



Software that Solves
Staff Selection

PRESS RELEASE

Poor recruitment decisions wreak havoc on SMEs

Employing the wrong person for the job is a virtual ticking time bomb for Australia's small-to-medium sized enterprises already struggling as a result of the current economic downturn, warns online recruitment tools provider, Expr3ss!.

Expr3ss! Managing Director, Carlyne Burns, said a poor recruitment decision could cost a business tens of thousands of dollars, money SMEs can't afford to lose.

"The immediate problems that come with recruiting the wrong person are understood by most managers and business owners, however the negative flow-on effect that carries throughout the entire organisation is often overlooked," Ms Burns said.

"A bad hire can cost businesses thousands of dollars in resources in the short term, in areas such as training and advertising. However it's those employees that aren't a good fit for the job, but remain in the system, who really stand to jeopardise the long-term health of the organisation.

"And when you consider that a business' output equates to the average productivity of workers across the board, any person who is not pulling their weight, for whatever reason, will drag down the ability for the company to perform well and make a profit.

"Furthermore, poor recruitment decisions can affect team spirit, diminishing respect for the employer and a lack of faith in the future of the business. It can also be damaging to an organisations' reputation if they have contact with customers or clients" she said.

Acknowledging that SMEs are faced with time restraints due to less resources than larger corporations, Ms Burns said that managers were forced to rely on resumes, interviews and 'gut feel' to help them make the right decisions.

"Most managers dread the recruitment process as they're time poor and it creates more work for them, taking away precious time they could spend on steering the business to success," Ms Burns said.

"What a lot of employers don't often realise is that they could reduce the amount of time reading CVs and conducting interviews by applying personality testing for attitudes and values for all applicants, allowing the results to help them identify a short-list.

"The SMEs who are engaging in more time efficient activities and business practices are the ones who are going to continue to be able to weather the financial storm," Ms Burns said.