

Problems of Traditional Recruitment Process

Companies and HR personnel have made great inroads and improvements in the area of recruitment and candidate selection over the years. However, the traditional recruitment process is still costly and time-consuming for both employers and job seekers. The following are some common problems:-

External Factors

- Increase in staff mobility due to globalization of business environment.
- Multiple candidate sourcing channels due to shortage of talents.
- Increased volume of applications due to economic downturn.

Complexity of Data

- Incoming applications in various formats such as mail, fax, email and different job board formats.
- Cumbersome filing and retrieval due to incompatible source of information.

Inability to Filter

- Time-consuming manual screening and reviewing of resumes.

Precise Data

- Job board filtering technology does not provide job specific information.
- Candidates are only telling you what they want you to know.
- Wasting a substantial amount of time on interviewing unqualified candidates.

Database and Data Mining

- No centralized database for information storage and retrieval.
- No data-mining tool to locate candidates from previous hiring.
- Unable to share resources with fellow companies; candidates not suitable for one subsidiary may be ideal for another.

Team Work

- Lack of collaboration amongst colleagues within the hiring team.

Control

- Difficulty in keeping track of hiring costs and activities.

Resulting in...

- Heavy administrative workload in the traditional recruitment process.
- Hiring expenses become higher and hiring lead-time is much longer.

In conclusion, an e-Recruitment solution is no longer an optional "nice to have" solution. Human Resources personnel ignoring the trend towards e-Recruitment strategy are not only missing the opportunity to reduce hiring cost for their companies and manual workload to work more efficiently, but also risk losing high-quality talents to their competitors.