HOW DO RECRUITMENT PROCESSES IMPACT ON THE BATTLE FOR PROCUREMENT TALENT?

Edbury Daley have instigated some timely new research on the choice of recruitment and selection methods and the impact of those choices on the success rate of a getting a quality recruit in to the hiring business.

As the global economy recovers many companies are pursuing significant growth plans. Often, the key constraining factor is the ability to hire and retain the skills and expertise needed. Employer Branding and Talent Communities are becoming the new parlance of Human Resource Management as bigger corporations embrace the advent of social media to gain an advantage in finding the people they need. This is covered in some detail in a very interesting recent study by Deloitte.

The creation of talent pipelines and new employee engagement techniques are pushing the boundaries of traditional recruitment practice but their success is reliant on the conversion of the initial engagement in to a hire. In other words, they only bring candidates to the start line of the selection process. How a company interacts from this point onwards determines whether the candidate ever crosses the finish line and joins the hiring company. Our survey has been designed to investigate this second stage of the recruitment process.

Candidate facing, the questions were written to test attitudes and experience towards the mechanics of a typical corporate recruitment process. With companies investing heavily in cutting edge talent attraction strategies, this survey is about what happens next; how candidates **respond to companies' selection procedures.**

The data gathered can be used to formulate a robust framework for a recruitment process which all corporate organisations can use as a benchmark for best practice. For example did it occur to you that 88% of candidates will feel disengaged from a hiring process if they **don't** receive interview feedback within a week?

Here's the full report including all the data: How Do Recruitment Processes Impact On The Battle For Procurement Talent?