

Key Impacts to your Organization

Things to consider when creating an ROI for your organization

- ❖ Consider all short term and long term impacts to your Organization and to HR independently
- ❖ Keep in mind your current time to hire, quality of hire and cost per hire
- ❖ Time to hire – the total time it takes to hire someone for a job from the time it posts to when the applicant is hired
 - Longer hire times cause lost productivity and negative ROI
 - Competition may steal candidate before you make an offer
- ❖ Quality of hire – how satisfied an organization is with an employee and an employee is with an organization
 - Good hires can enhance overall performance of organization and improve ROI
 - Poor hires can create issues within an organization creating a negative ROI
- ❖ Cost per hire – total cost associated with a position. Advertising, testing, posting, hiring, etc.
 - Higher cost create higher negative ROI
 - Insufficient use of advertising and technology can create negative ROI