

You Need the 4 R's of Staffing

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Hiring someone on a temporary basis has many advantages. It can set the right expectations for long-term employment. It enables both the employer and the potential employee to evaluate the workplace, the people they will be working with, and the daily tasks needed to be performed.

Employing temporary employees makes sense for many different types of companies – seasonal businesses, those that experience unexpected fluctuations in demand or those that simply cannot commit to any type of long-term hiring.

Working with a reputable staffing firm – one that understands your business, your processes, and your industry – is key. But how do you find a reputable staffing firm? It is simple. You focus on the 4 R's, which include:

- Reliability
- Responsiveness
- Reasonable
- Regularity

Reliability

You need reliability from both the staffing firm and the workers they provide. This means more than just having workers show up on time. Reliable employees are easy to manage, pay attention to detail, work hard, and have the needed skills. This increases productivity and lowers liability risk because reliable employees are safe employees.

Responsiveness

Responsiveness means that that your staffing firm partner is there when you need it. Staffing

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issues do not resolve themselves miraculously on the weekends or after 5pm on weekdays. You need a staffing firm that is on call 24/7. You need your questions answered quickly, and your last minute staffing needs addressed rapidly. This provides value.

Reasonable

Your staffing partner's fees need to be reasonable. Doing away with exorbitant fees provides the best value for every dollar spent, but reasonableness also includes accurate invoicing. This means less administrative burden and less wasted time, which adds value.

Regularity

Your staffing firm needs to provide quality workers for every single assignment. You need consistency and no surprises. To provide regularity means that the firm has a solid selection and matching process for their workers. When you have screening, verifiable background checks and personality assessments all integrated into this process, you can be assured that you are getting the best worker for your needs.

When you find a staffing firm that encompasses the 4 R's you will have found a reputable staffing firm that you can trust for the long-term? Snelling is such a partner. We have been pioneers in this industry – for over 60 years. We know how to pick and match the right worker to the right assignment at the right company every single time. We can provide the best recruiters in the industry plus the home-town knowledge you need to maximize your return on every single assignment. So what are you waiting for? [Contact us today.](#)