

How to Avoid a Bad Hire

The hiring process

The hiring process is no doubt a strenuous effort on both ends, the applicant and the recruiter.

On the applicant side, there's so much competition and requirements when applying to these jobs that it almost seem unfair. Time is also of the essence and patience can only hold up for so long.

On the other end of the spectrum, recruiter's have just as hard of a time finding the right candidate. Putting time and money into the equation, recruiters are forced to find the best candidate fit position in the least amount of time possible.

So what does this equate to? The results are applicants desperately trying any method to land a job and recruiters who are limited on time to make a decision. This results to a **bad hire**. In a study CareerBuilder reported, "27 percent of U.S. employers reported a single bad hire cost more than \$50,000." The cost is even more in Europe as they are reported to cost well over 50,000 euros (\$65,231).

Results of a bad hire

When it comes down to a bad hire, its money and time that are wasted. In more details, a bad hire can reduce productivity, negative impact on client relations, negative impact on brand, increase cost to recruit and train another worker, and possibly even legal issues.

Combating a bad hire.

The solution for recruiters then is knowing where to focus most of the their attention. What have worked is being completely thorough when it's time to narrow down on the top candidates. When the top candidates are chosen, take time to look into their credentials with a full and accurate background screen.

A background screening company, properly known as Credit Reporting Agencies (CRA), will save you time and effort to focus on other tasks or interviews. All official CRA's are compliant to federal governing laws such as the F.C.R.A. and are specialized to find the right information to help recruiter's reduce the risk of a potential bad hire.

These screening processes and strategies are designed and continually practiced by ACRs to find the most accurate information that you need on your candidates. Don't regret your next hire. Don't waste \$50,000.

A few ACRs

Risk Assessment Group, Inc.

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