Do you value **Human Connections** in the workplace?

Don't answer in haste.

We'll soon get back to this question. For now, let's talk about the weight you put on candidate experience while recruiting.

The onslaught of live examples of technology replacing humans in the workplace has drastically changed the way we perceive things currently. You employ an algorithm to filter through the heaps of resumes. You create automated tests to conduct initial candidate weeding. You use chatbot tech to screen applicants, ATS to track them, AI and machine learning to rank and rediscover them.

But, riddle me this,

At different points in the journey of hiring a new employee, what drives a candidate to behave a certain way? How do your actions as a potential job-provider affect their reactions?

While you may be convinced that your recruiting methods help establish a deep-seated connection with the candidate, is that the case for real?

1

Things that we need to **discuss**

☆ What defines the human connections in a workplace?

☆ Why is it significant for recruiting?

☆ How can you design your talent attribution processes to benefit from it?

Back to My First Question - What Do You Think about Workplaces Thriving on Human Connection?

Have you heard about Abraham Maslow's theory of the hierarchy of needs? Well, as Maslow talks about human's innate curiosity, he also notes that feeling a stable sense of belonging inspires human behavior, just like shelter, safety, or food does.

A Study of Adult Development commissioned at Harvard that tracked 79 years of the lives of 724 men noted that high-quality relationships tremendously affect a person's health and happiness.

MetLife hired a bunch of people, including the ones who failed the standard industry aptitude test, by ranking the candidates by their level of optimism. This group, as compared to their other pessimistic colleagues, saw a rise of 19% in sales by the end of year one, which grew into a 57% hike in year two.
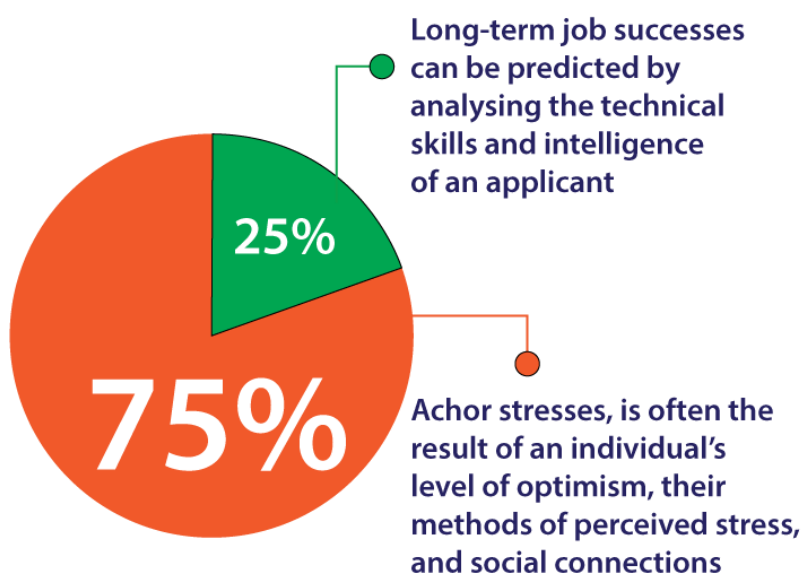
MetLife rise in sales

Sales

57%

19%

1 Year   2 Year

*https://www.bakadesuyo.com

The Advantage Of **Happiness**

Shawn Achor, Author, The Happiness Advantage, shows by the research conducted in his time at Harvard

According to Shawn Achor, Author research

25%
Long-term job successes can be predicted by analysing the technical skills and intelligence of an applicant

75%
Achor stresses, is often the result of an individual's level of optimism, their methods of perceived stress, and social connections

*http://www.bakadesuyo.com

Only about 25% of long-term job successes can be predicted by analyzing the technical skills and intelligence of an applicant. The rest 75%, Achor stresses, is often the result of an individual's level of optimism, their methods of perceived stress, and their social connections.

Work Place, Best Friends VS Employee who is here to work

Workplaces not only thrive but blossom amidst human connections. And as a recruiter, that's a crucial bit of information for you.

