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PCQUEST SMB Handbook
How to Survive the Economic Slowdown
Rs

[Mr. Nitin Shimpi, Director Nitman](#)User Rating: ●●●●● / 1Poor Best [Rate](#)

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Why do small businesses demand for a recruitment software for HR management?

Small businesses have the same problems in recruitment as large organizations do. Irrespective of their size:

Every position filled needs more than 100 resumes scanned. Hence easy search is a must for both.

Multiple people (HR as well non HR) play a role in the hiring process- technical experts for technical assessments, HR to assess organizational fitness and finally the CEOs to approve. So there is a need for a central system that everyone can use.

Potential candidates are hard to find when you need them. Companies need a place to store resumes of talented candidates in such that they can be easily found when needed.

The missing piece was a simple system that everyone in the organization can use without any training or installation, which actually reduces the workload of its base users and is reasonably priced for SMBs to consider.

What are your offerings? And, how are they unique from others?

Talentpool, our flagship product, helps companies streamline their recruitment process, reduce time to hire and lower hiring costs. It is available in three versions to suit the needs of companies with as few as 50 employees to large organizations with thousands of employees. We launched Talentscout late last year to cater to the specific needs of staffing firms and recruitment agencies. It helps them create their own centralized candidate database, increase productivity of their recruiters and manage relationships with customers.

Our products are unique since:

They are both easy to deploy and use, yet extremely scalable & powerful.

They are highly configurable. Companies can streamline their recruitments without changing their time tested selection processes or spending on costly customizations.

They not only give managements an overview of recruitment progress, but actually reduce workload of the end user.

They are both sold on per server licensing – so there is no need to buy additional licenses as organizations grow.

There are many free of cost software packages available. Why should enterprises buy Nitman solutions? What are the benefits?

One should not look at the upfront costs while buying software, but at the cost of ownership.

Many open source software packages are free to install, but one has to pay for support. Also, most open source offerings are difficult for non-technical people like HR professionals to deploy and maintain.

Other companies offer extremely curtailed versions of their software for free – one has to buy the expensive versions for more functionality.

With solutions offered by Nitman, SMB's can get an enterprise class product for a price little more than a couple of licenses of MS Office. The products are made specifically with the needs of SMB's in mind.

One year support is built into price of all the software we sell – and that includes upgrades to the latest versions.

How much IT savvy is HR of Indian SMBs?

Almost all HR Professionals are heavy users of desktop applications such as word processing software, spreadsheets, email and browsers. Almost all of them source candidates from job portals, interact with candidates and management via email and report to their management using spreadsheets. With connectivity improving, even HR professionals in small and mid sized manufacturing units have internet access. To use a software such as Talentpool or Talentscout, this is all the individual needs to know.

What are the major trends do you see in Indian SMB sector?

Globally, SMBs are now seen as the biggest buyer segment. Even traditional enterprise product companies such as SAP and Oracle are ratcheting up their focus on the SMBs.

The situation in India is not different. SMBs are aggressively automating their business processes to increase effectiveness of their operations and survive in the increasingly competitive marketplace. However, unlike their larger counterparts, SMEs demand a high value for their IT investments, want quick implementations and continuous support as they don't have dedicated IT teams.

What are your future plans? Are you planning any more products to help HR Teams?

We are already in the process of building our next product – an HRMS system for SMBs. This system will help companies manage their critical business functions such as performance management, resource allocation, compensation and benefits management, training administration, attendance and payroll. We expect the product to be launched in the last quarter of 2009.



Mr. Nitin Shimpi, Director Nitman

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