



Spring 2010

Recruiting and Productivity

Newsletter

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Recruiting and productivity are like the weather... people like to talk about them, but no one seems to want to do anything to improve them. However with a few changes to your recruiting process, you can do something about improving productivity and the profits at your organization.

Have you ever broken down the costs of hiring a new employee? Most companies don't realize recruiting costs are more than the cost of acquisition or cost of turnover (turnover alone is a minimum cost of 1/3 of the individual's annual pay). There are also considerable costs deeply hidden in the loss of productivity. From the largest organization to the smallest, bad hiring practices tend to silently cripple organizations through poor productivity.

Maybe this process sounds familiar? Place an ad, screen lots of résumés, develop a short list, interview applicants, screen-out the unqualified, make an offer to the survivor. Repeat.

Although this process can keep you busy, it allows room for too many subjective hiring decisions. Anyone who follows up with their new hires would find that, despite these efforts, about half of them turn out to be poor performers. In fact, most studies show this type of recruiting practice has about the same accuracy as flipping a coin.

How do you increase the productivity in your organization? The simple answer is look at your hiring processes. Are you interviewing for skills, competencies, cultural and organization fit? Are you using modern technology and scientific selection to its fullest potential? If the answer is "well sort of" or "not really", then there is a significant opportunity to improve the performance of your company through better hiring practices.

Conclusion: A small difference in productivity can add up to profits in today's competitive environment. Recruiting and selection accuracy can often make the difference between productivity gains and losses. Outdated hiring methods are like defective sieves: they allow too many impurities to pass through unchecked. If you want your business to run at peak performance levels, you need to continually improve your recruiting effectiveness. Interview for skills, competencies, cultural and organization fit and be sure to utilize validated testing and background checks that help you hire the best performers.

Contact us for more information on implementing a successful hiring formula.



AgRecruiter specializes in leadership level search and succession planning. Pictured L to R is Tom Hamilton, President AgRecruiter, Nick Bowdish, General Manager Platinum Ethanol, and Terry Lebo, Director of Recruiting AgRecruiter.



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