



Funny?
Silly?

Roger is using a very expensive method to pick his next employee.

“Now I know why Roger has such high employee turnover!”

Did you know?

- 63% of all hiring decisions are made in the first 4.3 minutes of the interview. The rest of the interview is mostly used to justify the decision already made.
- Most interviews are “wandering conversations” that don’t focus on the most critical aspects of a job. Most interview questions relate to the tasks necessary to perform a job. Most people don’t succeed on the job because their behaviors don’t match the culture of the company and the attitudes required to perform.
- Can you trust the decision you made?
 - Resumes are often exaggerated. As many as 50% of all resumes have some distortion in them.
 - Interviewees are trained how to answer your questions. They all “sound” so good. Predictable questions are asked. Predictable answers are given.
 - Past employers are afraid of being sued so tend to give very little information.
 - References give only the “best” information about the person. Who is going to give the name of a bad reference?
- The cost of turnover can amount to the equivalent of 25% - 150% of a person’s annual salary depending upon their level in the organization. It costs a lot to make a bad hire.
- There is an “art” to hiring smart... and a system to do it correctly; Practical ideas that you implement today.

Your HR Solutions, Inc. can show you how to reduce your turnover and improve your employee productivity by showing you how to hire and train your people.

Call to discuss how we can help.

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