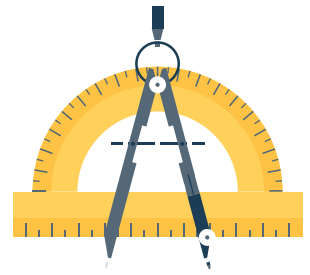


Strategies to Improve Hiring Outcomes

Prioritizing the quality of new hires can improve employee retention and morale, decreasing turn-over costs. Employers should analyze their recruitment and onboarding practices for more positive hiring outcomes.

What Is a Successful Hiring Outcome?

A successful hiring outcome occurs when the right individual is hired for an open position. Standard measures may include employee satisfaction, performance and loyalty.



Improving Hiring Outcomes

Employers should consider the following strategies for improving hiring outcomes at their organization:



- **Assess recruitment methods.** Many candidates won't complete outdated applications. Simplifying the process with mobile-friendly applications and applicant tracking systems can help organizations increase their candidate pool and the likelihood of finding the right hire.
- **Prioritize fit.** The right employee is more than an impressive resume. Rely on reference checks, skills assessments and behavioral-based interviewing methods to find well-rounded candidates.
- **Communicate openly.** Listing pay ranges and honestly describing job expectations and organizational goals can establish trust among job candidates, increase the odds of finding a successful hire and improve employee satisfaction in the long run.
- **Focus on diversity.** Most employees consider diversity, equity and inclusion (DE&I) essential. Organizations that commit to DE&I have a better chance of attracting and retaining employees and may see improvements to their bottom line.
- **Consider artificial intelligence (AI).** AI can increase efficiency and fairness in the hiring process. However, employers should be aware of potential accessibility and unintentional discrimination issues associated with this new technology.
- **Try temporary-to-permanent (temp-to-perm) hiring.** Hiring workers temporarily allows employers to fill positions without committing to permanent employment, reducing the risk of poor hiring outcomes.

Finding the right hire the first time can improve company culture and employee productivity and ultimately increase revenue.

Contact us today for more workplace guidance.