

Korrekturhinweise

Recruitment and staff turnover: hiring and losing staff

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Begründungen

0

The first half of the paragraph stresses the importance of a good recruiting process leading to staff with particular qualities, while poor recruiting leads to employment of the wrong people. The text says: "A good recruiting process will obtain high quality, productive employees who will stay with your company for years."

1

The second part of the first paragraph points out the cost of poor recruiting, money a company cannot afford to lose; it then gives an example of how to avoid poor recruiting. The text says: "This is money that you can't afford to be losing, especially when it is possible to avoid this by using a data-driven recruiting process that helps you evaluate, compare, and hire the best candidates."

2

The second paragraph examines causes for poor hiring decisions. The text says: "Hiring managers change over the years and when companies use multiple hiring managers or interviewers, they are likely all using different metrics to judge potential candidates."

3

The third paragraph stresses the cost of turnover and concludes that it is too high. The text says: "Turnover is something that companies can't take lightly."

4

The fourth paragraph examines further causes for poor recruitment and points out the advantages of a multi-stage interviewing process. The text says: "Alternatively, in companies that use a multi-stage interviewing process, the process prevents negative information about the new potential employee from being communicated to others involved in the hiring process."

5

The paragraph continues to discuss poor recruitment, explaining the disadvantages of two candidates not being interviewed by the same recruiter. The text says: "Two candidates may not interview with the same individuals, which means they don't get compared directly, which leads to uninformed decisions being made about which candidate to hire."

6

This paragraph states that training to improve skills and efficiency is less valuable if the wrong employees have been hired. The text says: "Employee training to improve skills and efficiency are less valuable when offered to employees who don't already have a solid basis of the right types of skills for the jobs."

7

This paragraph stresses the importance for companies to streamline their hiring process; by making informed decisions, the right employees are hired. The text says: "You need to implement a streamlined recruiting process that provides data-driven reports and analytics on potential candidates that your hiring managers can use to compare candidates knowledgeably."

Quelle: *What's Wrong with Recruiting*. Verfügbar unter http://hirepeak.com/2014/11/06/What_Is_Wrong_With_Recruiting [29.11.2016].