

# Case Study Dodge's

## Key Highlights

- Dodge's hired employees across multiple states using paper processes.
- The PeopleMatter Platform automated hiring and training.
- Dodge's saves time and improves data accuracy and reporting.

"PeopleMatter LEARN™ helps standardize our training. Now the training process is more consistent, structured and can be tracked. It is a more effective use of training time."

Nat Leathers, Executive Vice President of HR and Operations



## Background



### A Southern Drawl

Dodge's, known for its Southern hospitality, focuses on hiring with a "hospitality quotient" – people who are geared toward serving others with a smile. Finding and training the right people through manual paper practices was a painful and time-consuming process.

The company needed to automate hiring and consolidate information. Challenges included:

- Centralizing HR processes over multiple states,
- Tracking and reviewing training practices and
- Evaluating applications in a timely manner.

## Solutions



### Picking Up The Pace

The PeopleMatter Platform provides Dodge's a way to manage HR processes from one, cloud-based system for all locations. The company updated practices and implemented PeopleMatter solutions to:

- **Automate** applications for all locations,
- **Increase** the effectiveness of training time,
- **Improve** the quality of candidate actually interviewed,
- **Reduce** required paperwork and time-to-hire and
- **Centralize** and increase control of HR processes.

## Results



### Achieving Southern Comfort

Dodge's hires new team members consistently throughout the year. Sorting through applications, scheduling interviews and filling out the appropriate government forms took copious amounts of time. Pre-screening assessments in PeopleMatter HIRE™ reduced the number of applications reviewed by 37 percent. Allowing managers to focus on higher quality applicants reduced time-to-hire by an average of four days.

PeopleMatter LEARN™ compliments Dodge's extensive training program by delivering consistent, structured training. The PeopleMatter Platform also provides overview at company headquarters, allowing corporate administrators to track and improve hiring and training practices.

ROI

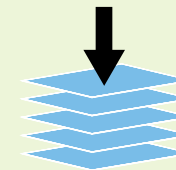
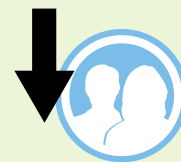
Projected tax credits cover the costs of the PeopleMatter Platform

4x over



37%

Reduction in unnecessary interviews via pre-screening



75%

Reduction in Day 1 paperwork