

HIRING CHALLENGES SURVEY



In August 2014, Haley Marketing conducted an online survey of around 500 HR professionals and Hiring Managers to get their insight into the biggest hiring challenges. The results we have provided here are taken from the answers of these hiring managers.

Through sharing these findings, we hope to spread awareness of the challenges all companies are facing when it comes to hiring, and give insights into how to combat these difficulties head-on.

DO YOU PLAN TO HIRE IN THE NEXT SIX MONTHS?

The positive economic growth of the U.S. has contributed to the increase in hiring needs of 2014, as we begin to see an end to the recession. To prove this point, 78 percent of respondents said they plan on hiring within the next six months.

This also means that the competition for top talent will be increasing. Workforce planning will be vital to ensuring you find the best candidates before your competitors do. Staffing firms have the knowledge of where the best candidates are – even the ones who aren't looking for a job.

78% YES

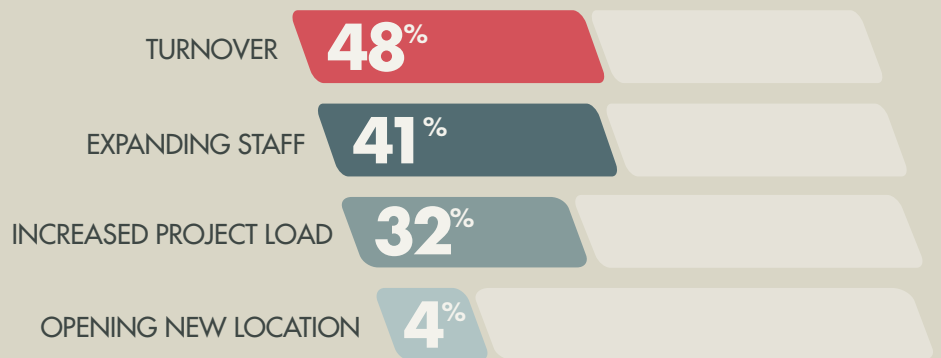


22% NO

WHAT IS YOUR BIGGEST REASON FOR HIRING?

First the good news, hiring freezes are over and business is picking up! A combined 73% of those surveyed said they are hiring because of expanding staff or project load!

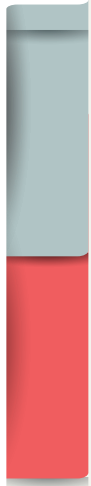
Now the not so good news, turnover continues to be a major issue for most companies. Whether it is because of firing or great candidates looking for better opportunities, turnover can have a major impact on the bottom line.



SCARED OF TURNOVER?

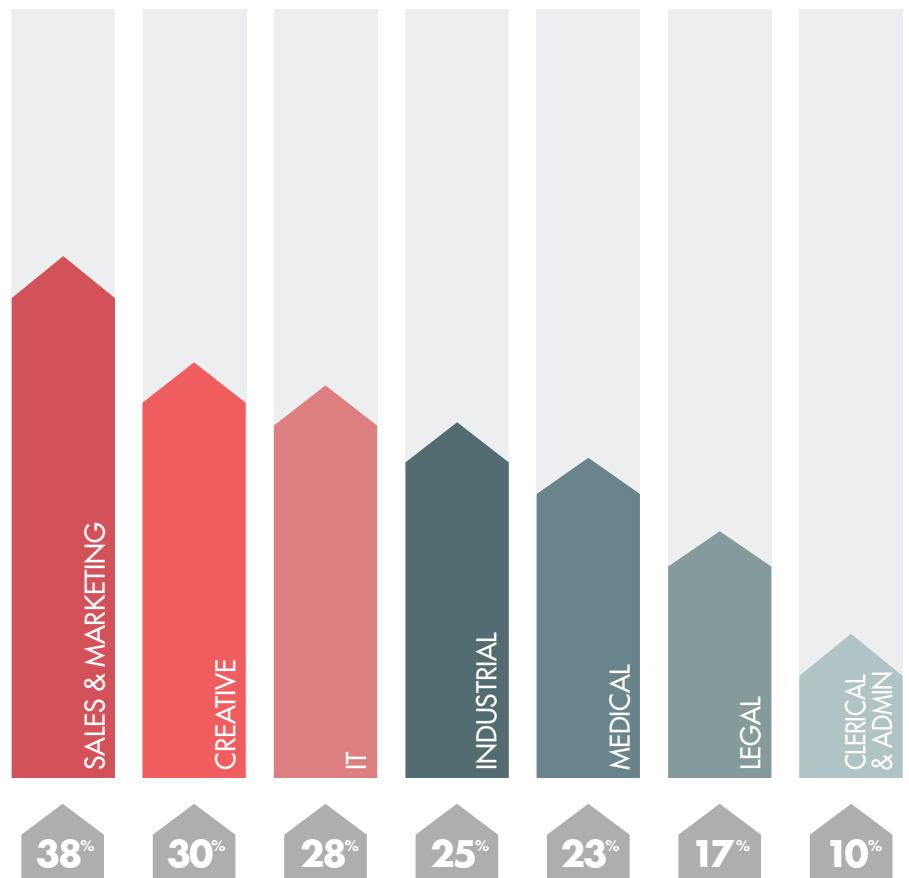
With the cost of a bad hire ranging from three to seven times that person's salary, you need to hire right the first time. Our firm can help you find the right candidate the first time.

