

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.

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.

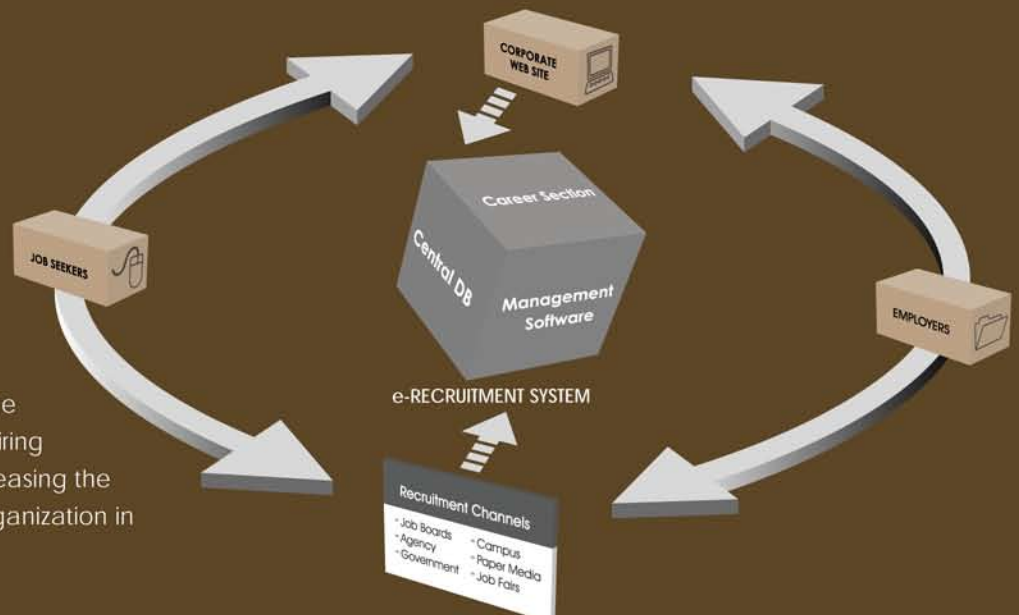
Centralized Reports

- 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.



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 solution based on the premise that technology is developed on a central focus of user needs to deliver positive results. It is a solution with a high degree of flexibility that will cater to your unique requirements and help you work smarter and more effectively.

Main Design Concepts

Recognizing the fact that every organization has its unique Human Resources requirements, our solution was designed as:

A Tool

- Enables you to build and customize your own system.

