

Still Hiring on Your Own? Beware of These Hidden Costs and Time-Stealers

Categories : [EMPLOYER HOT TOPICS](#)

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Do you know what it really costs to hire a top performer for your organization?

Sure, there are the obvious expenses of:

- **Recruiting** – creating job descriptions; sourcing, interviewing and selecting candidates.
- **Onboarding** – presenting offers, orienting new employees.
- **Employment** – salary, benefits, payroll expenses, etc.

Unfortunately, however, these costs represent just the tip of the iceberg. Consider these other substantial expenses and time-stealers which are often overlooked:

- **Job board subscriptions** – In addition to the cost of posting positions, many of the major job boards charge substantial annual subscription rates to access their résumé databases.
- **Résumé screening** – In this market, consider how many résumés you'd have to sort through to find the best potential candidates. A glut of résumés also translates into more screening phone calls, more initial interviews and more skills assessments/testing.
- **Vacancy cost** – The productivity losses and opportunity cost incurred when a position goes unfilled in your organization.
- **Internal managers' time** – Time managers (outside of HR) spend sourcing, contacting and interviewing candidates.
- **Replacing a bad hire** – If a new hire doesn't work out, it can easily cost you several times that person's annual salary to replace him (consider unemployment, opportunity cost, productivity loss, impact on co-worker's performance and morale, additional expense of recruiting and hiring a replacement).

In many cases, [Snelling's direct placement services](#) are a better alternative to hiring on your own:

- We use [targeted sourcing strategies](#) to rapidly identify top talent and shorten the placement cycle.
- We handle all aspects of [employee screening](#), from e-verify to behavioral interviewing, to create the right fit – while you stay focused on your most important priorities.
- Our [selection and onboarding support](#) ensures we send you only the best-of-the-best. We even prepare and debrief candidates and hiring managers, so your new team is productive day one.

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Snelling Corporate Office

<http://www.snelling.com>

- [Contact us](#) to learn about our direct placement service guarantees.

When it comes to hiring, [Snelling Staffing Services](#) does what it takes to get the job done. Trust us to provide the right talent, every time.