

## Research Reveals Hiring Hurdles from Job Posting to Job Offer

TORONTO, May 29, 2019 /CNW/ - Recruiting is no walk in the park, according to new research from global staffing firm Robert Half. Canadian companies face a number of challenges throughout the hiring process, the greatest being generating interest from qualified candidates (32 per cent) and developing compensation packages and negotiating salaries (20 per cent), as reported by more than 600 senior managers.

Making an offer to a candidate isn't the end of the recruiting road. When asked to name the most common reason prospective hires decide not to join their company, nearly three in 10 (28 per cent) of senior managers said it's because applicants accepted another position or counteroffer. Twenty-five per cent of senior managers said candidates turned down a job from their company because the compensation and benefits were lower than expected.

View an infographic of employers' recruiting woes.

"Companies can't rely on basic job descriptions or a standard compensation package to land exceptional talent," said David King, senior district president for Robert Half. "Candidates today have more options than ever and are drawn to organizations that promote compelling roles with clear growth opportunities, a positive work culture and robust benefits."

To hire successfully it's essential that companies make themselves visible, added King. "Develop a well-rounded, active hiring strategy that leverages established professional networks, industry events, social media, and specialized staffing firms, who can help hone and manage the process."

Employers looking to optimize their recruiting efforts can visit the Robert Half blog for advice on [overcoming common hiring challenges](#) and [avoiding bad hires](#).

### About the Research

The online survey was developed by Robert Half and conducted by an independent research firm. It includes responses from more than 600 senior managers at companies with 20 or more employees across Canada.

### About Robert Half

Founded in 1948, Robert Half is the world's first and largest specialized staffing firm. The company has more than 300 staffing locations worldwide and offers job search services at [roberthalf.ca](http://roberthalf.ca). For additional career and management advice, visit the Robert Half blog at [roberthalf.ca/blog](http://roberthalf.ca/blog).

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For further information: Natasha Ferraro, 647-956-5575, [natasha.ferraro@roberthalf.com](mailto:natasha.ferraro@roberthalf.com)



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