

Recruitment, Selection and Employee Engagement

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Recruitment Methods

Selection Process

Interviewing & the Law

Pre-Employment Testing

Employee Engagement



Recruitment & Selection



Recruitment & Selection Challenges



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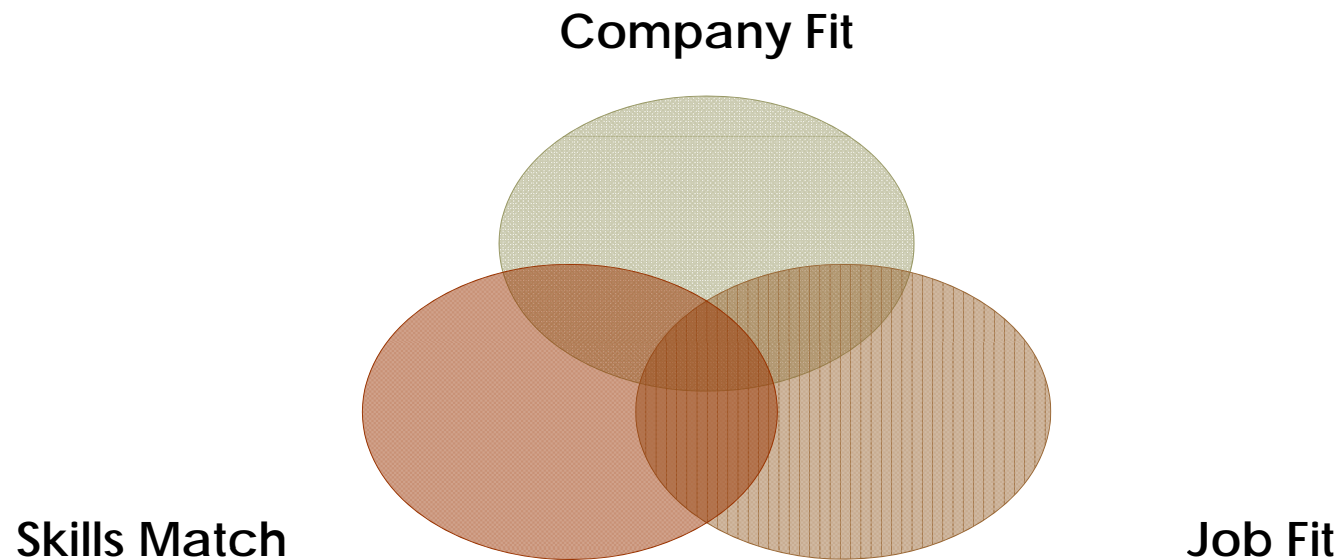


Attracting and Sourcing Talent

- # How and where do you currently recruit new employees?
- # Where have you had the most success?
- # How do you market/sell your company to potential employees?
- # Why would someone want to work for you?



Hire Right



Recruitment Methods

- ❑ Walk-ins and write-ins
- ❑ Employee Referrals
- ❑ Educational Institutions
- ❑ Human Resource Centres (HRDC)
- ❑ Private Employment Agencies
- ❑ Executive Search Firms
- ❑ Advertising-Internet Job Boards or Newspapers
- ❑ Social Networking Sites
- ❑ Military Personnel
- ❑ Open House
- ❑ Information Sessions/Job Fairs
- ❑ Apprenticeships



The Selection Process

1. Posting & Reception of Applicants
2. Pre-Screening Interview
3. Selection Interview
4. Assessment Testing
5. Reference Checking
6. Hiring Decision
7. Candidate Notification
8. Company Orientation
9. Department Orientation
10. On-the-job Training



Testing, Assessments, Reference Checking



Interviewing and the Law

Questions related to prohibited grounds of discrimination are prohibited.

What potentially could happen?

- *Impact on Company's image
- *Complaint with the Human Rights Commission
- * You could also potentially lose a customer





Orientation and On Boarding

- In the long term, a comprehensive orientation and on-boarding process will lead to reductions in turnover, fewer instances of corrective discipline, and fewer employee complaints





Employee Engagement

- The deep and broad connection that employees have with a company, as well as their voluntary and enthusiastic commitment to its success.





Employee Engagement

- Only 1 in 10 of the 88,000 respondents in the Global Workforce Study agreed that the organization's senior leaders treat employees as vital corporate assets.





The 5 Keys to Engagement

- ❑ Know Them
- ❑ Grow Them
- ❑ Inspire Them
- ❑ Involve Them
- ❑ Reward Them





Questions?

