



## TenStep Supplemental Paper

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### **The Best Recruitment Consultants**

Employee referrals are an age-old practice in corporate houses. What benefits does an employer come across by offering an employee referral program? Employee referrals generate qualified and tailor-made candidates, reduce recruiting costs and are an easy way to fill hard-to-place positions. The program also boosts employee morale.

Companies have successfully used this method for years. Why don't they depend on this method for all their recruitment needs? The employee referral program is a very slow recruitment procedure. Employees often take a long time to locate the right candidate and refer them to the HR department because the quality of candidates brought in reflects on the employee's image and his or her level of responsibility. Therefore, they are extra careful and cautious in their effort.

Referral programs have been a popular practice for a few decades now and have evolved to a stage where they are simple to administer with no legal risks involved. Companies that have retained the best with the best recruitment consultants also continue to promote this in-house initiative.

This program is very popular with employees since they become responsible for the quality of candidates being hired in the company, and they aid in the induction process as well.

The program is very effective in seeking passive job seekers. It is also useful to fill positions requiring specialized skills and experience. An employee is able convey the requisites of the position better than the message conveyed in a recruitment advertisement.

Referral programs work out to be inexpensive as compared to retaining consultants. Employees reap incentives and other benefits from the program and actively look for better candidates.

Referral programs are an excellent way to fill in positions for start-up companies and are generally successful. Companies are at a very low risk by relying on referrals, and they also get the confidence that the referred candidate is more or less of the same standard as that of the employee who refers him.