

Which ATS Does Your Company Use?

With most of our contacts within organizations being human resource professionals, MBI realizes that the majority of you spend time each day navigating through the pages of your Applicant Tracking System. Each organization utilizes ATS platforms to different potentials, some relying on them as the lifeline for managing and on boarding new hires and others only using them for certain applications.

But no matter to what extent your organization relies on your ATS, we know for most of you it's involved in your daily activities. Did you know that your ATS has the capability to make your background check requests as simple as the "click of a button"? If your system is not set up to submit your checks to MBI automatically, integration between MBI's system and your ATS could be very beneficial.

Interested in knowing more? MBI is pre-integrated with some systems, but if yours isn't one of them, we'll contact your provider for details. Integration would reduce the time your staff spends submitting background checks, allowing them to gain on productivity in other areas.

For those you without an ATS platform, this has become such a popular market you're probably bombarded with phone call from companies offering this service. And, selecting which one to use is a huge decision from both the operational and financial perspectives. MBI can even help with this. We offer partner services, as well as well as an internal ATS option, for any of you interested in learning more.

We look forward to hearing from you!

Andrea

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Quote of the Month

"It is easy to sit up and take notice. What is difficult is getting up and taking action."

Al Batt

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HUMAN RESOURCE ARTICLES OF INTEREST

Recruit Your Best People
Every Day (Your

What HR Thinks and Feels:
Survey of HR Professionals



Competitors Are)

Many managers think retention is management's problem, that it's all about salary and benefits and perks. "There's nothing I can do"

they think. But studies show that in large measure, it's what happens at the department and individual levels that makes the difference in retention. Reviews of exit interviews tend to back up this idea, often expressed as "People leave bosses, not companies."

Here, from BLR's *Keep Your Best Employees*, are steps you can take:

Step 1: See retention as the key to YOUR success

The first step in improving retention is to make sure that supervisors and managers realize that retention is the key to their success.

Turnover eats away at productivity. With high turnover, you've got to spend time recruiting and training instead of doing your job.

Turnover eats at morale. Here's what you'll hear if your department has high turnover:

- "Why are all of our good people always leaving?"
- "Should I be thinking about getting off this sinking ship?"
- "I'm tired of spending my time doing the work of the people who leave and then training their replacements"
- Transfer into that department? No thanks- Something's not right there.

[To read more go Click Here](#)



Having an extended conversation about the essential femaleness of one particular management discipline is a challenging thing to consider in our cultural environment.

HR is a 47 year old white woman. She's married, with kids and has pets that probably aren't cats. She has either an advanced degree or a nationally recognized certificate.

While HR is widely understood to be a difficult place to sell and do business, it's worth considering that the problem lies with the sellers, not the buyers. The uniformity of the profession's angst about salespeople, marketing and vendor performance suggest that there's something really wrong with the way that vendors see their HR customers.

These are a few of the top level insights from the new [HRxAnalysts](#) report, [What HR Thinks and Feels: The 2011 HRxAnalysts Psychographic Survey of HR Professionals](#). Based on nearly 1,000 surveys (250 questions each), the report summarizes the first layer of our enormous database of HR lifestyles, attitudes, political alignment, sales orientation, career choices and other details about the character of HR. Conducted over the course of two years, the study is both valid and reliable. The confidence interval is about 98% and the margin of error is about 2%.

HR is the only predominantly female function in the contemporary organization.

To read more go to: <http://www.hrexaminer.com/hr-is-female>

BACKGROUND SCREENING NEWS



Accredibase Report 2011 Reveals 48% Increase In Fake Universities

The 2011 annual Accredibase™ report into diploma and accreditation mill activity has revealed an astounding 48% increase worldwide in the number of known diploma and accreditation mills in the past year alone. As the



ScreeningWith Meaning

According to some experts, it's only been in the last 18 months to 24 months that a more widespread use of the technique known as tandem mass spectrometry or quantitative clinical urine analysis has come into play to determine whether an injured worker is taking the drugs they've been prescribed, and

Internet is the primary home for these bogus education and accreditation providers, little action is taken to stop them from helping unscrupulous candidates deceive unsuspecting employers. This year's report examines the current status of the diploma mill situation and considers what can be done to protect the public and businesses.

According to the 2011 report, the USA remains the world's fake college capital. This year has seen a 20% increase in known diploma mills in the US, with the number rising from 810 to 1,008. While more than 40% percent of the diploma mills operate in California, Hawaii, Washington and Florida, the report reveals that District of Columbia has seen the sharpest increase among US states with 74%, rising from 19 to 33 mills over the past year.

Verifile's proprietary database of diploma and accreditation mills, Accredibase™, keeps track of the credential fraud industry.

Verifile's Accredibase™ has identified approximately 5000 suspect educational institutions and accreditors, including 2,615 known bogus education and accreditation providers. In addition to the huge number of confirmed mills known to Accredibase™, new suspect institutions are discovered on a daily basis - more than 2,000 are currently under investigation by Accredibase™ for inclusion in the database.

To read more go to: www.accredibase.com

not coupling them with illicit drugs, or not taking them at all and instead selling medications on the street.

For Bob Steggert, the Bethesda, Md.-based vice president of casualty claims, for Marriott International Inc., the information his claims department has been able to gather from drug testing has shown him beyond any reasonable doubt that many workers who are prescribed medications aren't taking them properly, if at all. Marriott rolled out the use of high-level urine analysis nationwide in 2010, according to Steggert, and he says some of the statistics produced by such testing are very much worth noting.

According to the quarterly magazine *Physician Pain News*, published by the American Society of Interventional Pain Physicians, 80 percent of all narcotic medications consumed globally are consumed in the United States. And that's in a country the population of which comprises only 4.5 percent of the world's population.

To read more [click here](#)

MBI Featured Offerings

ATS Consultation at No Cost to You!

MBI is proudly partnered with ERC Dataplus. ERC's software, Selectech, has provided software solutions for employee recruitment, selection, retention and assessment for over 15 years. Whether you are selecting an ATS for the first time or looking to replace a system due to discontent, MBI can set you up for a free, no obligation consultation. For more information, email agriffin@mbiworldwide.com



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