



TenStep Supplemental Paper

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Restructuring Recruitment

Cost-cutting measures, massive layoffs, and a reduction in jobs have left organizations with fewer talented employees. Organizations are being compelled to recruit from the best available rather than those best suited for the job. This is resulting in bad hires. Ultimately, it is the organization's performance that is affected.

Structuring the recruitment process through automation has helped organizations. They can invest in systems, which give recruiters sufficient time to assess soft skills. Recruiters will also have the opportunity to evaluate people in areas such as motivation, aspiration and potential, and not just the skills for the job.

How does it help?

Automating the recruitment process can help HR:

- Focus on objectivity and rule out bias in assessing potential employees
- Track an individual's data
- Provide information to set standards for performance
- Understand personal interests
- Match future organizational needs with individual development plans
- Use resources effectively

While online recruiting saves the organization both time and resources, it should be ensured that the time saved is spent on the key issues of the recruitment process. The recruitment stage should thus include:

- Identifying the motivating factors of each employee to help him or her perform better
- Understanding his/her long-term goals and aspirations to draw out his/her career plans with the organization
- Tracing his/her lifestyle and family needs to make him/her feel cared for, which helps retain employees for a longer time.