

What's New

Should My Company Evaluate A SnapHire Talent Management System?

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Whatever the condition of the economy, when organisations recruit there is always pressure to select top performers while reducing hiring costs. Leading organisations are leveraging technology to proactively manage relationships with both candidates and employees with the goal of quickly filling open jobs and building a sustainable pool of dedicated talent.

SnapHire Talent Management Systems are enabling leading companies take greater control of both their employment brand and the actual recruitment process, in some instances resulting in a reduction of cost-per-hire by up to 80% and time-to-hire by up to 60%. If your company has ongoing recruitment needs perhaps you should consider evaluating, selecting and implementing a SnapHire Talent Management System. There are a number of factors to take into account:

Increased Candidate Volumes and Processing Costs

As a result of the ease of applying electronically for jobs posted on job boards and corporate career sites there is an increased volume of candidates. Scanning postal resumes or just dumping text-based electronic resumes into a database to search does not allow organisations to efficiently deal with this increased candidate volume. If your organisation is using either an email or in-house database system and finding it challenging and expensive to identify the most qualified talent from the continuous stream of candidates, you should consider evaluating a SnapHire Talent Management System.

Focus on Candidate Quality Instead of Quantity

The key to successful recruiting in today's environment is the *quality* of the candidates not the *quantity* of candidates. New generation recruitment processes are being implemented to leverage technology to pre-screen and identify candidates up front, so hiring managers spend more time qualifying, recruiting and employing only the top candidates. Instead of just dumping text-based resumes into a database to search, candidates are channeled through the corporate career site and prompted to provide job specific information around the key skills knowledge experience and behaviours designed to provide evaluative information to help qualify the candidate. The pre-screening questions can include "knock-out" questions, which prevent recruiters from wasting valuable time reviewing unqualified candidates however this function should be used sparingly so as not to exclude candidates which could be employable in other roles within the organisation.

Proactive Recruitment

SnapHire provides "pipeline". This is a radically different model that allows proactive rather than reactive hiring and is particularly powerful in the area of high volume recruitment. For example one client has reduced turnover within the first three months of

employment from 70% to 23.5% using the SnapHire pipeline recruitment option. When registering with an organisation, candidates build an electronic profile with their skills, education, work experience and career aspirations and importantly provide information about what they are seeking. They are then evaluated and matched to the skills and experience required within any given role.

Some clients are also integrating with specialised on-line behavioral assessment tests from vendors such as ePredix and Saville & Holdsworth. Each morning when recruiters log into their personalised portal, all the information they need to efficiently manage the candidate pipeline and fill their open jobs is at their fingertips. If your organisation is not using technology to proactively and efficiently manage volume roles in a pipeline plus are using external systems such as manual spreadsheets to track candidates, you should consider evaluating a SnapHire Talent Management System.

Streamline the Staffing Process and Pro-Actively Involve Hiring Managers

SnapHire Talent Management Systems are enabling leading companies to streamline their staffing processes and reduce the time-to-fill requisitions by up to 60%. Requisitions are created online with jobs posted electronically to pre-approved external media channels, the careers section of the corporate website and the internal career site. Pre-screened candidates are qualified and routed via email to hiring managers for review. Hiring managers are pro-actively involved in a collaborative on-line hiring process. The software can be used to schedule interviews and collect interview ratings and feedback from the hiring team. When the candidate accepts the offer, the core HRMS is electronically sent the data needed to set up the new hire and initiate the on boarding process. Once SnapHire has been implemented, innovative companies are tracking metrics such as hiring manager satisfaction and new hire satisfaction with the hiring process to continuously refine their staffing process. If your company has not completely automated the staffing process and is not involving your managers in a collaborative on-line hiring process, you should consider evaluating a SnapHire Talent Management System.

Candidate Relationship Management

The demographic trends all indicate that the labor market is expected to tighten with the mass retirement of the “Baby Boom” generation over the next ten years. Even if companies are able to convince some retirees to work longer and outsource work to business process outsourcers, there will still be a shortage of qualified talent. SnapHire allows organisations to establish relationships with passive candidates and continuously market their employment brand to qualified talent over time. Candidates create electronic profiles that include their skills, education, work experience and career aspirations. When matching opportunities become available, qualified candidates can be automatically notified via email. Leading companies are investing in new systems today that allow them to establish relationships with these passive candidates and build a talent database. As “war for talent” resumes, these companies will leverage the database to recruit the top talent and gain an advantage over their competitors.

Retention of Top Performers

It is no secret that in most organisations, top performers out produce low performers by a considerable margin. Retaining your top performers will become more challenging as the labour market becomes more competitive. SnapHire Talent Management Systems are helping companies boost employee retention up to 47%.

Questions to answer

Can you answer the following questions?

- ☐ Can you measure media effectiveness – in other words, what is the source of your top performers who stay with the company and where do you advertise to recruit more employees like them?
- ☐ How many of your top performers have applied for an internal opening in the past 12 months and been successful?
- ☐ Can you build your own dedicated talent pool even when you're not recruiting?
- ☐ Can you manage all facets of the recruitment process from advertising jobs, collecting and screening resumes to advanced reporting via the one system?
- ☐ Do you know what your costs per hire, time to hire and time to fill are?
- ☐ Do you have a proactive recruitment strategy and process for recruiting high volume positions?
- ☐ How much of your advertising budget is consumed by reactive role advertising versus proactive employment branding?

If you cannot answer these types of questions, you should consider evaluating a SnapHire Talent Management System.

About Alignment:

Alignment is an integrated employment advertising, communications, recruitment and human resource consulting firm dedicated to servicing the full employment lifecycle.



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