In addition to direct hiring needs, our firm can help supply temporary or contract workers to greatly reduce your company's attrition risks. Contact us today to see how temporary employees can help your company avoid the steep price of employee turnover.



WHAT TYPES OF POSITIONS ARE HARDEST TO FILL?

These were the industries hiring managers found “extremely difficult” to place candidates in. Specialized fields tend to be much more difficult to find qualified personnel for, especially with the current technical and creative skills gaps.



Looking to hire someone in sales, creative, or IT? You should already have a recruitment strategy in place – well in advance of speaking to any candidates. Partnering with a staffing firm gives you access to top talent in each field, without the stress of trying to find elusive candidates yourself.

HOW CONCERNED ARE YOU ABOUT THE COST OF THE FOLLOWING?

No big surprise that Healthcare is the number one cost concern for HR and hiring managers. With all of the uncertainty of the Affordable Care Act, companies are struggling to get a good handle on just how much this is going to cost them. One way to combat healthcare costs is by using temporary employees. Temporary employees remain on the payroll of the staffing firms and any benefits are covered by the firm.

Again retention shows up as one of the biggest "cost" concerns of HR and hiring managers (notice a theme developing?).

65% HEALTHCARE COSTS



61% RETAINING KEY EMPLOYEES



36% COST OF HIRING



34% WAGE/SALARY INCREASES



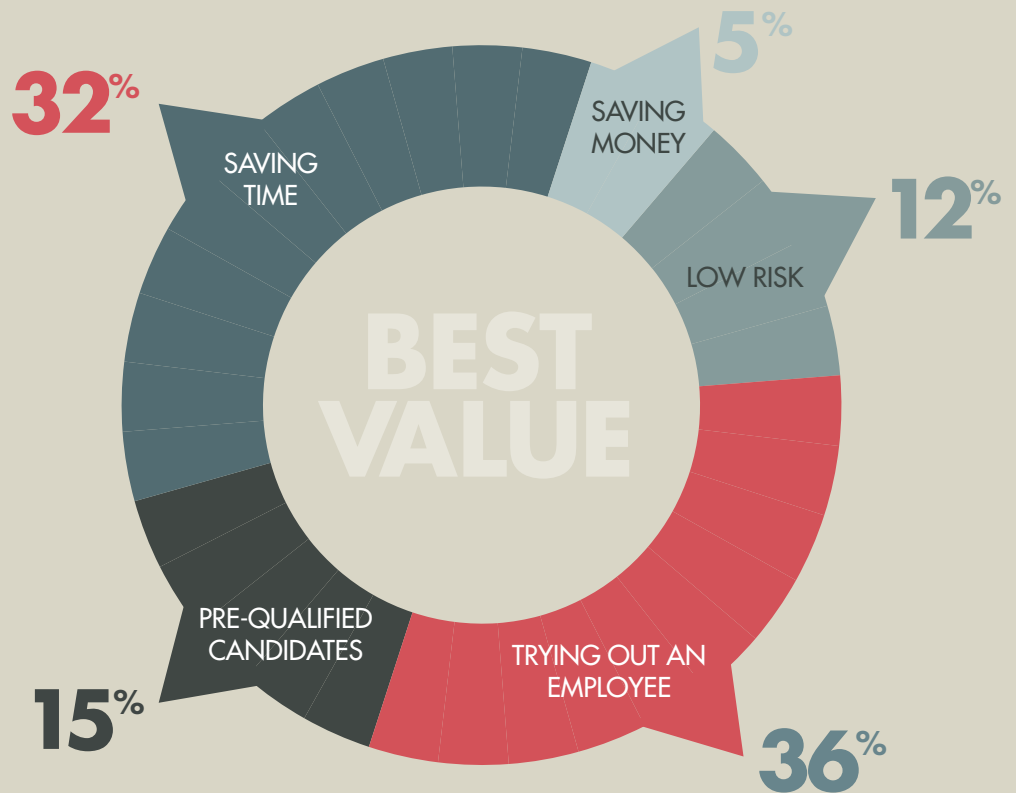
33% OTHER BENEFIT EXPENSES



WHAT IS THE BEST VALUE OF WORKING WITH TEMPORARY STAFFING FIRMS?

While there are a multitude of benefits that come from using a temporary staffing firm, saving time and money, lowering the employee turnover rate, and “trying out” an employee before offering them a full-time position are all extremely beneficial to company productivity (and bottom line!).

SURVEY RESPONDENTS WERE ASKED TO TELL US - IN THEIR OWN WORDS - WHAT THEY PERCEIVED TO BE THE BEST VALUE OF WORKING WITH A TEMPORARY STAFFING FIRM. OVERALL ANSWERS FELL INTO THESE FIVE CATEGORIES:



IN THEIR WORDS...

Here are some of the actual answers that were given.

“The “try-before-you-hire” philosophy – and the flexibility to change that when and if a client requests it.”

