

Corporate Hiring Process Should Not Be A Tiring Process

In every industry one challenge remains constant: the hiring process, that of finding and hiring qualified employees. When did the process become so cumbersome and time consuming and are corporations making it too difficult to make a hiring decision?

Notably, the Human Resources departments play an integral part within the hiring process concerning the implementation and enforcement of fair hiring practices but are they also holding up the processes? It is because of the Human Resources department that clearly written job descriptions are created and are used to measure a particular candidates qualifications. Depending on the size of the corporation, the Human Resource department can and does control the length of the hiring process by determining the number of interviews required, when and how many reference checks will be conducted, and when to perform the drug and personality tests, all before the offer letter is composed. (We see that as a very powerful position and not one to be taken lightly !) In our experiences, there are many Human Resources departments that move efficiently and encourage the hiring of employees then there are those that hinder the process; losing qualified candidates in the shuffle and prolonging the hiring decision.

As candidates continue to grow their resume's with lengthy, admirable job history, extensive education demands as well as career highlights, where is the line drawn and can corporations accurately prove or disprove a potential employees reputation? What has happened to objectivity and reputation? And what do personality tests reveal to corporations? Is this information useful or are we conducting psychology tests for the future?

As corporations grow so do the hiring needs and job expertise. Is it really necessary for an entry level candidate to meet with the President of the corporation and then have the hiring decision denied? What message is this sending to the Hiring Manager or the Human Resource Manager about the ideal candidate? (This might be a sticking point and an important decision if there are only 3 people in the corporations employ) Is there really a hiring process and how many candidates must be interviewed before a decision is made? Understandably if the hiring corporation is large there will most likely be more than 1 interview to meet with all levels of management.

Does the process take more than 2 weeks to schedule all of the interviews and another 2 weeks to perform testing ? If so, many good candidates might be looking elsewhere as the hiring process might consume too much of their day especially if they are currently employed. This message also tells them that the corporation can't make day to day decisions easily and that if they are offered a position within the corporation, the many different levels of bureaucracy may hinder their success should they choose to accept the position.

We are advocates for policy and procedure and we do understand that the sense of urgency is an individual measure of time with no known parameters. In an age where technology counts and efficiency dictates success, let us not forget that time is money.