

RPS Search Group Of NJ, LLC

Newsletter

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Our website

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Need help?

RPS Search Group of NJ, LLC is a full service company with the ability to do contingent, engaged and retained search assignments. We also can provide retained services on an international level. We look forward to serving your needs.

Hire from Within or Look Outside for New Talent?

The hiring process does not simply consist of the recruiting, interviewing and onboarding processes. It extends further into the life of employment.

Hiring and promoting from within is a great option if done correctly. By performing an internal qualification and vetting process, a great internal candidate can be identified for the open position.

Perhaps one of the biggest hiring mistakes encountered with existing staff is promoting into management based on seniority. Just because an employee has been with the company longer than anyone else, does not mean that they are qualified or have the desire to become a manager.

The usual ending to a promotion based on seniority is an ineffective manager leading a group of disgruntled employees. In the end you might need to fill more positions than just the one you placed your veteran employee.

Productivity is how nearly every company measures the performance of their employees. If performance is not managed through clear expectations. Productivity cannot be maximized. The notion of productivity and performance brings up another issue in hiring. If you are managing performance and still have low productivity, it could be because you are retaining poor performers. Retaining poor performers can become a productivity and morale drain.

Treating all employees the same is also a common hiring mistake that extends into the life of employment. Employees should be treated as individuals based on performance and productivity. By adopting this type of culture, employee productivity will increase and underperformers can be identified and coached.

Click on the link below to check availability to have a short chat with me.

<https://www.timetrade.com/book/QWCZL>

As in the past I am here to serve your needs, either as a client or a candidate.

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