

The 90 Day Rule – The Two Sides Of The Coin

I'm having a love/hate relationship with the 90 day rule. Firstly I think it is a practical law that allows employers to be more inclined to give a person a "go" and I see no reason it can't be extended across all organizations and not those with less than 20 employees.

But, there are two sides to every coin. Prior to the 90 day law there was no easy "out clause" if the employee was not a good "job fit". What the introduction of this law did was to force employers to smarten up on their recruitment practices. Employers could no longer hire and fire on a whim – they did so at their peril and this gave rise to a whole new revenue stream for lawyers – personal grievance claims.

I have been immersed in the recruitment arena for over ten years now. I've made it my business to learn and apply what science tells us is the best way to hire new employees. If I could zero this down to one word it would be "structure"

I don't care who and for what job you are hiring for; if you have a structured process you'll be well on your way to avoid hiring your next horror story. When you have a structured approach, you cover all bases. But most of all, you can measure "apples with apples".

A second benefit of a structured approach is that it forces a set of personal disciplines that helps control emotional hires, or what I call "candidate infatuation". Just because a person presents and speaks well does not guarantee they will be a good job fit.

As I go about my daily life I am constantly amazed at the standards of job performance exhibited by many employees - whether I'm out shopping, visiting the hospital, eating out, checking into a hotel or having service done around my home. I think most of the people with whom I interact were hired

under the 90 second rule – that’s how long it took the manager to take their pulse, evaluate they were alive and duly hire them!

So, back to the debate on extending the 90 day law. My greatest fear is that managers of organizations over 20 employees will revert back to the lazy, unstructured hiring habits of the “old days”. If they make a mistake, they can easily bail. This in itself is false economy. A poor hire is a poor hire – no matter the options to correct it after 90 days.

Apart from the initial cost of recruitment, you can add in the cost of training, not to mention the impact on staff morale and wasted management time. On top of this, if you are a service orientated industry, your poorly hired employee has already wrecked havoc on your customers and you probably will never discover this until months down the track when you question why they are no longer ordering!

Dad use to say to me, “If it’s worth doing, it’s worth doing properly.” Hiring new employees is a chore few managers relish. So it’s imperative you get it right the first time. At AssessSystems we have a range of tools that can guide you into a structured hiring system. These include simple, inexpensive recruitment kits, several testing options to uncover the “real” person before you hire, as well as our online application systems that are fully customized to suit small and large. This greatly simplifies the collection of application forms and CVs and includes the testing of all applicants giving you all the information to make a sound judgement on whether to move the candidate forward in the process. To see a video demo, go to www.helpmehireright.com/application

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