

Are Unfilled Positions Costing Your Organization Money?

When an organization has unfilled positions, the most common response is to divide and reassign those job responsibilities among employees to ease the strain of the vacancy. Problem solved. Or is it?

Although this may seem like a cost-saving measure when you view salaries and total headcount, leaving staff positions empty could actually be costing your organization money.

Let's first consider what operating with a personnel deficit can do to your current employees and your organization as a whole. Increased demand on staff often leads to low employee morale, decreased productivity, and increased turnover. When staff members are overloaded, they generate fewer ideas, which can impact fundraising efforts and the progress and growth of the organization. The combination of employees being overworked and working outside their area of expertise can result in missed deadlines and impede your organization's ability to fulfill your vision and mission. In addition, not operating at capacity can have a considerable impact on employee satisfaction, work-life balance, and the overall success of the organization.

While your goal is to always be a good steward of the money you've been given, operating with vacancies can impact your ability to do so. Rather than looking at the cost of the salary and benefits associated with an open position as "money saved," consider the positive contribution that position will have in helping your organization operate effectively and efficiently.

If unfilled positions are impacting your organization, the CapinCrouse Recruiting Team can help. With a combined total of over 40 years of human resources and recruiting experience, our team will leverage our expertise and resources to help alleviate your hiring challenges. Whether we partner with your human resources team or manage the process for you, we are dedicated to helping you find the right fit for your organization.

We provide the following staffing and recruiting services:

- Writing job descriptions
- Conducting salary research
- Posting the position on appropriate job sites
- Screening resumes
- Conducting phone interviews
- Checking references and performing criminal and credit reports

In addition to our staffing services, we offer team building and development services that can provide the insight, direction, and focus necessary to take your organization to the next level. This includes:

- Personality assessments
- Organizational behavior assessments
- Strategic assessments of composite team profiling and development

Our goal is to support your mission by assisting you in developing a strong team. Please [contact us](#) online or at info@capincrouse.com to learn more about how we can serve you in this area.

About CapinCrouse

As a national full-service CPA and consulting firm devoted to serving nonprofit organizations, CapinCrouse provides professional solutions to organizations whose outcomes are measured in lives changed. Since 1972, the firm has served domestic and international outreach organizations, universities and seminaries, foundations, media ministries, rescue missions, relief and development organizations, churches and denominations, and many others by providing support in the key areas of financial integrity and security. With a network of offices across the nation, CapinCrouse has the resources of a large firm and the personal touch of a local firm. Learn more at capincrouse.com.

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