

Organizational Compensation Limitations Inhibiting Recruitment of Top-Tier Qualified Sales Graduates

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Abstract

There is a shortage of qualified salespeople both domestically and globally. This has propelled an environment where recruiting the top talent has become a competitive nightmare for some employers. This study investigates the employment data of senior sales students before they hit the market. The earning power of these students is also reported. This centralized sample's results indicate that the majority of the students already had jobs before graduation and the top-tier sales professionals were making much more than many recruiting companies can offer. These results imply that organizations should consider adapting their compensation policies.