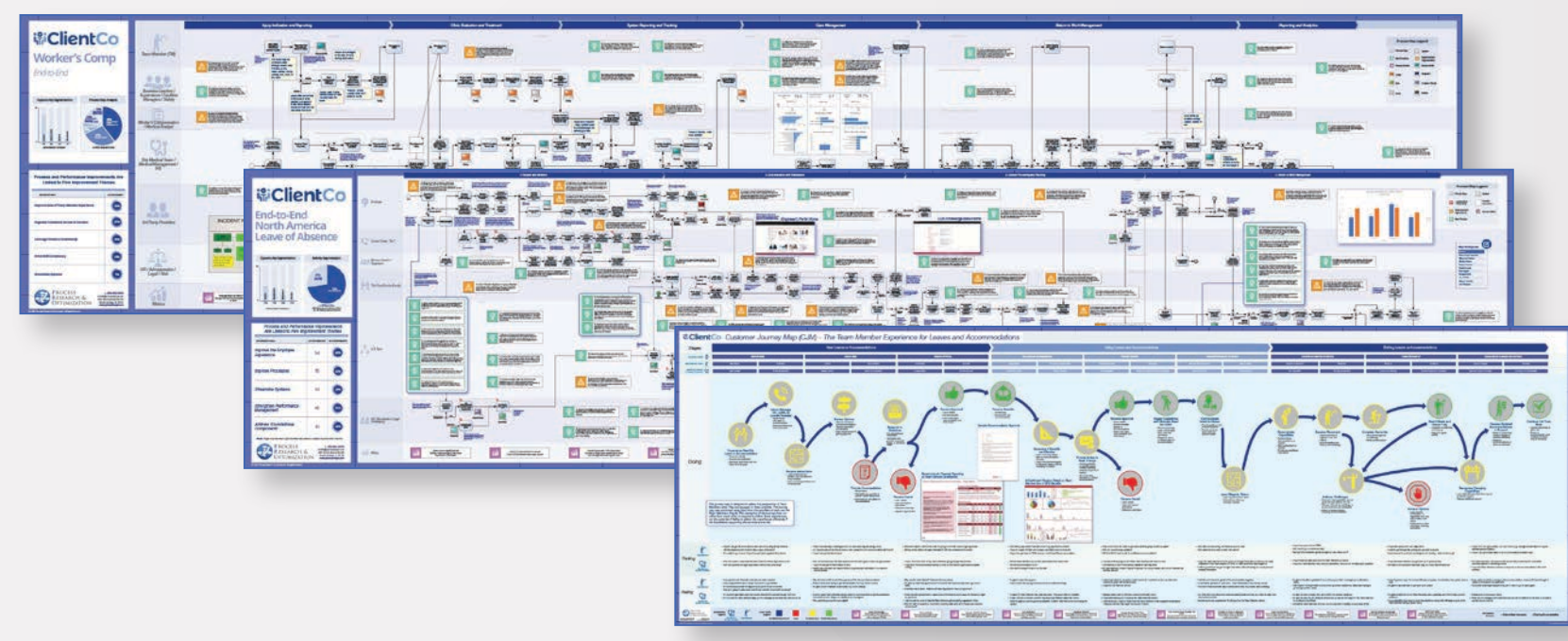


Sample Deliverables & Output



All Elements of the End-to-End Process Impact Recruiting

- 
Recruiting and Staffing

Recruiting and staffing pertains to searching for and hiring talent. Staffing involves interviewing potential job candidates, filling the job opening, training, and completing all other onboarding tasks.
- 
Compensation and Benefits

Compensation involves paying employees salaries and wages for their performance. Benefits are the indirect payments that are associated with employment at the company.
- 
Safety and Compliance

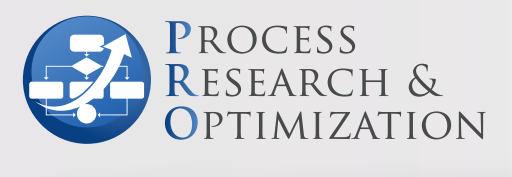
Safety and compliance calls for the adherence of workplace rules and protocols.
- 
Training and Development

Training and development initiatives assists in planning how to grow and establish employees skills as well as designing the training programs necessary for success.
- 
Talent Management

Talent management is concerned with developing employees professional skills, building company culture, and monitoring workplace satisfaction.

