

Summary of Drake Webinar - Online Client Survey Results

March 2005 Survey: Avoid the Counterfeit Candidate – Know Who To Hire through Effective Resume Screening & Interviewing Skills

Questions					
1. Who is responsible for the initial recruitment/hiring process within your organization?	HR	Department Manager	Outside Agency	President/Owner	
% of Respondents	44%	36%	3%	17%	
2. Do you develop a detailed job description for a position before you begin your search?	Yes	No			
% of Respondents	87%	13%			
3. What recruitment tools do you currently use to post and screen resumes?	Tracking systems	Internet Job Boards/ Screening Tools	Behavioural Profiling Tools	Other	None of the Above
% of Respondents	3%	28%	10%	18%	41%
4. What is the average number of resumes received per open position?	0-50	51-100	101-200	200+	
% of Respondents	71%	20%	6%	3%	
5. Do you know what your ratio of screened applicants to hired candidates is?	Yes	No			
% of Respondents	26%	74%			
6. Do you use pre-scripted/behavioural based interview (BBI) questions?	Yes	No			
% of Respondents	60%	40%			
7. Do you utilize panel interviews including a feedback process?	Yes	No			
% of Respondents	54%	46%			

8. On average, how long does your hiring process take from the time you commence your search to the time the person is hired?	1 week	2-3 weeks	1 month	More than one month	
% of Respondents	8%	31%	32%	28%	
9. Do you currently measure your ROI for screening, interviewing and hiring candidate?	Yes	No			
% of Respondents	12%	88%			
10. What parts of your hiring process cause you the most concern?	Job Descriptions	Resume Screening	Panel Interviews	Assessment Tools	
% of Respondents	16%	36%	15%	33%	
11. If you could streamline your time management efficiencies and learn how to effectively measure your ROI during the hiring process, would you welcome a call from a Business Development Manager?	Yes	No			
% of Respondents	26%	74%			