

# Making bad hiring decisions

Psychology



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Making Bad Hiring Decisions Making Bad Hiring Decisions Many firms assert that serious unwarranted losses may be incurred, owing to the management's uniformed decisions of hiring unqualified professionals (Wallin, 2010). As such, this may compel an individual into raising the question of the justification of different personality tests that dissimilar firms employ, in an endeavor to create an effective workforce. Diverse aspects of the personality tests are significant in the hiring of organizations' personnel (Wallin, 2010). The personality tests evidently hold significant challenges, with some critics challenging their legitimacy and dependability. The policymakers are also perceived to have done little in the standardization of these personality tests, thereby heightening their challenge (Wallin, 2010)s. Besides, the losses involved in the hiring of unsuitable employees has also compelled some firms to take unjustifiable duration, in their effort to select the most suited employees.

While working in a manufacturing organization, I experienced the ill effects of these costs, while our management took unwarranted time in staffing our department, owing to the retiring of our colleagues (Wallin, 2010). This compelled us to work under strenuous conditions, thereby causing some employees to develop work-related stress. To eliminate this, the management ought to incorporate a recruiter who specializes in such given fields, thereby saving critical time (Wallin, 2010). Additionally, experts highlight that the employers ought to look beyond the employees resumes, and concentrate on their competencies in the said fields. Additionally, while advertising for dissimilar posts, it will be crucial to highlight the key responsibilities of the given posts, in order to attract only the appropriate respondents. This will significantly save time and the firm's inadequate <https://assignbuster.com/making-bad-hiring-decisions/>

resources (Wallin, 2010).

#### Reference

Wallin, D. L. (2010). Leadership in an era of change. San Francisco: Jossey-Bass.