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Immaterial of whether we are going through an economic downturn or not, recovery or not, India is a country which has enough of a working population that can always satisfy the need to have a head count. But the value of human resources and under-employment competing with unemployment makes staffing a challenging assignment for both the staffing companies, as well as the clients (small, medium and large enterprises). This also leads to job hoppers being hired, trained and deployed only to be told that the staffing company chose a wrong candidate.

This situation can be handled properly, if the focus is not just on head count, but on quality of the human resource. Way back, â€œappropriate interviewingâ€• was thought of as an effectual method of selecting the right employees. Not anymore. Most of them are market-savvy enough to give you all the right answers during that 15 min chat called the interview. Staffing and recruitment organizations like TalentPro use the following techniques to assess if a candidate means what he/she says? Here are a few tips:

Talk about the future

Get talking to your candidates about their future plans. As they define their future goals, over a timeline of 2,3 and 5 years, you will be able to judge if their goals are realistic, are in synch with the current job opening and if their ambitions are in line with the organizationâ€™s growth plans, for the job opening.

Ask for References

Assuming they passed off with flying colours in their personal interview, then you can cross-check by asking for 3600 references from family and peers and supervisors in the past positions. This will help you assemble data on whether this candidate is a right fit or a just another job hopper.

Run background checks

Considered by a few as an unethical practice, and implemented by many as the need of the hour, background checks help to zero-in on the financial credibility of the person. This ensures that the person in question is not a job-hopper who is just filling up positions to create a better resume or wriggling out of a credit-situation.

While it is good to have many candidates for an open-position, it is always better to have solid candidates with sound qualifications lined up for an opening. Above all there is nothing more satisfying for recruiters than to spend their time only on the best fits for their clients.

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