

Response



**ASSIGN
BUSTER**

Client's 9 October The cost of a bad hire means the loss suffered by an organization because of an incompetent employee, the human resource team can make mistakes by hiring incompetent individuals and this can cost the company severely. Incompetent employees waste their time and do not do anything productive and as a result of which the company suffers losses, their salary is a direct loss to the company and in addition to this the company also pays over 5 times their annual salary.

2. Acquisition engine comprises of several important elements, the most important element is the HR team and they should stick around for long, retaining them is extremely important and it is always important to have the core of the company stick around for long so that they can help the company achieve short term and long term goals. The HR team forms the core of the acquisition engine and there are no two ways about this.

3. Outcome demand and performance retention is crucial to any business, it includes important factors like the actual needs of the staff, fluctuation risk of the staff, motivation and de-motivation, targeted measures, implementation of the targeted measures and lastly evaluating these measures and analyzing the results. It is crucial to any business because without these it would be very hard to assess the needs and what requires to be done to take the business forward and this is exactly why it is extremely important to every business.

4. Six key areas in support of the Critical Success Factors for how to find and hire top talent leading to improved retention are developing an employment brand by this it means promoting a brand image and it is extremely important because it usually decides the pool of talent which comes for recruitment. The next important factor is a robust pipeline, it means having

qualified employees in the pipeline who are ready to work at the drop of a hat, the next factor is an ongoing dialogue with the candidates, it is very important to let them know what is expected of them and also to let them know about the targets of the company both long term and short term. The last few factors include training, compensation and an open line of communication with the employees.

5. Jack Welch said that “ Finding good people is hard, finding great people is brutally hard”