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Mar. 18, 2021

THE HIGHER COST OF A BAD HIRE

3 in 4
managers have
made a bad hire.



64%
say the negative
impact is more severe
now than a year ago.

The damage:

- 33% — More time wasted
- 27% — Decreased staff morale and productivity
- 20% — Increased stress on supervisor

Do you have 16 weeks — or 4 months — to spare?

On average, employers spend:



10 weeks to terminate the bad hire



6 weeks to restaff the position

FINDING THE BEST MATCH



Reviewing
hundreds of
resumes



Conducting
multiple
interviews



Managing
reference
checks



Making
a final
decision



Extending
an
offer



Partnering with a recruiter
can help save time and
prevent costly hiring
mistakes.

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When it comes to their most recent regrettable hire, senior managers said it took 10 weeks, on average, to realize the person was a poor match and to let them go, and an additional 6 weeks to restaff the role. That's a total of 16 weeks, or 4 months, of time squandered on a recruiting blunder.

Where Companies Waste More Time

According to the research, which looked at 28 major metropolitan U.S. cities, some employers take even more time to correct a hiring mistake:

- Seattle: 26 weeks
- Minneapolis: 25 weeks
- Los Angeles: 23 weeks
- Boston: 20 weeks
- Dallas, Philadelphia, San Francisco: 19 weeks
- Miami, New York: 18 weeks
- Cleveland, Denver, San Diego: 17 weeks

“In the past year, companies have made big transitions, including the move to remote work and shifts in their hiring and onboarding practices,” said Paul McDonald, senior executive director at Robert Half. “When faced with so many changes, there can be more room for error and, unfortunately, a bad hiring decision can have a ripple effect throughout the organization.”

What's at Stake for Employers

Senior managers reported the biggest tolls on their teams and company as follows:

- Time wasted hiring and training the new employee
- Decreased staff morale and productivity

- Increased stress on the supervisor

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