

Hello. It looks like you're using an ad blocker that may prevent our website from working properly. To receive the best experience possible, please make sure any blockers are switched off and refresh the page.

If you have any questions or need help you can email us

Sacramento and Minneapolis have the most employers who said capturing candidates' interest is their top hiring obstacle.

Jun. 24, 2019

RECRUITING WOES



Hiring Process Hurdles

What aspect of the hiring process do you find most difficult?



Hello. It looks like you're using an ad blocker that may prevent our website from working properly. To receive the best experience possible, please make sure any blockers are switched off and refresh the page.

If you have any questions or need help you can email us

another position or counteroffer.

(Click for larger image.)

Additional Findings

- Among the 28 U.S. cities in the survey, Indianapolis, Nashville, Cleveland, Sacramento and Minneapolis have the most employers who said capturing candidates' interest is their top hiring obstacle.
- The biggest stumbling blocks for senior managers when writing job descriptions are separating essential from preferred qualifications (29%) and identifying the necessary interpersonal and soft skills (24%).
- Aside from poor performance, 30% of senior managers said a mismatched skill set is the leading cause of failed hires. Unclear performance expectations (26%) and personality conflicts (23%) together account for nearly half of hiring mistakes.

“Unemployment is at its lowest level in 50 years, and skilled professionals have more options than ever in terms of where and how they work,” said Paul McDonald, senior executive director for Robert Half. “Companies are stepping up all aspects of their recruiting efforts, relaxing hiring requirements and offering remote jobs to engage prospective candidates and access a broader talent pool, resulting in an even more competitive market.”

McDonald added, “Just as job seekers have countless career opportunities, today's employers have numerous ways to find the talent they seek. Companies can gain a recruiting edge by consulting a specialized staffing firm that can help hone human resource needs, find good candidate matches, and provide project management and oversight, when appropriate.”

Hello. It looks like you're using an ad blocker that may prevent our website from working properly. To receive the best experience possible, please make sure any blockers are switched off and refresh the page.

If you have any questions or need help you can email us