“Less time spent on staffing needs which allows for more time to run business.”

“They take the headaches and do the screening”

“All background checks and screenings are done. If the employee is not a good fit, they can be easily replaced.”

“Firm takes care of all issues regarding employee behavior, termination and bill is easy to pay.”

WHAT IS THE MOST IMPORTANT ROLE HR PLAYS IN YOUR ORGANIZATION?

Once again we see retention at the very top of the list. Seeing as how it is such a huge concern for companies, HR departments need to pay close attention to the reasons for turnover. All HR departments should be conducting exit interviews to find out exactly why employees are leaving and determine the best course of action to reduce turnover.



THIS WAS AN OPEN-ENDED QUESTION WITH A VERY WIDE RANGE OF ANSWERS. HOWEVER, IF WE BREAK DOWN THE ANSWERS, THEY GENERALLY FELL INTO THE FOLLOWING CATEGORIES:

IN THEIR WORDS...

Here are some of the responses in their own words.

"Taking care of the welfare of the employees and compliance to federal laws."

"Being a strategic partner in helping with the engagement of employees."

"Ensuring employees know how much they are valued."

"Peace of mind that necessary HR functions are being carried out appropriately."

"It is the backbone of our organization – I believe a good HR department equals a strong and steady workforce."

and our personal favorite...

"Keeping people from poking each others' eyeballs out!"

WHAT IS THE BEST PIECE OF ADVICE YOU HAVE EVER RECEIVED FROM A FRIEND OR COLLEAGUE IN HR?

The answers to this open-ended question once again covered such a wide spectrum, so we just wanted to share a few of our favorites...

"Change is loss and loss must be mourned. Any time you make changes, you need to ensure that employees have plenty of notice and that you are prepared to help them through that change."

"Be Intentional. Be purposeful. Just because there may be a process that is generally followed in HR doesn't mean it aligns with your company's business goals. HR is not one size fits all."

"IF IT'S NOT DOCUMENTED,
IT WAS NOT DONE."

"Don't lose faith in humanity."

"Get the right people on the bus and worry about where they sit later."

"WHAT COULD YOU DO IF YOU WERE NOT AFRAID?"

"HR is all about people. Remember that they aren't just numbers, but they are people."