The Real Price of
Rushing through
the
Recruitment Process

Most hiring managers have experienced something like this:

A vacancy just opened up in the company and your boss tells you that you need to find someone to fill that position as soon as possible.

Now, chances are the position that just emptied is a crucial one and there really is an urgency to fill it.

It is common for recruiting personnel to rush through the hiring process in order to fill a quota on which their bonuses are based on, or simply to alleviate the workload on the team that is missing a member. More often than not, the work of a recruiter is measured on a Time-to-Fill or Time-to-Hire base instead of Quality-of-Hire. The latter, even though it takes more time to track, rewards recruiters depending on the overall performance of their hires instead of on the amount of time it takes to fill a position.

Putting quantity over quality is the fundamental root of this problem, and the solution has to come from the higher levels of the ladder. Companies need to realize the damage they're doing to themselves because of this old-fashion system they're using.
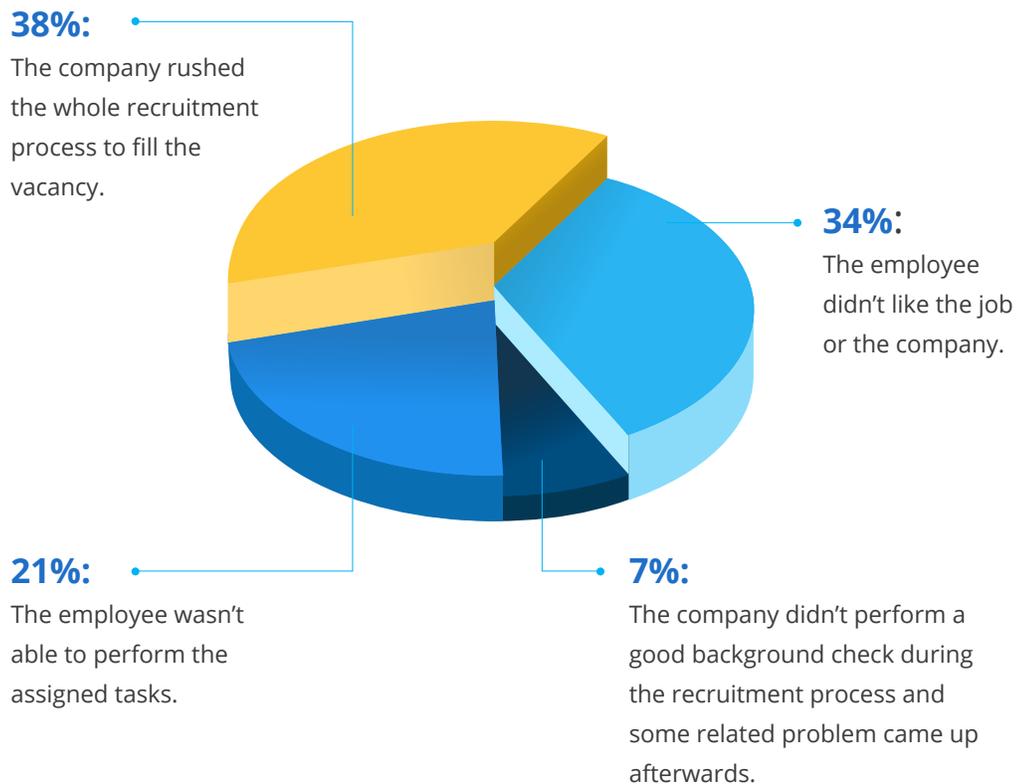
Rushed Hiring Leads to
Poor Performance

There's a lot of pressure involved in ensuring that the company's staff is complete, and even though it's tempting, rushing through the recruitment process may not be the optimal solution as it can have many negative effects on the company, and we're not only talking about money!

