

BOOMERANG EMPLOYEES

SHOULD YOU HIRE BACK FORMER WORKERS?

If you are considering bringing on a former employee, you are not alone. Hiring managers are changing their mindset about welcoming back former workers. Professionals no longer stay at one company for a lifetime, so there is an increase in Boomerang Employees.

But is it the right decision for **you and your company**? Weigh the pros and cons to see if the employee is a good fit the second time around...

PROS



Knowledge

Your former employee already knows your company culture and procedure. You may not need to train them, and you already know they can do the job.

Money Savers

It costs much less for you to onboard former employees than new ones. You will also save a lot of time and money training them.



Something New

Boomerang employees bring back new knowledge and skills they've acquired during their time away from the company.

CONS

Fool Me Once

There is a reason why these employees left in the first place. If you let them go, consider the reasons why, or you may find the same issues resurfacing.



Money Makers

Usually, when someone leaves, they look for a higher compensation. Your Boomerang employee may not settle for their old salary.

Burned Bridges

Consider the terms on which they left. Will they be working with the same people? Will it cause tension or problems? Do you need to place them with a different team?



KEEP IN MIND:

The most successful boomerang employees are the ones who initially left on their own and did not burn any bridges. They usually do well in their next job, and are not gone too long, so they still remember how your company works.

HAVE A STAFFING NEED? CONTACT US AT BACHRACHGROUP.COM OR CALL 877-279-7779 NATIONWIDE

SOURCES:

http://www.cepro.com/article/pros_cons_of_becoming_or_rehiring_boomerang_employees
<http://www.hcamag.com/hr-news/the-pros-and-cons-of-boomerang-employees-189949.aspx>