

# 7 Signs You Need A Recruitment System

Drowning in email? Frustrated with Excel? For recruiters or anyone hiring this probably sounds really familiar. With job openings in the U.S at their highest level in more than five years, chances are, you've got some hiring to do. And if you have hiring to do, YOU need a system. Here are the 7 Signs you need a Recruitment System....STAT!

## Sign #1

You do a lot

Recruiters should spend their time recruiting and that's just what a Recruitment System or ATS (Applicant Tracking System) allows you to do.



*shouldn't this number be higher??*

## Sign #2

You work for a large or medium company

57% of companies plan to make a major new HR software purchase in the next 18 months. Still think you don't need to invest? Think again.

100% large companies

50% mid-sized companies



"There is almost no reason why even the smallest, least technically capable organizations and HR departments can't take advantage of at least some level of automation to better manage the recruiting process."

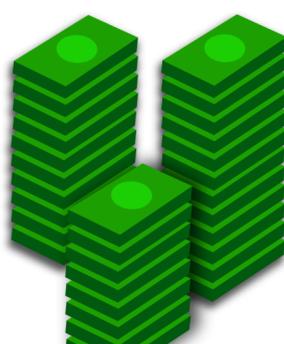
Steve Boese, HR Technology Blogger

## Sign #3

You work for a small company

Sure the big guys use recruitment systems, but even smaller companies are getting in on the action, citing reduced workload, better candidate experience and LESS EXCEL!

\$10,000



*Hurray for HR!*

8

Employees



can save the company

A company with just 8 employees can cut waste, save time and put \$10,000 in wasted time and effort (plus better fit) back toward the bottom line!

## Sign #4

You haven't seen your desk in weeks

Amount of minutes employees claim to spend reviewing job descriptions



Actual amount of minutes



250

Avg. applications per opening!!

On average, 250 resumes are received for each corporate job opening. Although applicants claim to spend at least 10 minutes reviewing job descriptions, they actually spend about 76 seconds. Sounds like a whole lot of unqualified applicants to sort through.

## Sign #5

You don't know where people are spending their time

Time spent interviewing

2-4 Hours 1-2 Hours 4-6 Hours 6+Hours

Recruitment systems of today have so many analytics to help your team move faster (plus stay in compliance and provide reporting features no spreadsheet can match!)



## Sign #6

All your applicants send you hate mail.

58% of candidates who have a poor experience, cite not receiving regular updates on their application as the reason.

58%

Autoresponders, social job posting and LinkedIn connect are standard on lots of Applicant Tracking Systems, making staying in touch a breeze!

## Sign #7

You're over budget.

\$5,134

You're paying through the nose for job ads and agency fees because you have no career portal to speak of and when you DO find someone to fill the job, they leave a few months later.

An ATS can help find the right candidate the first time. Today's recruitment systems offer branded portals, specialized workflows and easy access to affordable job boards.

Welcome news when according to the NACE 2012 Recruiting Benchmarks Survey, the average cost per recent graduate hire for U.S. companies is \$5,134.



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