It isn't hard to guess the first and most prominent consequence of rushing through the recruitment process: you might end up hiring someone who wasn't fit to fill the position for which they were hired. Sooner rather than later that new employee will either quit, or you could be forced to terminate them and start the whole process all over again.
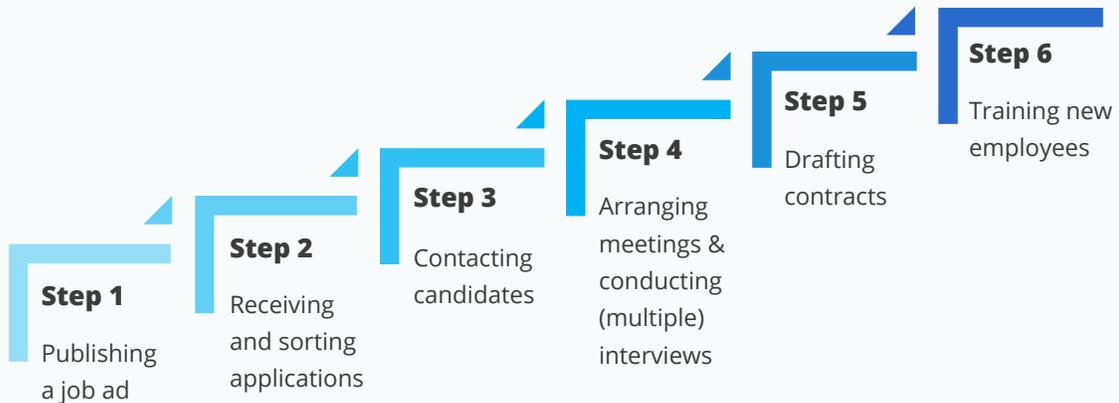
Many companies have positions with high levels of turnover or recurring roles, so there is no need to spend too much time recruiting due to the simplicity of the job. But that's not always the case.

According to a **survey** conducted by CareerBuilder, when a new employee quits or their contract is terminated within the first three months after being hired, it is usually due to one of the following reasons:

38%:
The company rushed the whole recruitment process to fill the vacancy.

34%:
The employee didn't like the job or the company.

21%:
The employee wasn't able to perform the assigned tasks.

7%:
The company didn't perform a good background check during the recruitment process and some related problem came up afterwards.
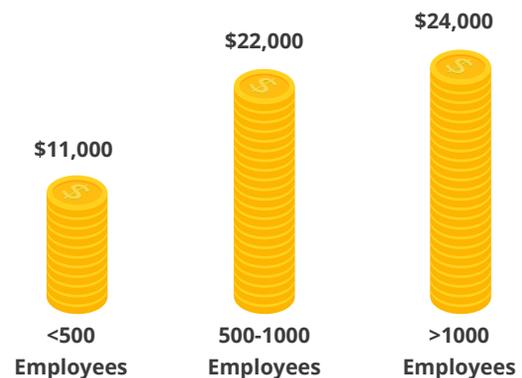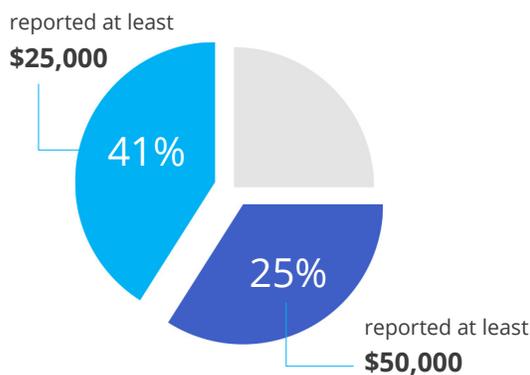
The Direct Costs of Rushing

Money is going to be the reason company executives take most seriously because this is where it hurts them the most: their wallets. Recruiting new employees can be a very expensive affair, as it is a very intricate process that usually includes the following:

Step 1

Publishing a job ad

Step 2

Receiving and sorting applications

Step 3

Contacting candidates

Step 4

Arranging meetings & conducting (multiple) interviews

Step 5

Drafting contracts

Step 6

Training new employees

This whole process takes time and money. Imagine having to go through all of that over and over again because it wasn't done right the first time.

Repeating the recruitment process can cost a hefty amount of money. CareerBuilder **surveyed** several companies regarding the average yearly cost caused by bad hiring processes and here are the results:

The size of your company is also a factor to take into account; the bigger the company, the more they will spend on recruitment each year on average:

reported at least
$25,000

41%

25%

reported at least
$50,000

$11,000

$22,000

$24,000

<500 Employees

500-1000 Employees

>1000 Employees

The Indirect Costs of Rushing

As it was previously mentioned, rushing the recruitment process has more negative effects than just the monetary costs. There are plenty of other consequences that come from employees quitting within the first three months that can affect the entire company and that you should keep in mind:

Loss of employee productivity

Employees who have more tenure will have to spend valuable time training the additional new hires and picking up the slack while you find a better fit.

Loss of employee morale

Your existing employees will get the sense you simply don't care who you hire as long as there's someone to fill a vacancy and this can take a toll on their performance and dedication.

Negative impact on clients

Clients hate dealing with an unexperienced employee because they usually take longer to solve their problems or lack the sufficient experience. If this is a recurring problem in your company, you may lose customers.

Take it Easy

Rome wasn't built in a day and all good things take time. This whole "trial and error process" with candidates could be avoided if you simply take it slow and go through the recruitment process one step at a time. Each vacancy or position available in your company has different degrees of requirements. If you want to avoid hiring someone who will quit shortly after they start, then just focus on doing things right.

