

Payrollnews

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Searching for Truth ... in a Sea of Resumes

Finding quality applicants for today's professional positions can be tricky, especially when it's estimated that 85 percent of applicants lie about job experience on their resume.

"Lies and exaggerations on resumes have become so commonplace that it's hard to find one without embellishment."

Data Management Payroll Services has some tips to help you screen resumes, and how to turn quality applicants into employees.

While some applicants are merely changing their resume to match keyword searches, or meet the criteria needed to apply, they often have a tendency to include fabrications of the truth.

Online Resumes

Experts are suggesting that HR pros "go back to the basics, and focus on qualifications" rather than ruling-out an applicant too quickly.

When fishing for resumes online, be sure not to miss qualified applicants by using too many filters or search restrictions and keywords.

Create a search with a minimal amount of filters to open your market of qualified applicants, and then you can find the resumes that fit your job description.

Once you have a pile of

resumes, there are certain things to watch for, and some are easy to find. Missing dates from periods of employment, and info in years only, with no months, are common.



Be on the lookout for vague job titles and tasks that don't match the job. "Job experience (76 percent) and duties (55 percent) were cited as the areas that are most frequently embellished."

Pre-Screen Call

Questionable resume data about your applicant can be cleared-up before you have them in for an interview, with a simple pre-interview call.

Pre-screening applicants and asking questions before the interview saves time. Ask questions about the gaps in information on their resumes or additional specific information.

Make a list of questions and note the areas on the resume where you need more information.

Now you're ready to call your applicants and get your questions answered.

The Interview

If they've made it past the resume search and the pre-screening, you have even more options once they're in your office for the interview.

As part of the process, skills tests are a great way to ensure your applicant has the basic skill-set and knowledge to perform the duties of the job.

Again, asking questions during the interview, about the information you think may be falsified on their resume, is a positive way to give them a chance, in-person, to fill in the gaps.

Body language can be mistaken, so use this tool carefully. A nervous person often mimics the same traits as someone who may be dishonest.

If unsure about an applicant, have them in for a second interview, where they may be a bit more relaxed. Ask the same questions and note the responses.

After the Interview

Don't forget to call on the references for any questionable dates, making sure to double-check employment hire dates and

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months and years for duration of employment.

A second, and even a third interview, are more common in today's workplace. In being more thorough initially, you can assure that the interview process is a success and results in the best choice.

Good News!

In a recent survey of nearly 6,000 business professionals, to identify common gaps in employers' screening and hiring processes, "59 percent of employers plan to invest in finding qualified candidates."

"Finding and retaining qualified candidates was cited as the top challenge by a majority of employers," in HireRight's 2018 Employment Screening Benchmark Report survey findings.

Also noted, "Regulations affecting candidate screening are becoming increasingly prevalent."

Finding qualified candidates in a sea of resumes and turning them into employees can be difficult. Be sure to check out the source links and HireRight's 2018 Employment Screening Benchmark Report for more information.

Data Management Payroll Services wants to help you and your company to succeed. We'll keep you informed and process your payroll.

Check out our complete list of payroll and human resources services for all the ways we can help.

Call us today! 

Sources:

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<https://www.hrdiver.com/news/if-resume-lies-are-a-reality-whats-hr-to-do/521466/>, <https://www.hrdiver.com/news/in-a-tight-labor-market-more-employers-are-rethinking-recruiting-red-flag/518837/>, and
<http://rh-us.mediaroom.com/2017-08-17-Resume-Lies-On-The-Rise>.

ACA ESRP Penalties ... Letter 227

Check out the IRS link to Understanding Your Letter 227, the IRS series of five different letters to employers, in response to Employer Shared Responsibility Payments (ESRP).

While only two require employer response, Letter 227 is not a bill to be paid. Collection of the payments will arrive under separate cover, CP220J.

<https://www.irs.gov/individuals/understanding-your-letter-227> 

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