

Brumlovka.

Sustainable Hiring Program

Brumlovka provides a high quality working environment for your employees and is suitable for people of all kinds, regardless of nationality or age. A process that delivers strong talent to your company is essential to the future health of the business and the company. Situations where it takes months and months to fill an open role or there is a heavy fluctuation of employees can damage or eliminate the good relationship you enjoy with your clients, risk your reputation, and also damage the social health of the company.

Here are some recommendations on how to implement a suitable hiring program:

First, figure out if and where your company needs people

Could you use strong IT or sales people? When you take an honest and analytical look at your business and see where it's lacking, you're able to make more informed hiring decisions in the future. Take some time to figure out what is and isn't working for your company in its current state, and then determine how to proceed accordingly.

Think about the core values of your business

In order to create a positive company culture, your brand should stand for something. All employees should be on the same page in terms of vision and values. When you're hiring, you'll want to keep these pre-established ideas in mind. For example, if you're totally dedicated to big, new concepts, you'll want to make sure that your hiring process seeks out innovators. If your brand is all about teamwork, make sure your hiring process looks for those who like to collaborate.

Don't forget to give current employees the opportunity to advance

There's no harm in doing a nationwide search when you're trying to fill an important position, but don't overlook the talent you already have in-house when you're trying to fill a role either. Current employees understand how your business operates on a deep level, so less training is required to get them up to speed. Plus, when you show a willingness to advance employees through the ranks, it boosts morale. Just because someone came in as an entry-level worker, doesn't mean they have to stay that way forever. Take an analytical look at the individual's skill set, passion, and willingness to learn when it's time to hire for a new manager.

Workforce training

When employees and organisations expand their knowledge and skills through workplace training, they can perform more effectively in their jobs. Proper training can improve a variety of factors including sales, teamwork and workplace safety. Workplace training is an effective way for organisations to boost productivity and maintain quality standards. Well-trained employees can be more skilled in their jobs and less likely to make mistakes, resulting in greater efficiency and effectiveness.

Perform regular analyses

One of the most effective ways to see how your hiring process is working is by checking in regularly. You've brought on new employees in the last year or so. How have these hires worked out? Given the chance, what would you have done differently? Use these thoughts to inform the process in the future.



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A dignified reward and part time jobs

Remind yourself that people work not only for pleasure or to achieve their goals, but to ensure a dignified life for themselves and their families. Set salaries and compensation for employees so that they not only mirror market conditions, but also ensure satisfaction and a dignified life. Part time jobs or shifts could be also a great solution for your business and will satisfy those employees who simply can't work a full-time job. Try to include such a benefit in your hiring program.

Implement a whistleblowing policy

Putting in place a clear, pragmatic and comprehensive whistleblowing policy is certainly a step in the right direction in terms of establishing and maintaining a culture of transparency and openness within the workplace. It should encourage whistleblowers to come forward and voice any concerns they have and be used to help cultivate a culture of transparency in the workplace. A whistleblowing policy should explain what whistleblowing is, describe the protections afforded to whistleblowers and set out the whistleblowing process. It should also explain that disclosures can be made confidentially or to prescribed persons if the individual wishes so.

When you're honest with yourself and your team about your hiring process, you're able to continuously improve your efforts so that you're bringing in new employees who truly add value to your business. Regular analyses help to ensure that your hiring process is always effective in both the short- and long-term.

