

Make Your Fourth-Quarter Hiring Decisions Effectively

The previous article posed the question of *"whether or not hiring in the fourth quarter would boost the company's bottom line "*. After reviewing the questions, the decision can be made whether or not your company is truly committed to hiring in the fourth quarter to boost the company's bottom line. We offer a few pointers to make your hiring decisions effective.

"Are you committed to hiring and bringing new employees on board within a reasonable time period"? This is a question that should be asked and answered prior to the beginning of the fourth quarter (perhaps every month) and is perhaps a dilemma that every corporation faces. Whether or not you are adding new employees to your staff or replacing a position that has been vacated, timing is key. If the decision is made, the requisition approved; then set a strict time table i.e. dates and times to interview as well as the "drop-dead" date that the new employee will be on board. This is one of the most significant elements in the hiring process as seasonal holidays, company functions as well as every day business routines can prolong the process.

" If you proceed with the hiring process during the final quarter can you ensure that those candidates offered positions will come to work for you"? This is the time that sticking with the hiring plan and the lengthy hiring process must be followed to the letter. As candidates are interviewed let it be known that you want the position to be filled by a certain date. Should the candidate not be available to work with your schedule then move on to another chosen candidate. If you waste time meeting potential employee's requirements only to find out that they will not accept the position then you must start at the beginning. You must adhere to your plan to be committed. As the hiring process progresses and the ideal candidate is selected, then move quickly to "seal the deal".

"Will hiring in the fourth quarter ensure that the company reaches its yearly goals"? A question that only those with mystical powers can answer for sure. We attempt to out-do and over perform the sales numbers from previous years but can we continue the trend ? Is the company goal really attainable with new-comers? Perhaps the fourth quarter is really the time you should rely on your seasoned, tried-and-true employees to wrap up the year. Involve the new employees with the enthusiasm that they too are making a difference to the bottom line and they will be ramped up come first quarter of next year to continue the momentum.

At this point it should be obvious that every quarter is integral to the company's yearly goal and that there is no quick-fix or guaranteed solution to meet the numbers. We strongly suggest a workable hiring plan and the commitment to execute it throughout the year in order to meet the company goals.