

# **Should You Hire In The Fourth Quarter To Boost Your Company's Bottom Line?**

The 4th Quarter is the last quarter in the year to attain your projected numbers and close the year a success. It can also be a crucial and integral time of year to add employees to your staff to ensure that you will hit your numbers for the year. Before panic sets in; prepare to judge whether you need to hire additional employees during the 4th Quarter (it might just be a last attempt to make your numbers) and promise to review your hiring practices over the last year to determine the best time of the year to search.

## **Questions to explore before you commit to hiring in the 4th Quarter:**

1. Will hiring additional staff during the 4th Quarter ensure that the company will reach its yearly goals?
2. By hiring employees in the 4th Quarter, are you putting too much emphasis at the end of the year to make your numbers?
3. What type of planning went into the hiring process for the entire year?
4. Are you committed to hiring and bringing new employees on board within a reasonable time period?
5. What is your "ramp-up" time? 30 days? 60 days? or 90 days?
6. Have you looked at calendar events and how they will effect the hiring/sales process?
7. What planning will take place in the future and how will it effect your success if you decide not to hire this quarter?
8. If you proceed with the hiring process during the 4th Quarter, can you guarantee that those interviewed will come to work for you?
9. Will the potential new employee be available to start work during the 4th Quarter?
10. Have the positions all been approved prior to job offers being presented?

There are many variables involved in the hiring process as well as annual success within a company. One variable does remain the same throughout a corporation, effective planning and the need to review past success and address shortfalls. It is sometimes viewed in the Computer Industry that reaction is a "knee-jerk" response to fixing a problem. We must get past this perception and focus on the success of our future. Just because "we have always done it that way" doesn't necessarily put numbers on the board. Review the questions and if you are actually committed to hiring in the 4th quarter, get busy putting your plan in place.