

What is e-Recruitment Strategy?

e-Recruitment Strategy is the integration and utilization of Internet technology to improve efficiency and effectiveness of the recruitment process. Most companies understand this and have begun the evolution by integrating e-Recruitment Strategy into their hiring process.

As usage of the Internet became widespread, the first wave of e-recruiting innovation was the creation of career sections on corporate web sites. The early innovators achieved great success with the status of "employer of choice" and they mostly enjoyed the improved recruiting efficiency that comes with corporate website recruitment.

By 2002, corporate web site recruiting has reached close to complete adoption among the largest corporations. The mere possession of a corporate career web site is no longer sufficient to differentiate a company from its competitors.

Leading corporations are incorporating new and innovative solutions to maintain competitive advantages, particularly in the integration of front-end career web sites with back-end data management systems to complete an e-Recruitment solution.

Why e-Recruitment Solutions?

Centralized Platform

- Collects candidate information in a standard format.
- Consolidates data from multiple recruitment sources.

Streamline Workflow

- Automates workflow from job requisition to completion of the hiring process.
- Captures and files candidate information and history for future retrieval by all users of the system.

Better Communication & Increase Productivity

- Shares knowledge and information between hiring team members online in real time.
- Collaborations with colleagues to increase productivity.

Less Paper

- Electronically collects and files information to reduce paper usage.
- Reduces manual administrative workload.

Candidates Pool

- Locates qualified candidates within a private pool of talent with precision.
- Centralized database collects and provides candidate information for various units and locations.

Centralized Reports

- Provides consolidated HR reports for the entire organization.

Save Cost & Time

- Improves productivity and reduces hiring expenses in the long run.

In summary, "People" will continue to be one of the most valuable assets for every organization. The benefits mentioned above will improve the accuracy of hiring and reduce hiring lead-time and cost, thereby increasing the overall competitiveness of an organization in today's marketplace.

