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By Richard Hohmann

Isn't it about time that HR Managers change the hiring and selection event to a process that can provide a significant return on investment for their company?

Now, the question is what is the best way to start developing a process?

These 5 points will help guide you to a well planned out process.

1 Evaluate each job position and get familiar with the roles and responsibilities associated with the position. Know the skill sets and behaviors that need to be exhibited on a daily basis for someone to exhibit outstanding performance in that position.

2 Select the Assessment instrument or series of instruments that supports your needs. Assessment instruments are not usually a one-size fits all type of product. When selecting, make sure that it is appropriate for the company's needs and will produce the necessary ROI.

3 Develop a process that provides consistency in application, scoring, utilization, monitoring, and results.

4 Develop the metrics that "matters most" to the organization and provides the desired results

HR is Missing a Great Opportunity



5 Learn to evaluate the results and outcomes and use the data to drive improvements in the process and the ROI.

One of the greatest challenges for all HR professionals is to create a partnership with the CEO that drives productivity and performance to align HR with the business strategy. The implementation of a cost-effective hiring and selection process that can also contribute dramatically to the bottom line might just be the best way to enhance that relationship. [View Available Assessment Tools](#)

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