

BENCHMARK 2020

Global SMB & Enterprise

BACKGROUND SCREENING SUMMARY

From March–April 2020, our global benchmark survey asked people professionals around the world about their background screening habits. We have classified small-medium businesses (SMBs) as companies with 499 employees or fewer, and enterprises as companies with 500+ employees. Here's a brief summary of some of the initial findings from global SMBs and enterprises:

Note: Figures may not add up to 100% due to multiple-selection questions.

Our survey said...

PRE-EMPLOYMENT SCREENING

The most commonly run checks are:

Global SMB



Global Enterprise



The top 4 checks conducted by both groups are consistent, however, compared to SMBs, enterprises are more likely to perform them – e.g. nearly 30% more enterprises check their candidates' education credentials pre-hire.

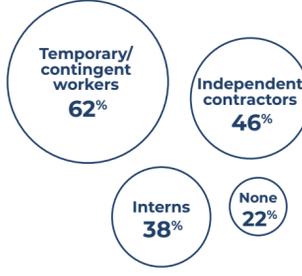
EXTENDED WORKFORCE SCREENING

The top non-employee workers screened in each area are:

Global SMB



Global Enterprise

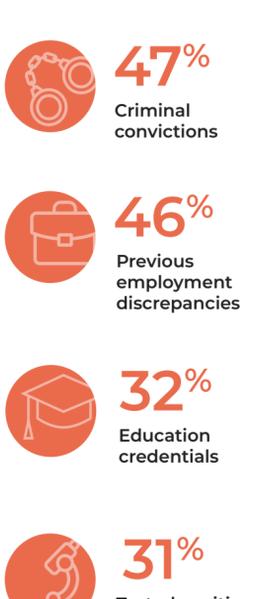


Half of SMBs and enterprises say that less than 10% of their workforce is made up from non-employees. However, 25% of SMBs reported that they didn't have any non-employee workers, compared to just 7% of enterprises who said this. This could explain why SMBs are less likely to screen their non-employee workers.

CANDIDATE DISCREPANCIES

The areas where candidate discrepancies are most commonly found are:

Global SMB



Global Enterprise

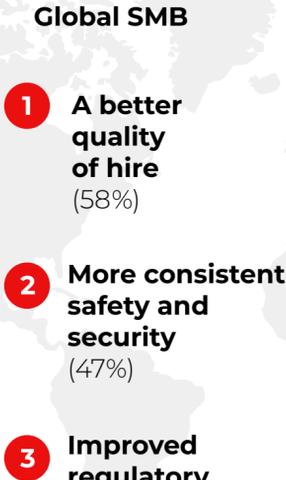


Global enterprises are almost twice as likely to find discrepancies in their candidates' education credentials.

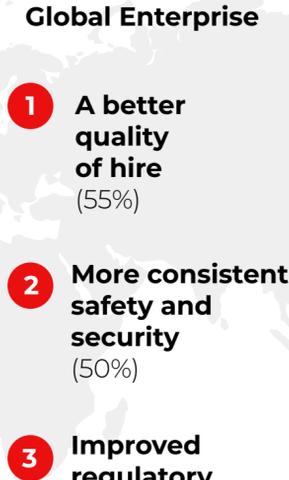
BENEFITS OF SCREENING

The top benefits seen from screening are:

Global SMB



Global Enterprise



Global enterprises are more likely to benefit from improved regulatory compliance as a result of background screening. Globally over half of all the businesses surveyed attribute an improvement in the quality of their hires to their screening.