



HIRING RIGHT CASE STUDY



Hiring the right employee(s) at the right time is crucial to organization productivity.

A Des Moines based healthcare company needed to create a process for hiring future employees. This case study shows how a position specific interview processes was created to replicate each time a new hire was needed.

Iowa Fractional Human Resources (IFHR) is Iowa's small business HR Partner. If this case sounds like a problem you want help with, let's chat. Choose from our contact information below.

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Challenges

The organization faces challenges placing the right employees in the right roles.

Slow hiring and unclear role expectations lead to early turnover.

Interview questions lack consistency, creating uneven candidate evaluations and allow for liability to creep in.

Solutions

Role-specific processes were established, followed by the development of targeted job descriptions and interview questions.

These questions were reviewed by current role holders and supervisors to ensure relevance and accuracy

Results

20%

Reduced candidate "Ghosting"

15%

Improved tenure averages in all departments



Faster time to hire positions.



Cost in hiring and training

Testimonial

Mitchell's created process helped us fill positions and keep them for longer than our history showed.

— EC
Healthcare Company

Conclusion

This healthcare company saw a process that lead to better quality of hires and better morale as staff had less time filling an empty role.

This process helped the organization continue to add in new employee with reduced time to fill metrics for all position types from Director to entry level positions.