

## Effectiveness of Recruitment and Hiring Bonuses

**Directions:** Use this table to assess the effectiveness of recruitment and hiring bonuses. For each person hired in the year, note if they received a hiring bonus, whether the organization paid an inside source a bonus when the person was hired, and how long the new hire kept working for the organization. Count the number of people hired during the year that fit into each box.

To determine if hiring bonuses made a difference compare the proportion of new hires who left within the first six months after hire for those who received a hiring bonus to the proportion of new hires who left within the first six months after hire for those who did not receive a hiring bonus. If a higher proportion of new hires who did not receive the bonus leave in the first six months than the proportion who did get a hiring bonus, the hiring bonus may have reduced the proportion of new hires that left in the first six months after hire. A similar comparison can be done for the proportion of new hires that leave within the first year of being hired.

To compute whether using inside sources made a difference, use the same procedure as for hiring bonuses.

Intervention	N Hired	N who left within 6 Months	% who left within 6 Months	N who left within 12 months	% who left in first year
<b>New Hire Received Hiring Bonus</b>					
Yes					
No					
<b>Inside Source Got Recruitment Bonus</b>					
Yes					
No					

N = Number