

Trego Takeaways

At A Glance

The lower the selection ratio, the greater the probability of hiring successful applicants.

Employee Recruiting

Recruiting good people is an ongoing, full-time task and not a knee-jerk reaction to filling a position.

A selection ratio, defined as the number of applicants hired relative to the total number of applicants, is an indicator of how selective an organization can afford to be at any given time. Selection ratio reflects conditions of the labor market in personnel resources available to an employer. With a selection ratio 1.0, every applicant is hired. A selection ratio of .5 (50%) indicates that one of two is hired and a selection ratio of .1 (10%) indicates that only one out of every 10 applicants is hired. The lower the selection ratio, the greater the probability of hiring successful applicants.

In conclusion, you should hire outstanding people whenever and wherever you find them, even without a specific job in mind. You must inject an endless stream of talent directly into the veins of your organization. My professional experience has indicated that a .20 selection ratio (1 of 5 applicants is hired) consistently produces excellent results.

Key Takeaway

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