opportunities to hire on-site.

Results

DigiKey's turnover rate has already decreased by 3% in the short time since implementing its pre-employment assessments, and there's been a marked decrease in costly hiring mistakes. Additionally, the eSkill Talent Assessment Platform™ empowering DigiKey to hire from within has improved company culture, motivating employees with new promises of upward mobility. With noticeable success in such a short period, DigiKey looks forward to incorporating the same processes into its customer service sector and using behavioral assessments to enhance its hiring results further.



Kailin Radeke, Senior Talent Acquisition Specialist

eSkill has helped us hire quality candidates based on their skills.



To learn how pre-employment assessments can save you from costly hiring mistakes, [request a demo](#) today.