

Top 10 Must Haves in a Recruitment Software

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- Flexibility
- Usability
- Scalability
- Compatibility
- Adaptive User Interface
- Reliable Reporting
- Secure Accessibility
- Cost Effective
- Prompt Support
- Guaranteed

Organizations are now aware of the need of a recruitment software to hire high-quality talent in the face of a shrinking pool of workers. However, to get effective results, one should get the right software.

An ideal recruitment software should offer:

→ **Flexibility**

Invest in a software which can be easily configured to follow your time-tested processes. You should be able to capture data according to your needs. You should be able to customize information fields, labels and workflows to map your ways of working.

→ **Usability**

Your recruitment software should be easy to use. Recruiters as well as Project Managers and interviewers should find it easy to use.

→ **Scalability**

An ideal recruitment software should perform equally fast and accurately for an organization of ten or ten thousand. It should be able to adapt when your needs change and organization grows.

→ **Compatibility**

The best recruitment software will help you work with familiar tools like Outlook, Excel, Internet Explorer and job portals.

→ **Adaptive User Interface**

Your recruitment software should adapt its interface according to the users. Employees, Vendors and Recruiters should see as much information as they need to see.

→ **Reliable Reporting**

It should provide visibility of your vital metrics. You should be able to track history, rectify mistakes and analyze effectiveness of your process, system and recruiters with the help of reports.



White Paper

**Simple Products to Simplify
Complex Business Processes****→ Secure Accessibility**

Your recruitment software should be easily accessible to all the stakeholders. However, you should have the control to define what each of your users view based on their roles.

→ Cost Effective

The ideal recruitment software should offer a strong return on investment. The most affordable systems should not be based on the number of users. It should let unlimited users work on a single license without any overhead expenses on infrastructure, implementation and installation.

→ Prompt Support

Post-sales support is critical. Get a vendor who not only troubleshoots your issues with the software but also uses your suggestions to enhance the product and offers you a better solution.

→ Guaranteed

Buy a recruitment software where the makers are confident enough to take the product back in case your purpose is not met.

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