

The Top Hiring 10 Mistakes in Supply Chain



Intro:

As every hiring manager or HR leader knows, a bad hire or failure to hire is tremendously costly to a business - with many of the costs only revealing themselves later on.

At Argentus, it's our mission to help companies hire better in Supply Chain Management, Procurement, and Logistics.

That's why we created this infographic: to dig into some of the biggest mistakes that we still see companies making when hiring for these functions.

The Cost of a Bad Hire:

Direct Cost:

According to the U.S. Department of Labour, a bad hire costs an average of 30% of an employee's annual earnings.



Lost Time:

Hiring can take weeks to months that a hiring manager will never get back.



Opportunity Cost:

Companies that fail to hire or hire the wrong person also lose out on cost savings and work product that a good hire would bring.



We've broken down these hiring mistakes into three subtypes: Mistakes of **Inflexibility**, Mistakes of **Slowness**, and Mistakes of **Knowledge**. We've also - just for fun - marked our opinion about the severity of each.

Mistakes of Inflexibility:



1. Paying More Attention to Experience Requirements than Business Acumen

Severity: x x x x x



2. Over-Emphasis on Candidates' Previous Titles

Severity: x x x x x



3. Not Looking at Highly-Skilled Newcomers

Severity: x x x x x

Mistakes of Speed:



4. Scheduling Too Many Interview Stages

Severity: x x x x x



5. Letting Vacations / Approvals Slow Down the Hiring Process

Severity: x x x x x



6. Going to Market Before Being Ready to Hire

Severity: x x x x x

Mistakes of Knowledge:



7. Putting Candidates in Silos

Severity: x x x x x



8. Failure to Have Formal Work/Life Balance, Work from Home Policies

Severity: x x x x x



9. Failure to Research Market Compensation

Severity: x x x x x



10. Failure to Recognize that it's a Candidate's Market

Severity: x x x x x

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