

Global Market Trend of e-Recruitment

Recruiting via the Internet

As the Internet became popular, the first wave of e-Recruiting Innovation was the creation of career sections on corporate web sites. This practice enabled companies to post vacancies and receive applications from talents worldwide without geographical and time limitation which substantially reduced the cost and time involved for sourcing candidates.

World's Largest Companies

Recent studies have shown a steady increase in Global 500's adoption of e-Recruitment via corporate web sites, growing from only 29% in 1998 to 60% in 1999, then to 79% in 2000 and 88% in 2001. The four years' trend confirms that most of the Global 500 companies consider their corporate web sites to be a vital component of the overall recruiting process and among these leading companies:-

- 89% have a career section on their corporate web sites.
- 75% post job vacancies on the career section of their corporate websites.
- 74% post job vacancies and accept applications via their corporate websites.

Corporate web site recruitment has reached close to complete adoption amongst the largest corporations and the mere possession of a corporate career section is no longer sufficient to differentiate a company from its competitors.

Leading corporations are now incorporating new and innovative practices to maintain its competitive advantage, particularly in the integration of the front-end career website with back-end data management system, transforming its corporate career website into a complete e-recruitment system.

Common Challenges with Current Recruitment Process

Some of the common challenges most companies face with their current recruitment process are as follows:

a) Increased In Job Applications

There is an increase in job applications arising from economic downturn as well as an increase in job mobility due to the globalisation of business. Hence, HR is processing more job applications than in the past.

b) Complexity Of Data

Candidates submit their applications in various formats such as hardcopy through snail mails and softcopy through e-mails. This resulted in cumbersome filing and retrieval of candidates' resumes and information. As there is no centralized database for information storage and retrieval, it is difficult to locate candidates who have previously applied to the company and match them to other job openings.

c) Time Consuming And Administrative

Manual screening and reviewing of resumes is time consuming. This results in heavier administrative workload, higher hiring expenses and longer hiring lead-time.

Work Smart With JobsDB Dimension

As we all know "People" are recognized as one of the most valuable assets of every organization. Selecting the right e-Recruitment solution to help you select the right people could be one of the most important decisions that your company will make.

JobsDB Dimension is a comprehensive automated, web-based solution for recruiting the best available candidates for your organization. It enables your hiring managers to track and manage tasks such as job postings, applicant resumes, candidate screenings, interview schedules and more.

Business Benefit:

- Hosted in an ASP model with yearly subscriptions
- Improves operating efficiency and accountability
- Increases system upgrade accessibility
- No hardware/software maintenance costs
- Builds an e-Recruitment Strategy
- Helps to build your own talent pool related to your industry
- Build up the system slowly as your business expands

Benefits to HR:

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.

Be at the forefront of technology; streamline your recruitment processes and save both time and money. Free your HR and let them focus on more value-added agenda.

Call us TODAY at **6861 1000** or email dimensionsales@jobsdb.com.sg for an in-depth consultation to determine the ideal e-recruitment solution for your organization.