

Internal Mobility vs External Hiring (vsdiff.com)

Criteria	Internal Mobility	External Hiring
Cost Efficiency	Generally lower costs due to reduced recruitment fees	Higher costs associated with advertising, recruiting, and onboarding
Speed of Hiring	Faster; typically requires less time for onboarding	Slower; longer recruitment process
Cultural Fit	Higher likelihood of alignment with company culture	Potential for cultural misalignment
Skill Set Availability	Existing knowledge and skills; more tailored development	Access to a broader range of skills and fresh perspectives
Employee Morale	Boosts morale by promoting growth opportunities	May cause morale issues for current employees if roles are filled externally

Source: <https://vsdiff.com/internal-mobility-vs-external-hiring/>