

Why Recruitment Software has an edge over ERP?

Advantages of Recruitment Software:

- Relationship driven workflow
- Configure without expensive customizations
- Integrate seamlessly with job boards
- Adopt without going through rigorous training
- Flexible and easy to update

Many companies have deployed ERP for workforce planning and employee lifecycle management. Such transaction oriented processes are suited to ERP software, enabling them to aggregate and track data across the organization.

However, the nature of today's recruitment, especially, in employee driven growth economies such as India, poses a challenge for traditional ERP systems. Recruitment involves collaboration between different people, is highly relationship driven and requires multiple ways to source and keep in touch with candidates.

Here are a few reasons why you should consider a best of breed recruitment solution over e-Recruitment module of your ERP software:

Recruitments Work Differently in India

The focus of ERP software is on requisition management and candidate processing. They all assume that candidates will "apply" to your organization. However, in high growth economies like India, recruiters need to "find" good candidates using all sources possible. Candidates need to be in the system much before they express interest in joining.

The 1 in 100 Ratio

Organizations typically end up hiring less than 1% of candidates whose resumes they consider. ERP software, by their transactional nature, require complete and accurate data about each candidate considered. But do you really want your recruiters to invest time in entering data about the 99% of candidates you may never hire? Almost all Recruitment Software have inbuilt parsers to minimize even this effort.

Integration with Local Job Boards

While most ERP software will have integrations with job boards in the western world, they don't necessarily integrate with local candidate databases like Naukri or Timesjobs. Integrations, even though possible, are considered as expensive customizations which have to be periodically updated.



Role of Non-HR People in Recruiting

Recruiting is a recruiter's job, but everyone's responsibility. Technical Managers need to shortlist and interview candidates while Senior Management has to approve to make offers. This brings in players who need to do their bit, but are not willing to put in the time and effort. To ensure adoption by such users, you need an easy to use, no training required software. Expecting them to enter feedback in an ERP system is unrealistic.

Need for Easy Access

Apart from your corporate website and email applications, recruitment requires online access to be provided to placement agencies and employees to submit referrals and track their progress. While such functionality is possible to build in ERP with customizations, it is included out-of-the-box with most major recruitment software.

Rules Don't Always Work

Most ERP software work on a rule based system. However, one can't follow rules blindly in recruitment. For example, you have a database of candidates, and external agencies can upload candidates in your system only if they are not duplicate. You have candidates who are there in your database, but who you are unable to contact since their contact information may have changed. In such cases, a simple "decline if duplicate" rule will not work. The software needs to point out duplicates, but has to be flexible enough to allow overrides too.

Recruitment is Changing

Traditional ways of recruitment are changing, and recruiters today use social networks and mobile phones extensively to mine for passive candidates. Most recruitment software integrate with social networks and provide ways to connect to candidates with SMS messages and reminders. ERP vendors have been slower to support the changes.

On a Concluding Note

ERPs may be great for providing enterprises with industry standard processes, but this standardization erodes their flexibility when it comes to handling relationship centric functions such as recruitment. Recruitments, especially, in employee driven markets, are best automated using best of breed recruitment software, which may be integrated with the ERP at a later stage.

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