Getting to Know Your Candidate

A thorough interview can be an excellent tool to help your candidate get a clear idea of what the job is going to be like. Try to be honest about the obstacles they may face and all the implications and responsibilities of the position they're applying for so there are no surprises afterwards.

Testing Their Skills and Abilities

As for skills and abilities, it is perfectly okay to perform tests to evaluate how good the candidate really is. If the position requires the aspirant to speak a second language, test their fluency; if they need quick mathematical skills, there are plenty of quizzes online to evaluate numeral abilities.

Skills:
XXXXXX
Background:
XXXXXX
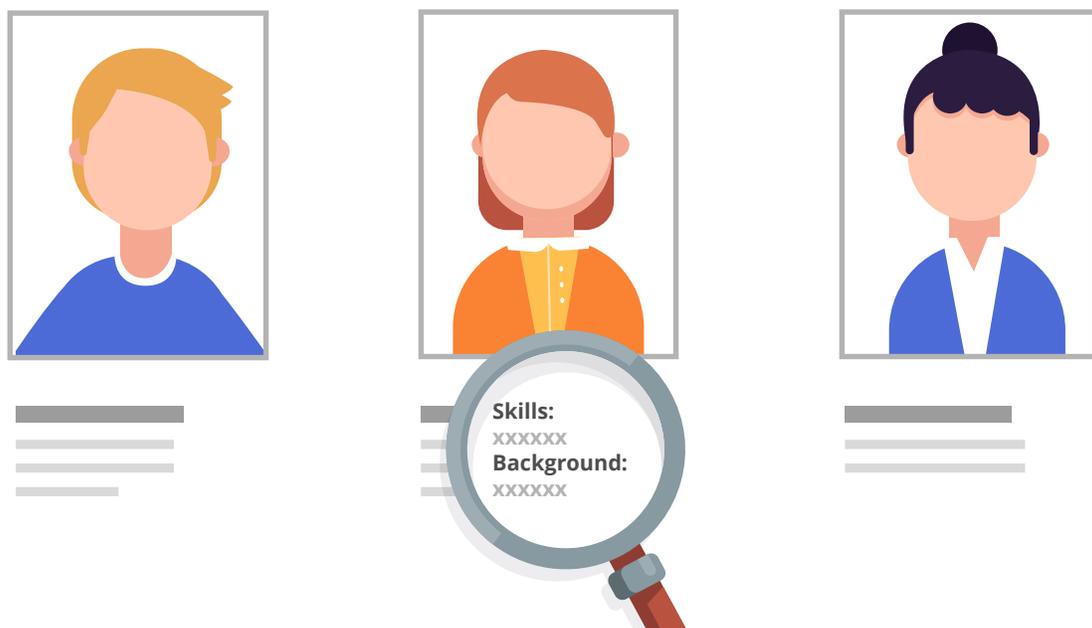
Always Do a Background Check

When it comes to background checks, **surveys** show that 72% of companies actually perform them. Sure, that's the majority of the companies surveyed, but it also means that there's a 28% of companies that don't do background checks at all.

We can't say for sure why almost 30% of these companies don't perform background checks, but we can take a guess and say it has something to do with saving time (and probably money)—although, it really doesn't. So, is it really worth it to save time and a few bucks on background checking if you might end up hiring someone that was fired from their last three jobs for having anger issues?

Companies that do perform some kind of background check usually investigate at least one of the following:

Criminal history

Academic background

Past jobs and references

Credit check

Identity theft

Immigration status

It may seem like a lot of work, but keep in mind that each step in the recruitment process is there for a reason. It is your job to bring the best talent to the company —and this is not an easy task. You should always take your time to really get to know who you're hiring.

Summing Up:
Key Aspects to Remember

It may be tempting to save a few dollars not doing a background check, and it may seem like a drag to put candidates through tests and interviews. However, these steps are part of the selection process for a reason. In the long term, your company may end up losing more money on bad recruitment than what they save on background checks. If you want to get the best candidate, make sure you put together the best hiring process:

Be thorough during the interview:

Ask all the important questions and be very clear and honest about the job you're offering. Don't sugar coat it.

Check references and skills:

It's always a good idea to contact previous employers and to test the skills of candidates before hiring them. A **survey** has revealed that 75% of hiring managers report having caught an employee lying on their résumé.

Give them a great first day:

First impressions matter, especially when starting a new job; the first day can be truly influential for new employees. Don't just throw new employees to the wolves.

People need to change the way they measure if they want to see a change in behavior and quality. Fast food rarely earns a Michelin star, so why would you expect any different from rushed hires? **Quality is always better than quantity.**