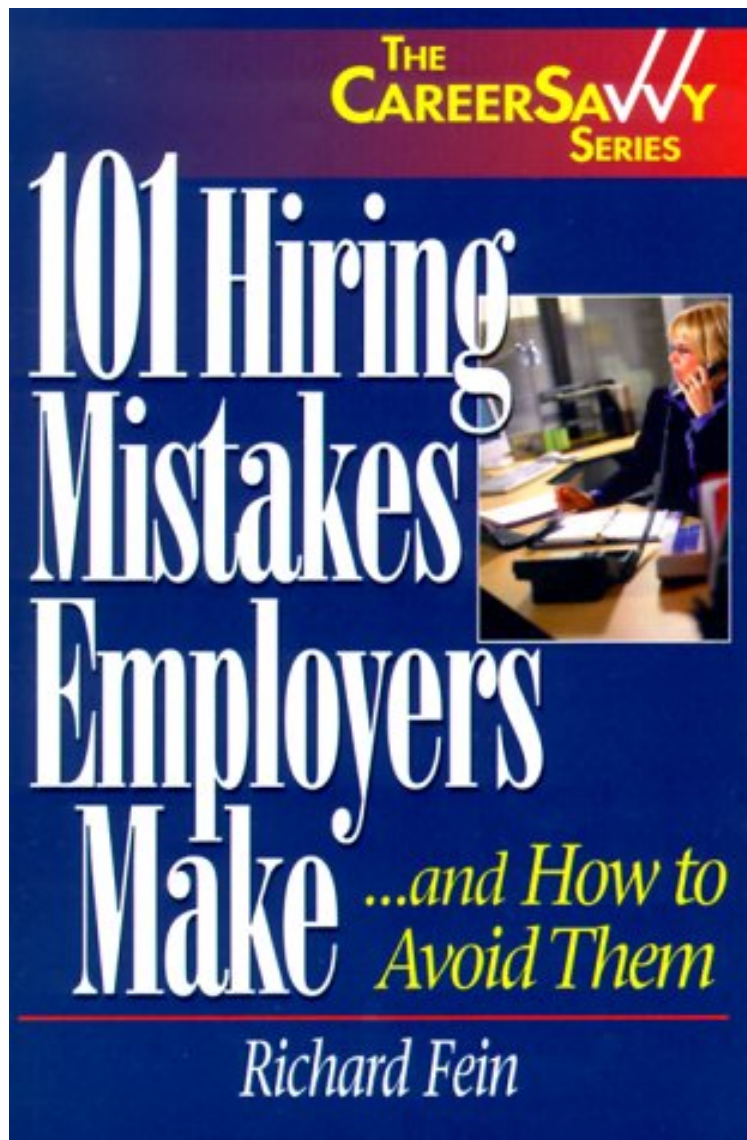


(Download free ebook) 101 Hiring Mistakes Employers Make...and How to Avoid Them (Savvy Careerbuilder)

101 Hiring Mistakes Employers Make...and How to Avoid Them (Savvy Careerbuilder)

Richard Fein

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Richard Fein : 101 Hiring Mistakes Employers Make...and How to Avoid Them (Savvy Careerbuilder) before purchasing it in order to gage whether or not it would be worth my time, and all praised 101 Hiring Mistakes Employers Make...and How to Avoid Them (Savvy Careerbuilder):

6 of 6 people found the following review helpful. Great read for anyone involved in hiring!By Kindle

CustomerRichard Fein, who's written a number of helpful books for the career seeker, has proven his versatility with this excellent resource for employers. I enjoyed reading through the well-organized mistakes to avoid, which describe real-life mistakes... the lessons learned.. and to avoid making them. Fein emphasizes the importance of thorough background checks, provides helpful hints for reducing the time to hire without reducing the quality of candidates, creative ideas for recruiting, remembering your hiring procedures as a good guideline (with the understanding that they can be improved, successfully interviewing candidates, and smoothly transitioning new hires. This book is also helpful for job seekers in that it shows you the red flags that employers look for! 12 of 12 people found the following review helpful. A Practical Book and a Good Read By Tom Reads a lot 101 Hiring Mistakes Employers Make ... and How to Avoid Them is a quick, easy read that provides something employers can use: Sound advice that is clear, to the point and of practical importance. Learning from the mistakes of others is an effective way to save time, money and aggravation. The nine chapters include ways to avoid the pitfalls of time pressure and ways to check references in an environment that is reluctant to provide them. There are good tips on making the relationship between HR and hiring managers more productive. I recommend it to you. 4 of 5 people found the following review helpful. Essential reading for all employers. By Midwest Book Review Richard Fein's 101 Hiring Mistakes Employers Make covers the basic mistakes employers make; from not adequately conducting reference checks to relying too much on technology to make decisions. Especially valuable here are the case history examples pointing out just where the hiring process made assumptions without adequate probing.

Based on interviews with key human resource professionals, this book identifies 101 hiring mistakes employers make from asking the wrong questions to failing to verify credentials.

From the Back Cover Everyone makes mistakes. Some learn from their mistakes while others seem destined to repeat their errors. As HR professionals quickly discover, you must hire well if you are to effectively compete in today's talent driven economy. Hiring mistakes are not only costly, they are simply bad decisions for everyone involved, including your most productive personnel. Ask the wrong questions, conduct superficial background checks, and make quick decisions and you may weaken your organization. Hire right and you'll build a strong, competitive, and energetic organization for years to come. 101 Hiring Mistakes Employers Make and How to Avoid Them is the first book to catalog the major hiring mistakes organizations make as well as outline key lessons to be learned from each mistake. Based on interviews with human resource professionals, the book reveals the top reasons for hiring mistakes: ? Time pressures ? Lack of empathy for candidates ? Poor use of staff ? Flawed interviewing ? Inadequate reference checks ? Inappropriate offer letters ? Disparate staffing perceptions ? Over-reliance on technology ? Making HR solely responsible for hiring Here's the book all employers need to read and re-read as they assess their current HR practices. Identifying more than 101 hiring mistakes--from asking the wrong questions to failing to verify credentials--the book is filled with revealing tips on what it really takes to hire the best employees. Don't even call that next candidate or think about extending an offer before reviewing the many useful tips on screening candidates! About the Author Richard Fein is the Director of Placement at the University of Massachusetts (Amherst) School of Management. He is the author of five major career books.