

Job Applicants Admit Stealing From Previous Employers

By Mark R. Doyle

Retail job applicants really do admit stealing from their previous employers. Just ask them, and they will let you know when, what, how much, how often, and whether they will help their friends steal as well.

Integriview, a leading provider of pre-employment screening questionnaires for the retail industry designed to reduce the risk of employee theft, recently completed an analysis of 19,165 randomly selected Applicant Review questionnaires given to job applicants nationwide. Of these job applicants, 12,283 (64.1%) were rated as “low risk” and 3,700 (19.3%) were rated as “high risk” due to their admissions of previous wrongdoings and their attitudes regarding dishonest behavior in the workplace. The remaining 3,182 applicants (16.6%) were rated as “moderate risk”.

The group of 3,700 “high risk” job applicants admitted to previous thefts totaling \$256,050, or \$69.20 per applicant, while the admissions for the group of 12,283 “low risk” job applicants totaled \$71,930, or \$5.86 per applicant. It is generally estimated the correct dollar amount for stolen money and merchandise is approximately ten times the admitted amount. Therefore, based upon admissions made on the Integriview questionnaire, the average “high risk” job applicant was responsible for the theft of \$692.03, compared to \$58.56 for the average “low risk” job applicant.

“This is a significant amount of money lost to employee theft when you spread it across the entire employee population,” says Gary Cornick, CEO of Integriview. “It’s easy to see why loss prevention professionals are so focused on the issue of employee theft and finding ways to reduce it.”



When comparing the admissions of high-risk and low-risk job applicants, it becomes very obvious why some applicants are considered a hiring risk and others are not. Listed in the chart below are various items on the Applicant Review questionnaire and the percent of high- and low-risk applicants admitting to each.

The Integriview statistics indicate that retailers would be wise to screen their job applicants carefully before bringing them into the workplace. At a cost of approximately a single hour’s wages for the Integriview product, many retailers are doing just that and greatly reducing their probability of hiring a “high risk” applicant.

It is also very likely that due to their admissions of prior thefts and attitudes regarding dishonest behavior as discovered by the Integriview product, these retailers hired very few of these high-risk job applicants. This begs the question—where are these applicants working today?

For more information about Integriview and the Applicant Review questionnaire, visit the Integriview website at www.integriview.com or call 800-470-6160.

Mark R. Doyle is a recognized expert in the area of retail loss prevention and is the president of Jack Hayes International, a leading loss prevention consulting company. He is also a member of the Integriview Advisory Board.

| Applicant Review Questions | High Risk | Low Risk |
|--|-----------|----------|
| I have frequently associated with fellow employees who admitted they were stealing merchandise from the company. | 18.4% | 5.4% |
| I am not an honest person and might steal or cheat. | 9.3% | 1.7% |
| I could be tempted to steal from my employer. | 26.7% | 7.8% |
| I might help friends steal from my company. | 14.6% | 1.3% |
| I have stolen money within the past 3 years. | 17.5% | 5.2% |
| I have stolen merchandise within the past 3 years. | 15.9% | 4.5% |