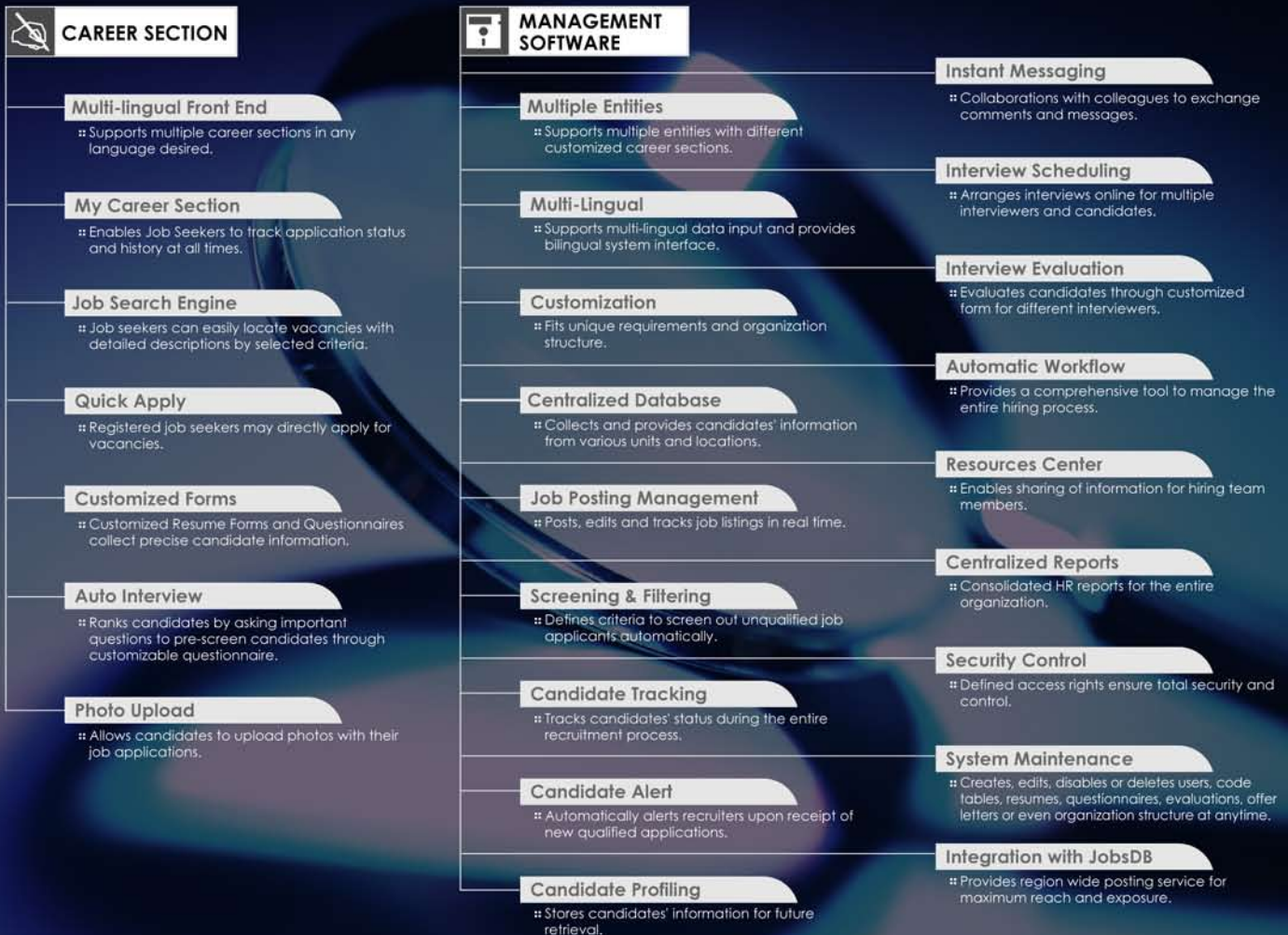
Flexibility & Scalability

- Provides the flexibility to take care of not only your current business requirements but also your future business expansion and restructuring.

Accuracy

- Allows you to create and edit job specific resume forms and questionnaires at anytime to collect accurate candidate information in a standardized format.

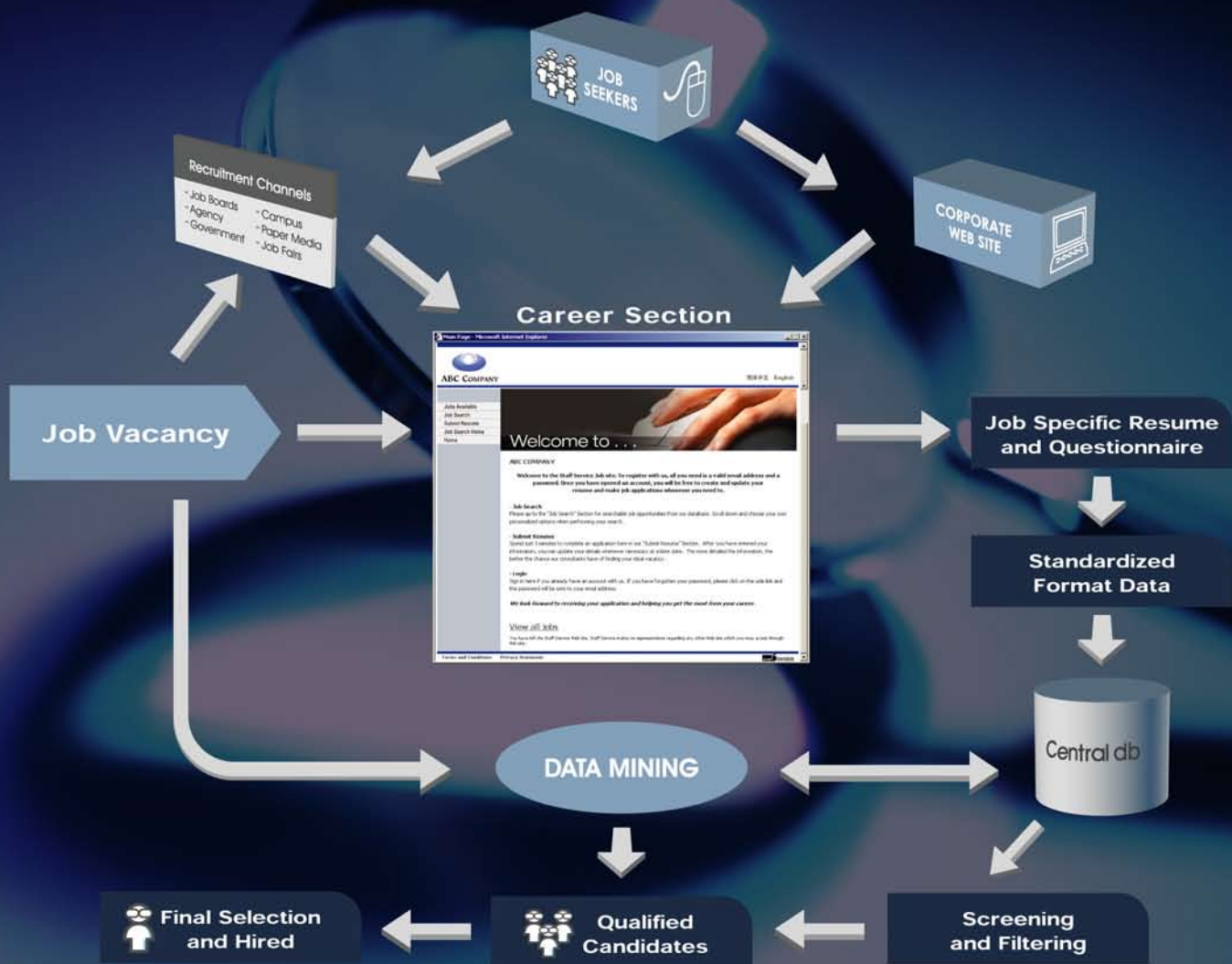
Overview of JobsDB Dimension



A complete solution to manage the entire hiring process online!

Work Smart With JobsDB Dimension

JobsDB Dimension Workflow



Unique Benefits of JobsDB Dimension

- JobsDB Dimension is a Turnkey Solution, no I.T. support or maintenance is required.
- JobsDB Dimension is an effective Tool which allows you to build your own system.
- It does not only fit your Current business requirements, but also your Future business expansion and restructuring.
- Top Value for the Dollar you pay.

Implementation

- Around two to three weeks depending on user requirements.
- Design of workflow and customization of front end "Career Section".
- Consultation and planning for system setup - identify needs and design suitable code tables, resume forms, questionnaires, evaluation forms and other letter templates.
- Administrator training on how to setup and use the system.
- User training on how to use the system.