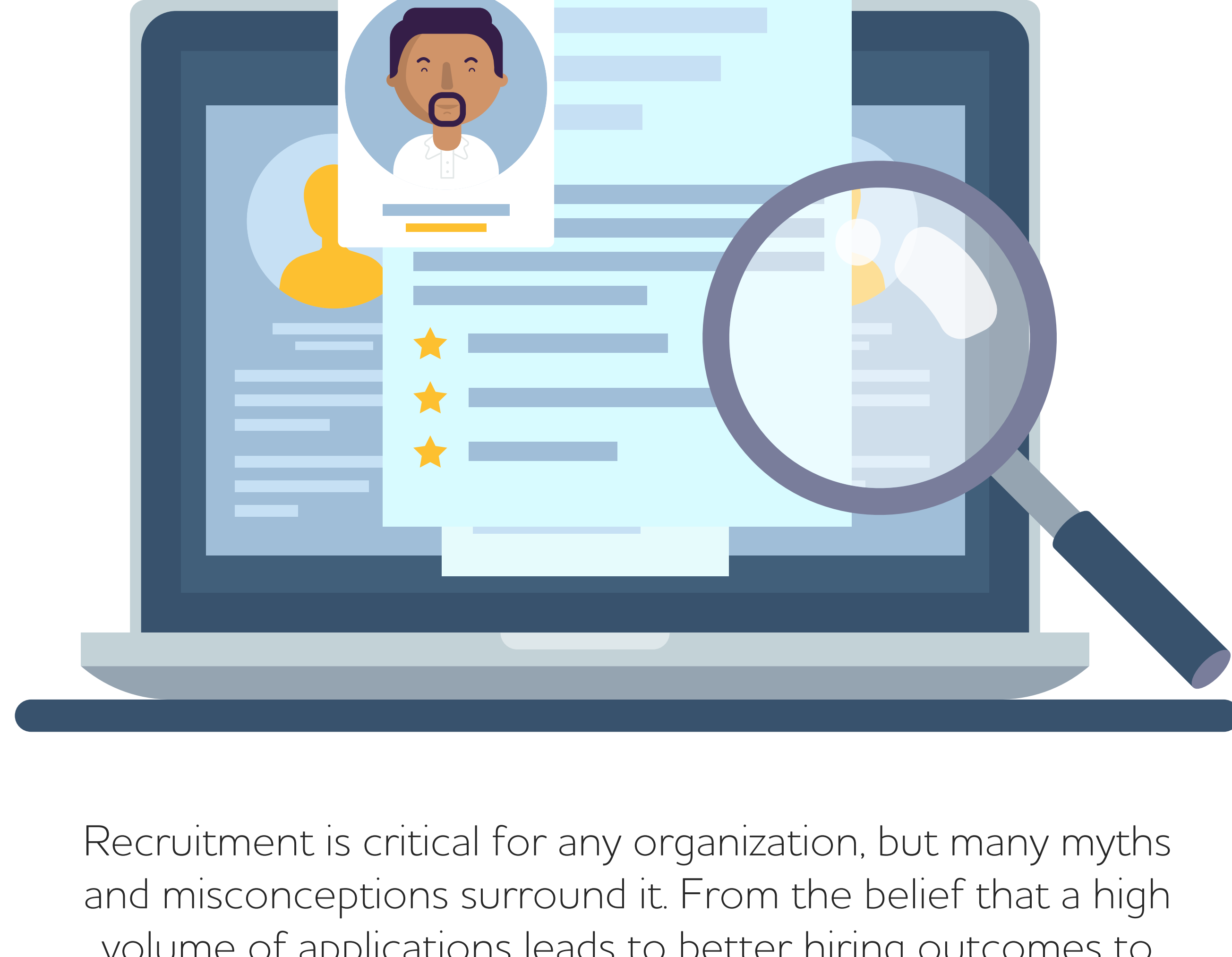


7 myths about recruitment busted

– downloadable infographic



Recruitment is critical for any organization, but many myths and misconceptions surround it. From the belief that a high volume of applications leads to better hiring outcomes to the idea that assessments are time-consuming and irrelevant, this infographic explores and debunks seven common myths about recruitment.

Myth 1:

“The hiring procedure is irrelevant if the offer is attractive.” False

of people would decline a job offer even if it is appealing if they had a negative experience during the recruitment process.

52%

66%

of participants reported that an efficient and timely recruitment process is the most effective way for an employer to distinguish themselves during the hiring process.

Myth 2:

“People now work to live – not to live to work.” True

of the respondents wanted a secure job with a favorable balance between work and personal life when they were asked to imagine their ideal careers.

70%

When candidates are evaluating a job offer, a lack of work-life balance is a larger deal breaker than a lack of leadership or career chances.

Myth 3:

“Part-time options, gigs, and side ventures have taken the role of traditional “day employment” in the workforce.” False

of potential employees still choose a standard five-day workweek.

75%

only 15%

wish to work for themselves or launch their own business; most job searchers are searching for work at big businesses.

Myth 4:

“Candidates want to see the availability of money on the table.” True

When candidates choose whether to accept or reject a job offer, inadequate financial compensation is the biggest deal breaker.

No. 1

Respondents search for information about salary ranges in a relevant job post first.

Myth 5:

“Job searchers want to utilize a single channel for all their hiring and job search needs.” False

Initial approaches from recruiters, friends, or acquaintances are preferred by applicants.

1

2

When searching for a job, people check social media and corporate websites.

3

Lastly, most apply for employment via job boards and recruiting sites.

Myth 4:

“Innovative digital solutions are appealing.” False

The majority of respondents favor in-person application and selection methods, even those working in digital industries and younger respondents.

are at ease doing AI-led interviews or creating a video introduction for oneself.

<25%

Myth 7:

“Employers just need to wait after the offer has been sent.” False

of applicants anticipate some flexibility in negotiating terms after an offer is made.

59%

>45%

enjoy the outreach from the prospective employer to aid in their decision-making, such as calls from the future manager or a visit to the office.

Data taken from the BCG report “What Job Seekers Wish Employers Knew”, January 2023. For more insightful blogs on hiring, visit

www.resources.bayt.com

