

Wallace Associates Inc. Review: How to effectively match workers and companies

Hiring people for top companies provides quite a challenge for [recruitment consultants](#). You want to impress your clients and at the same time you want to inspire candidates to live up to the qualifications needed to make perfect a match. But expectations and capabilities are not always quantities even the best and most-experienced recruiters can easily control or modify at will.

Hiring can be compared to mining. You need to do the dirty job of digging out so much necessary and burdensome minutiae in order to divine the qualities required to satisfactorily fill up a position. One can take a shotgun method and send out ads and letters to prospective sources of candidates, such as graduate schools, the media, the Internet and others. Or one can limit the search to recognized providers of excellent candidates based on a hiring company's experiences and network.

Obviously, searching for new talents can be done effectively through both approaches. To a certain extent, mining is a game of luck in spite of the modern technology available to do a high-percentage hit. But the analogy stops when the people you are searching for are either vent on taking a different path from yours or the ones you find are not up to par to your requirements. You need enough aces up in your sleeves to sway many of them to your point of view.

Here are a few tools one can rely upon to make your search more effective:

1.Compensation - A high salary does not always make a good come-on, especially since other companies can play up the competition in this area. However, one can up the ante even more by providing better fringe benefits or more frequent salary increases based on meritorious job performance or improved financial productivity as a result of better performance of the

company as a whole. Creativity in maintaining a high level of morale among employees and executives may include job-related trips abroad, subsidized vacation leaves, training opportunities and other innovative incentives that provide indirect improvement in one's work output.

2. Meaningful and interactive working relationship - People nowadays rarely choose a job merely for the income or the opportunity to become part of the growing generation of emotionally stable yuppies or married couples. Many opt to take a more socially-relevant job to help alleviate the plight of others and improve social conditions, in general. Interacting with fellow workers and with the public can be utilized as strong incentives for attracting people to join a company and share in its commendable vision. A company can be in the financial industry and still be involved in improving the lives of many financially-challenged communities, such as providing loans to small businesses.

3. Longevity requires nurturing a sense of loyalty - A company that nurtures loyalty will reap the fruits from their people. Loyalty can be manifested in many forms: through adequate incentives, commending the efforts of workers in significant ways, maintaining close communications and going out of the way (beyond the office walls, that is) to check on your people's personal struggles and accomplishments. A company culture that makes people truly feel they belong is one effective way of establishing long-term relationships with prospective workers.

Some of these principles may be beyond the control of the recruitment agency and is the client company's concern alone. Still, choosing the right worker necessitates choosing first the right company for any particular prospective worker. Becoming a successful recruiting company entails knowing how to make a perfect match.