**Table 1-2  Examples of Staffing Goals**

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| Process Goals |
| * Attracting sufficient numbers of appropriately qualified applicants
* Complying with the law and any organizational hiring policies
* Fulfilling any affirmative action obligations
* Meeting hiring timeline goals
* Staffing efficiently
 |
| Outcome Goals |
| * Hiring individuals who succeed in their jobs
* Hiring individuals who will eventually be promoted
* Reducing turnover rates among high performers
* Hiring individuals for whom the other human resource functions will have the desired impact (e.g., who will benefit

from training, and who will be motivated by the firm’s compensation package)* Meeting stakeholder needs
* Maximizing the financial return on the organization’s staffing investment
* Enhancing the diversity of the organization
* Enabling organizational flexibility
* Enhancing the business’s strategy execution
 |

**Table 1-3 Questions to Ask When Setting Staffing Goals**

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| --- |
| * Is it more important to fill the position quickly or fill it with someone who closely matches a particular talent profile?
* What levels of which competencies, styles, values, and traits are really needed for job success and to execute the

business strategy?* What is the business’s strategy and what types of people will it need 1, 5, and 10 years from now?
* What talents must new hires possess rather than be trained to develop?
* What are the organization’s long-term talent needs? Is it important for the person hired to have the potential to assume

leadership roles in the future? |