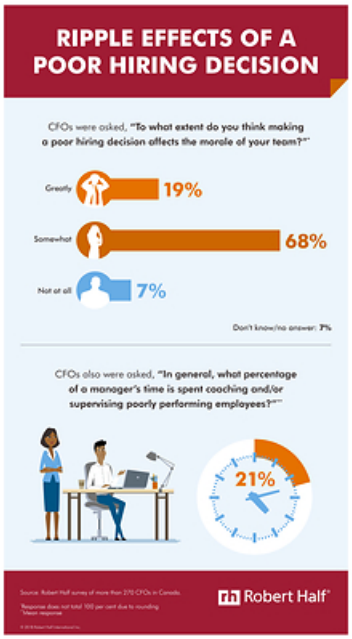
Robert Half Canada

The High Price of a Low Performer



Survey: Canadian Managers Spend at Least One Full Day a Week Addressing Subpar Work

TORONTO, May 15, 2018 /CNW/ - An employee who can't keep up with work takes a heavier toll on a business than some may think, new research suggests. Global staffing firm Robert Half recently asked CFOs in Canada to estimate how much time is spent coaching underperforming employees. The answer: 21 per cent of working hours, on average – that's just over eight hours out of a 40-hour workweek. Finance executives also acknowledged that hiring mistakes negatively affect team morale.

CFOs were asked, "**To what extent do you think making a poor hiring decision affects the morale of your team?** Their responses:

Greatly	**19%**
Somewhat	**68%**
Not at all	7%
Don't know/no answer	7%
Total	101%*

**Responses do not total 100 per cent due to rounding.*

"When it comes to establishing and maintaining a collaborative, productive and engaged work environment, the right employees make all the difference. Unfortunately, so can the wrong ones," said Greg Scileppi, president of Robert Half, International Staffing Operations.

"A comprehensive hiring strategy is key to preventing business priorities and employee resources from being sidelined by an inadequate or incompatible team member," continued Scileppi. "Implement a recruitment process that puts equal onus on assessing for both technical skills and cultural fit, to ensure candidates have the expertise to excel in the role, and also align with company values and goals from day one."

Here are hiring best practices from Robert Half:

- **Use a multi-pronged approach.** Most employers post open positions on job boards and just wait to be flooded with

applications. Maximize your chances of hiring a top performer by using multiple strategies:
  - Ask for employee referrals.
  - Tap your network.
  - Work with a recruiter.
- Hire for fit. New hires should have the technical chops to do the job well, but don't forget to assess how various candidates may fit within your team and corporate culture.
- Offer above-average compensation. Job seekers with stellar skills know what they're worth, so pay is not the place to skimp. Consult resources like the 2018 Robert Half Salary Guides for insights on starting salaries, hiring trends, benefits and perks.
- Don't skip the reference check. Nobody loves calling strangers to get information, but the reference check is still one of the best ways to ensure potential employees are who they say they are, especially since resume lies are on the rise.

More information about the costs of a bad hire can be found on the Robert Half blog.

About the Research
The survey was developed by Robert Half and conducted by an independent research firm. It is based on telephone interviews with more than 270 CFOs from a stratified random sample of companies in Canada.

About Robert Half
Celebrating its 70th anniversary, Robert Half is the world's first and largest specialized staffing firm. The company has more than 300 staffing locations worldwide and offers online job search services on its divisional websites, all of which can be accessed at roberthalf.ca. For career and management advice, follow our blog atroberthalf.ca/blog.

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