



Six Possible Ideas for Recruitment Strategies: What Would You Do?

Directions: Read each of the Data and Evaluation Results boxes. Review their corresponding Change Made. Then consider and write Another Possible Change in the space provided.

Data and Evaluation Results

Change made

Another Possible Change

Newly recruited employees who quit said they did not understand what the job involved.



Target individuals who previously worked for the organization or who worked in a similar job to provide a realistic job preview.



An employee referral program is lacking in terms of the number and the quality of applicants generated.



Offer a referral bonus that is contingent on retention for one year and on satisfactory new-hire performance.

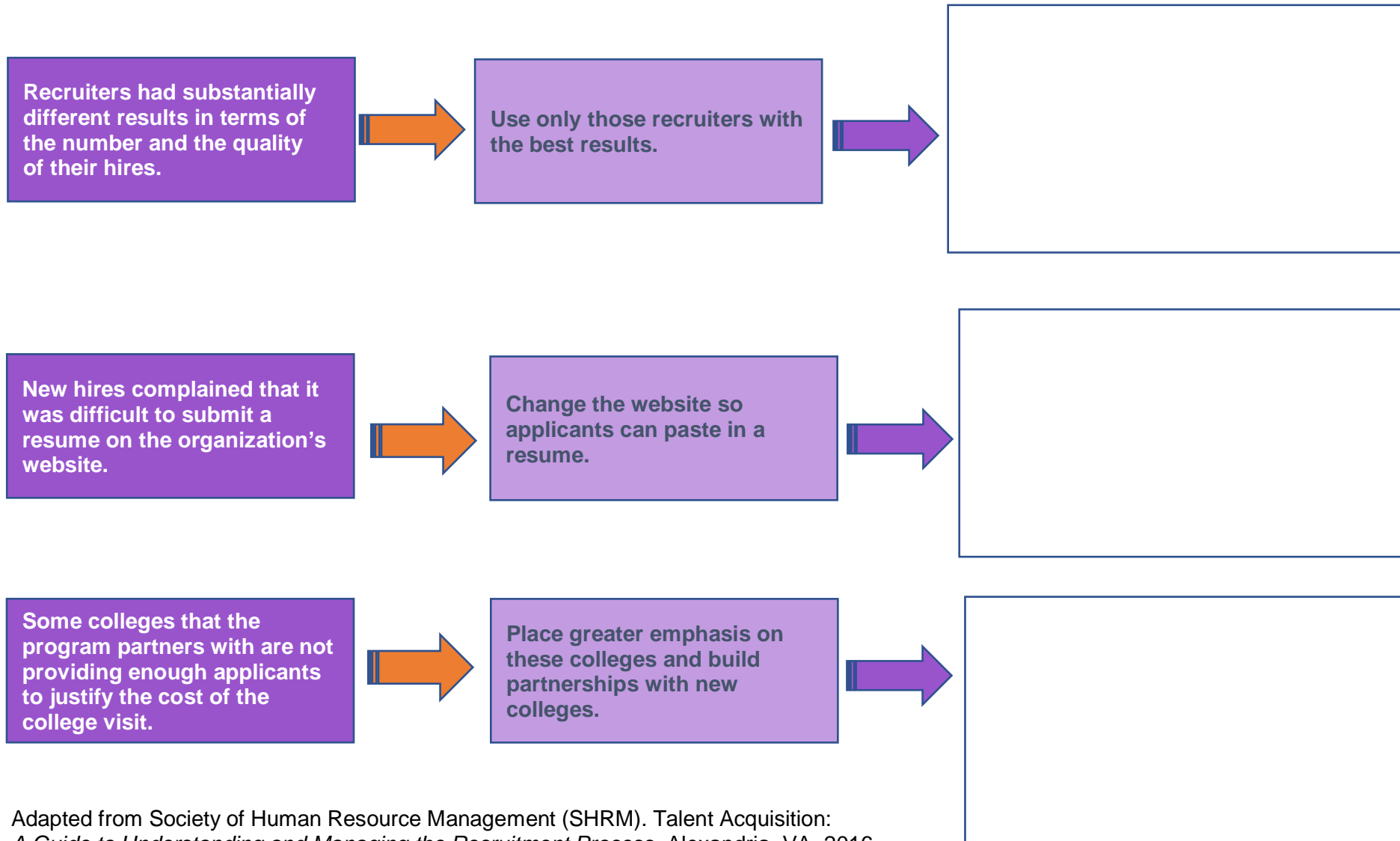


Several applicants withdrew during the recruitment process.



Start the recruitment process earlier, and make timely job offers.





Adapted from Society of Human Resource Management (SHRM). Talent Acquisition: *A Guide to Understanding and Managing the Recruitment Process*. Alexandria, VA, 2016.