

Should recruiting people who have left the company and then want to return to work?

These types of employees are called boomerangs when they have retired from work and want to get back to the organization. Is recruiting them right or is it a disadvantage?

When an employee is laid off, most bosses think (or deliberately show that) they never want to see again or hear any information related to that employee, right away. even when they always remind themselves that they need to behave in a professional-friendly manner. Because of this, having someone actively leave the company and then when the recruiting company submits the CV to become a "shocking" event.

While many people hold the view that "one walk never comes back" the following phenomenon is not uncommon: **A study shows that workers are quite open in "reapply" (filing re-file) into the company they used to work with and most employers always spread their arms wide open to them.**



However, the question is whether to employ such "**boomerang**" employees (Employee Boomerang) as the right choice?

The boomerang is a flat-shaped rod shaped like an "V" originating from Australia with the characteristic of always flying back after throwing. The "boomerang" worker refers to those who have left the company and then want to return to work.

Boomerang-style staff:

1. People who have left the company to look for a job that matches their career desires, such as learning new skills and new experiences that they cannot have with their current position.
2. People who are very anxious to make a breakthrough in their work and this forces them to leave the company to make their dreams come true, such as going abroad to study or open their own companies.
3. People for personal reasons should leave their jobs, such as illness or family care.
4. People who work seasonally at the company and they have a need to return when the time comes when the company needs skilled personnel like them.

People who have been fired for some reason (serious or not serious) are often not called boomerang because their chances of getting back or being "brave" to apply to the old company are very low.

Regardless of whether or not they have to quit their jobs, recruiting people who have worked at the company will have some advantages. **Amber Hyatt** - a senior human resources specialist and marketing director of **SilkRoad** (a company that provides HR management solutions) said the "boomerang" -style employee has grasped the basic information, version and quite important about the situation of the organization.



"Hiring people who have worked before means they are familiar with your company, including mission, culture, value, people, training and organizational structure - all, they have understand " . This familiarity is obviously very beneficial for businesses.

Judson Van Allen , director of recruitment for the **Computer Task Group**, also emphasized: *"Because it takes a little time to help them get acquainted with the company, you will focus more on skills training, items, targets and tasks for new positions "*.

Samantha Lambert - HR manager of **Blue Fountain Media** also affirmed: *"The boomerang generation can inspire employees working at the organization. They are" evidence "for improvement in the Work process, quality work and management team since they first entered your business "*.

According to **Hyatt** , a former employee returned to work better than the former employee because during the time they left the company, they accumulated more experience, skills and new perspectives. .

Is the decision to recruit "boomerang" always the right choice?

On the other hand, "boomerang" is not automatically returned to work just because they used to work there. Like other candidates (those who have never worked at the company), **employers need to apply the process of file filtering, interviews and tests to ensure that they will match the position that the company needs.** .

"Don't burn the stage just because the candidate is known for his good ability , " Van Allen said, " Boomerang needs to go through all the recruitment stages similar to other candidates. This also means is, the HR department must certify that the employee is eligible to be re-hired. "

According to Hyatt, the employer also needs to consider the reason why the employee decided to leave the company to ensure that they will stay and give their best to the company when it is returned.



"There are many reasons why an employee retires, including family responsibilities, moving house or wanting to experience new challenges and learning skills , " Hyatt said, "many questions need considered when evaluating the "boomerang" to make sure not to repeat what happened in the past: How well did they work before? How did they leave the company? More importantly, Why are they off work? Is this situation at risk again? " .

If **Lambert** eventually decides to recruit "boomerang" then **Lambert** advises business owners to make clear the changes in the company's policies and regulations since they quit to make sure they understand and be sure. about the decision to want to "return troops" back.

In addition, taking advantage of their experiences and adjusting them to match their new position is an advantage that businesses should not miss.

*"Especially in the case of excellent employees, the organization has a greater chance to immediately exploit the confidence of the members' abilities in the new Team, including their understanding of the culture. How to organize and turn them into brand ambassadors " . Hyatt also added that "**boomerang is a real demonstration for current employees that grass outside the fence is not always greener**" , so don't stand here looking at them but doing well in the position you are taking.*

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