Gallup Employee Engagement Survey
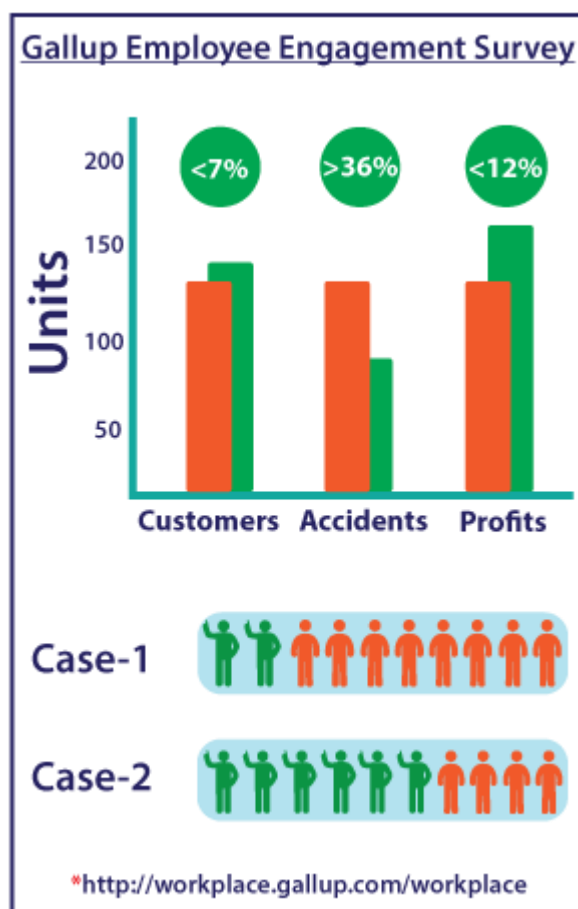
If you see a bright, bold, glowing line between your work-life and home-life, you aren't the only one.

However, that doesn't mean you are right.

As per a Gallup research, 63% woman with a work BFF are very likely to be engaged with their organisations. The Gallup Employee Engagement Survey reports that only two in ten US employees agree to have a work friendship that they deem worthy. Increase that number to six, Gallup predicts, and the companies could end up with 7% more customers, 36% fewer accidents, and 12% higher profits.

Less Automated & More Human Centric

So far, we've reached an understanding, that, less automated & more human centric define workplace success.

Human connections greatly define workplace success

Candidates react to happy environments as opposed to stress-laden ones

Long-term job satisfaction for the employees, and the profits of a company as an extension, depend upon how connected the former feel to the latter

Now, let's get to the reasons behind promoting a more human-based technique of recruiting, as opposed to the automated ones.

The Perspectives of a Job Applicant and Why Automation Can't Perform in This Aspect

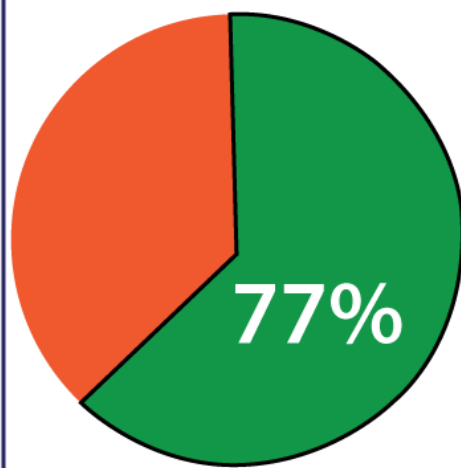**A lot goes on in the mind of a candidate before they decide to apply for a position.**

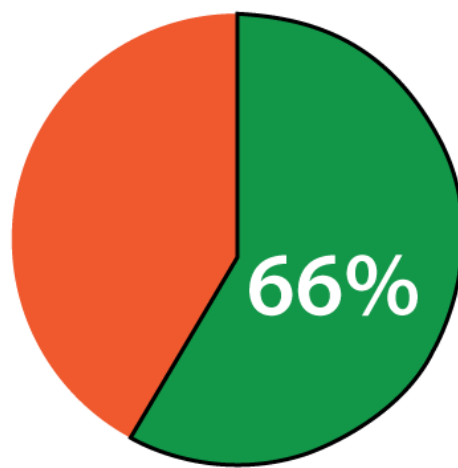## What Qualities Do They Look for in Any Opportunity?

According to a Decipher-Focus Vision research, 68% of candidates examine if the job description fits their qualifications, skills, and aspirations.

55% admit to judging interviewers based on their approach(active/passive) and familiarity with the candidate's profile. 45% stress that they wouldn't proceed with any organization whose recruiters do not show interest in the candidate as a person.

How Do They Rate Empathy in Workplaces?

As per a Businessolver survey, around 85% of US employees believe that many businesses undervalue empathy. 92% of employees understand that empathy drives retention.

Under an empathetic employer, 77% of employees agree to work longer hours while 60% are okay with a pay cut.

How Do They Prefer to Be Treated by the Organisation?

An employee does not want to be seen as only the product of their labour, says Dr Adam Waytz, Professor, Management and Organizations, Kellogg School of Business, Northwestern University.

Under an Empathetic Employer

77% — Employees agree to work longer hours

66% — Employees okay with a pay cut

*https://info.businessolver.com

What Do
Employee
Expect from Their
Employers?

Expectation

- To understand the incentives which work with an employee and the ones which may backfire

- To treat everyone with respect

- To exhibit interest in their lives as a person

- To create an environment where deceit is neither entertained nor needed

- To offer perks that lead to a less stressful culture

- Tangible benefits that can convince an employee that they are taken care of.

