**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? |