

Need to Automate- Today or Tomorrow!

Advantages of automating recruitment:

- Streamlined processes
- Reduced time-to hire
- Increased productivity

Recruitment is definitely getting more challenging every day. To survive in this competition, you need to get the best talent on-board on time.

However if you are still relying on manual processes to achieve this, you are risking quite a bit.

There is no denying that your tools help you carry out the day-to-day recruitment work. However here's how you can do the same things better in lesser time with a recruitment software:

Your Database, Your Asset

You have a huge database consisting of profiles sourced over the years. Your recruiters have stored these resumes in files, folders and excel sheets.

But when you need resumes today for a particular position, are you being able to locate a candidate profile which you sourced almost 2 years back? Even if you do, is it an updated one? So, you end up losing good candidates just because you don't have a structured and updated database. You can't really expect your recruiters to go through each and every file and folder, when what they really need to do is search and shortlist the right candidates fast.

Sources CVs and store them in a centralized database that you can leverage across the organization. Search for profiles using keywords like skills, experience, education, etc. Get the best profiles sorted by the system against a given position and pick up only those candidates who meet the requirements most suitably. Categorize resumes as confidential and limit access on the basis of roles.

Right Description, Right Match

Job description over emails, phones, paper formats serve the purpose. However when recruiter(s) shortlists a profile, it is rejected by the TL or Project lead. Why? The reason is that the recruiter fails to grasp the TL's requirement through the given job description.

Recruitment software helps the HR team to get the most critical information from TLs/ recruiters with the help of a predesigned form.



White Paper

Simple Products to Streamline Complex Business Processes

This helps recruiters understand the job requirement well. Also, time taken to fill open positions is reduced.

Streamlined Process, Better Results

You still follow processes; assign recruiters, interviewers, decision makers for each position but there are times when mistakes occur. Recruiters forget to send the updated venue to the candidate; the interviewer does not arrive on time because he/she did not check his last mail or forgets to send the feedback.

Recruitment software helps prevent these fall-outs, which are minor yet leave an impression. With a recruitment software, you can automate many such routine tasks which can effectively reduce time-to-hire and help recruiters focus on attracting top talent.

Instant Visibility, Informed Decisions

Reports help you get a bird's eye view of your recruitment process. You need reports to analyze sourcing effectiveness and fix loopholes in the hiring process. However you need to wait for your recruiters to send you reports which are often manipulated.

With automation, you can obtain system-generated reports, anytime. This not only helps you get a correct picture but also reduces the time and effort that recruiters otherwise spend on preparing reports.

Configure, Don't Compromise

Recruitment automation helps you adopt the best practices. Yet invest in a software that will adapt as per your processes so that you do not have to spend time learning how the system works.

Your recruitment software should be configurable enough to follow your time-tested processes. It should help you capture data according to your needs; customize information fields, labels and workflows to map your ways of working. You need a configurable recruitment software to stay ahead of competition and keep up with the changing recruitment trends.

TO CONCLUDE:

You will have to automate your processes today or tomorrow as your business grows. It is wiser to adopt a recruitment software now so that you have your processes in place while the organization grows from strength to strength.

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