Automated Recruitment

Here's some food for your thoughts- automated recruitment, i.e. a process created by a thinking machine, relies on powerful algorithms, Big Data, and a vast data set. But, right now, without human intervention, they are merely 'narrow smart'.

Recruitment Philosophy

Recruiters today need a recruitment philosophy that is fueled by practical human needs and utilizes human psychology. That's why you have to use AI as a cognitive prosthesis that can assist a human in devising the best possible strategy for every individual candidate as well as for the applicant funnel.

Automated Recruitment Systems Aren't Intelligent Enough yet to Cope

The Employee's Perception of Work Culture Has Changed & Automated Recruitment Systems Aren't Intelligent Enough yet to Cope

To incorporate these into a recruitment system wisely would require essential human skills that the intelligent algorithms are yet to learn to mimic, like critical thinking, people management, and creativity.

The solution- a team that uses skilled, predictive, and smart tech in association with even more intelligent humans.

The reason- when you need to overcome an obstacle in a case where the system's autopilot has failed to resolve the situation, you bring in someone more skilled than the **algorithm.**

Here's How Your HR Team Can Keep up your Employees

Build the Right Environment for Your Future Employees.

Consider the connected reality we live in. It is practically effortless for an interested party to figure out how a company treats its employees.

As per a study by the Association of Accounting Technicians, eight out of ten applicants said that they would reject a salary hike if they didn't like the work environment.

Your current employees are as much a part of the evidence of your company culture as your websites and brochures. Negative feedback can cost you a lost hire.

Treat Candidates as You Would Treat Your Highest Paying Customer

As per another Decipher-FocusVision study, only about 9% of companies respond to the applicants within a day.

That is a dire number, without any questions!

Employers who fail to communicate with a prospective employee within the right time frame cause trouble for themselves in ripples. The candidates feel dehumanized. They lose faith in the employer's brand. And, as they take their business elsewhere, you lose a prospect for good.

Set clear expectations for the recruiting process. Don't keep your candidates waiting for a simple yes or no. Employ a chatbot if you wish. But, never make an applicant feel like they are just another number for you. Ignore this advice, and you risk a continually shrinking talent pool and a band of skilled talent which carries an unfavorable view of your brand.

Promote and Practice

Promote and Practice Authentic Human Communication

The reputation you project on a candidate can vary greatly when you talk about the accolades of your company culture as opposed to when one of your employees does it.

Give the applicants a taste of what working for you will feel like. Offer them a paid trial week. Invite them to a social company event. Feature employee testimonials on your website. If you like a candidate for a position, introduce them to their prospective teammates and see how that goes. Ask for feedback on your interview processes. Take those responses in a serious light.

At the same time, attend to and encourage the employees who actively participate in candidate screening, regardless if they are a part of HR or not.

Well-Connected Relationship with the Applicant

You need a candidate experience that

a) Is built upon authentic encounters and fair confrontations

b) Leads the final decision in your favor

And, what does a candidate need, you may wonder? Well, they prefer a recruitment process that

- Lets them demonstrate their knowledge and skills adequately
- Makes them feel comfortable
- Offers them a chance to interact with the company culture
- Appears interested in their professional expertise as much as in their personalities as people

Happier

Workplace

Your ultimate requirement is a happier workplace

Your ultimate requirement is a happier workplace, I suppose. And, while automated recruitment systems can do wonders to help to achieve that goal, you may want to give the reins on the Artificial Intelligence chariot a bit of a backward tug.

Remember

As of now, you need human-centric approach simply because automation is not sophisticated enough to respond to the sensitivities of the matter with the appropriate urgency and delicacy.

Humanize Your Hiring Efforts
With Multi Recruit

Multi Recruit is your end-to-end Recruitment specialist. We create a branding perspective for your hiring, help you with market insights, over a customised recruitment solutions which helps you pick the right talent across positions.

We offer Self-service and Managed service, Our dedicated team and managers will personalize and customise every assignment for result-oriented goals like value proposition and ROI.

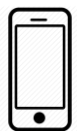Our multifaceted resources come with years of commended performance, experience dedication and exceptional service.

We cater to domestic and international clients for IT and Non-IT roles that will provide you with the all-round service you are looking for.

Multi Recruit ™

Advertise | Source | Recruit | Hire

Contact Us

+91 888 042 4000   sales@multirecruit.com

f /MultiRecruit | in /Company/MultiRecruit | /MultiRecruit

Stat Source

- https://www.bakadesuyo.com/2014/09/be-more-successful/

- https://www.gallup.com/workplace/229424/employee-engagement.aspx

- https://support.focusvision.com/Decipher

- https://info.businessolver.com/empathy-2018-executive-summary

- https://resources.globoforce.com/research-reports/financial-impact-employee-experience-ibm