

STUDY SAYS , IT IS WRONG TO ASSUME THAT JOB-HOPPERS AND LONG-TERM UNEMPLOYED MAKE BAD HIRES



It is generally assumed that workers who job-hop lack loyalty and cannot be trusted. Employers normally tag them as bad employees. The same goes for the long-term unemployed. They are also rendered unemployable by conventional beliefs that have unfairly reduced their employment chances. However, a recent study has revealed that it is not necessarily the case. The US Bureau of Labor Statistics says that there are around 5 million long-term unemployed in the country, meaning that they have been without a job for 27 weeks or longer. Conservative belief has become the biggest barrier to their re-employment. Job-Hoppers are those people who have held more than four full-time jobs in five years or four positions within half-a-year. Employers allege that such people lack commitment to long-term tenure and hence make the employers list of least desirable employees. These days when jobs are so hard to come by, job-hoppers aware that it is a belief that is hard to eradicate falsify their resumes to lessen the impact of their job-hopping as much as possible. Data from ADP and The Society of Human Resource Managers say that more than half of all candidates fudge their resumes. The new study released by workforce intelligence company Evolv, says that it is a misconception that job-hoppers or long-term unemployed are unwelcome at the workplace. They say that the job-seekers should not indulge in such unethical practices as fudging work tenure or falsifying their resumes. The study reveals that in the hourly wages workforce, earlier unemployment time does not reflect poorly on your performance nor does it become a reason for attrition. Similarly when interviewers or recruiter evaluated employees who had held more jobs over a short period, it did not reflect on their tenure or performance. Evolv based its study on 20,000 hourly employees and found that there was no dissimilarity in tenure between candidates who were unemployed over the last five years and those who had held multiple jobs over a similar period. This shows that employers should not just blindly follow conventionally accepted belief but should choose their employees based on sound reasoning and sound principles. Following the blind path may result in losing out on some valuable employees. The procedure for choosing an employee has undergone sea-change from the earlier pre-hire test nowadays there are classy, all-inclusive solutions that adopt a professional approach to ensure a competent workforce. The study says that an employer who had adopted modern technologies of recruitment saw a 25 to 35 percent decline in attrition and 20 to 30 percent improvement in worker output. Job-hopping should never be viewed as a lack of motivation or the worker is divest of an ability to get along with others. It should be seen as a courageous move on the part of the worker, to experiment until he finds the job that suits him best and not remain stuck in a job that he is not satisfied with. Many job-hoppers say that when companies lay-off their workers, their commitment to the workers is never questioned, but when the shoe is on the other foot, commitment and host of other flaws are attributed to the worker. By ensuring that they get the best, most suited workers for the job, employers are finding that they have a more enthusiastic, happier, more industrious workforce. Not only are these employees more productive, they provide better service, making for happier more satisfied customers which leads to long-term gains for the companies. By dropping convention recruiting methods and adopting big-data technology and leveraging it for workforce management, they not give millions of job-seekers a new start but also ensure a more effective workforce for their respective workplaces.