Human Resource Recruiting and Hiring

Critical Process Issues

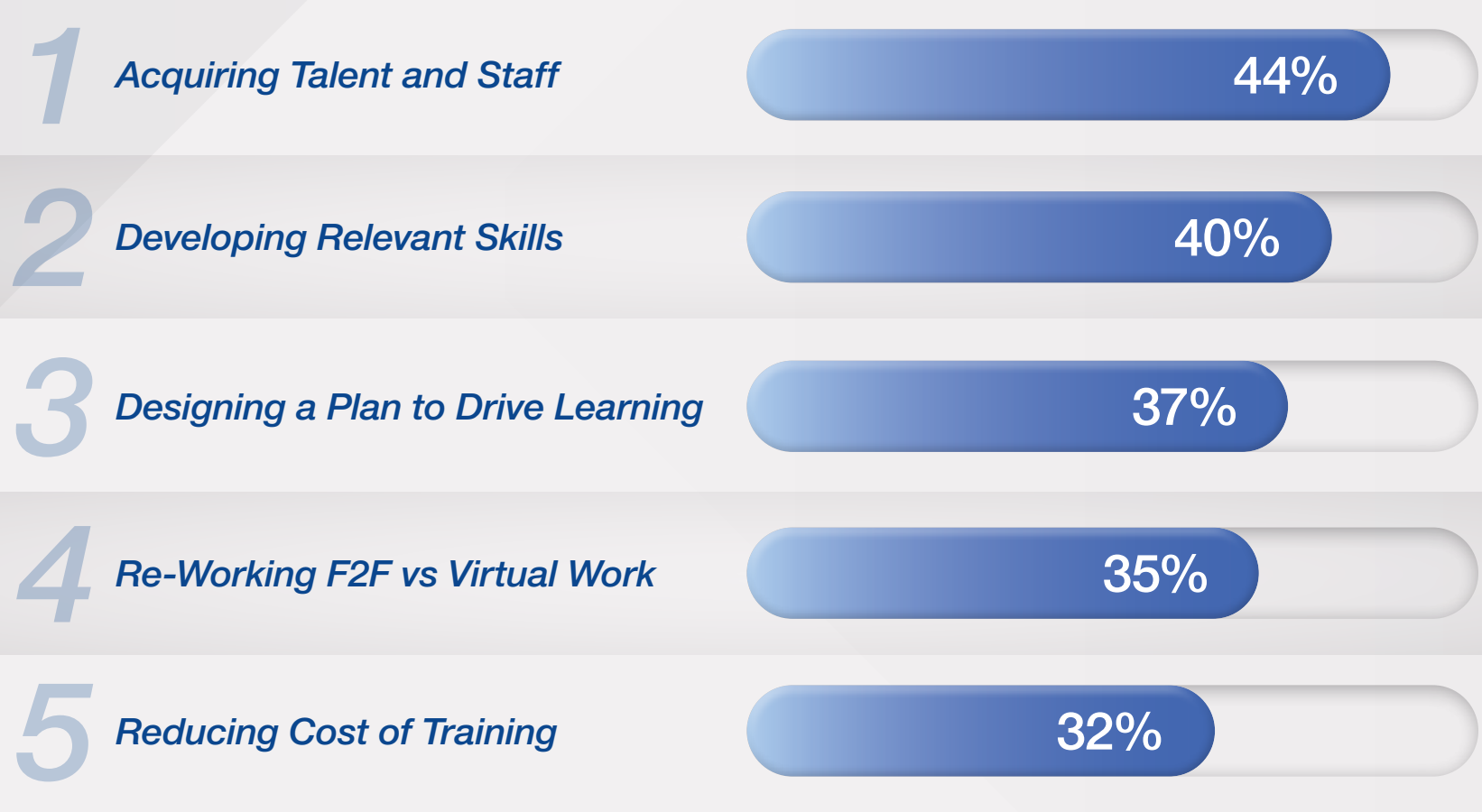


3301 Bonita Beach Rd. SW • Bonita Springs, FL 34134
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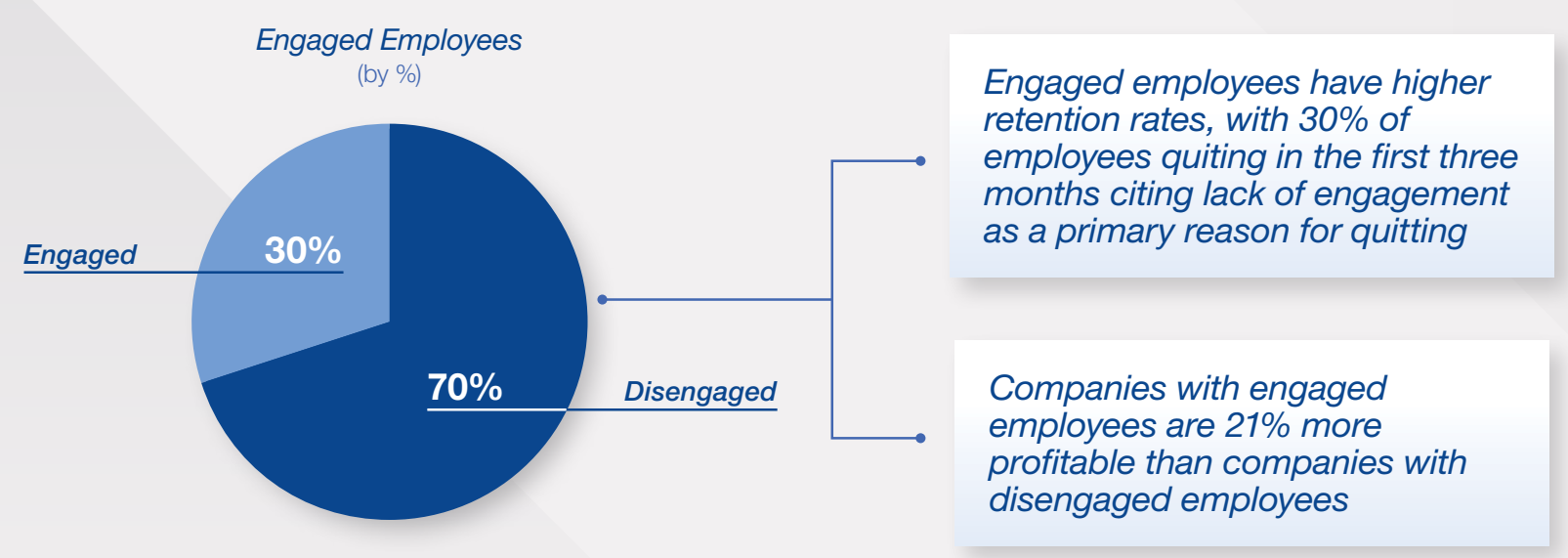
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Recruiting Issues Facing HR Executives

Top Challenges Facing HR Managers Over the Next Three Years



Employee Engagement in Relation to Profitability



Solutions Approach

Recruiting and Retention Improvement Issues

- 
Source Candidate
 - Lack of quality candidates
 - Low response engagement from qualified candidates
 - High recruitment and marketing costs
- 
Interview Candidate
 - Slow process misses out on top candidates
 - Poor interview documentation
 - Lack of consensus from interview team
 - Unsatisfactory candidate experience
- 
Hire Candidate
 - Quality candidate rejections
 - Candidate fails to meet hiring requirements (Drug test, non-compete, background check)
 - Increase in candidates requesting remote work schedule
- 
Onboarding
 - Insufficient communication of candidate expectations
 - Candidate integration to company culture
 - No follow up to review performance and improvement opportunities
- 
Employee Retention
 - Lack of trust or confidence in leadership
 - Uncompetitive benefits and promotion opportunities
 - Micromangement