Find The Best Talent For Your Organisation, Easily

Here's a Web based tool that on one hand enables HR teams to automate the recruitment process, and on the other, manages the in-house resumé database, in a scientific and intelligent manner.

Lawrence A. Bossidy, a businessman and author once said: "I am convinced that nothing we do is more important than hiring and developing people. At the end of the day you bet on people…" Hiring is indeed one of the most crucial management functions, considering that any wrong hire made hastily, could spell disaster for the organisation.

RecruitPlus, a Web-based software as a service (SaaS) tool, along with its various functions, may prove to be a great aide to HR teams to deal with their recruitment needs, says Gaurav Mittal, founder and CEO, ITCONS e-Solutions. "On one hand, the tool enables HR teams to meticulously and quickly track correct human resources and efficiently conduct the entire recruitment drill, and on the other, it automates the entire recruitment process and makes the most of its offine resumé database," he adds.

The pain points that RecruitPlus addresses

One of the challenges that most recruiters face, relates to identifying or spotting quality resources. The process of recruitment in most firms traditionally comprises sifting through hundreds of resumés. Every organisation, over a period of time, accumulates a database of resumés that it downloads from online job portals, sources from recruitment firms, or directly from candidates walking in to apply for an advertised job post.

But despite sitting on a sea of resumés, organisations are seldom able to revisit this reservoir and make effective use of it. The documentation of the resumé database is done mostly in long excel sheets or thick resumé files, making revisiting seem like a tedious job. Thus, most organisations re-invent the wheel every time there is a vacancy to be filled. They either the seek help of recruitment firms, begin the head-hunt through online job portals or advertise in various media, thereby shelling out more money each time there is a vacancy. This exercise again culminates in receiving hundreds of resumés. The process of adding these candidate profiles into the organisation's database yet again, takes time.

RecruitPlus helps address all of these issues, besides offering many other functions to help firms reach the desired candidate—often without the need of looking beyond the organisation, says Mittal.

Gaurav Mittal, founder and CEO, ITCONS e-Solutions

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Sift and archive candidate information, intelligently

The tool helps HR teams to keep the database of promising candidates ready for future reference, in a searchable format. Resumé parsing, which can be rated the most useful functionality of the tool, enables this. Users can scan and extract information from resumés, whether residing within the organisation, at locations such as file folders, an MS Outlook mail-box, or sourced from online job portals.

"Even resumés viewed on the computer screen can be parsed directly from the Web page without the need of downloading it. The data can exist in any file format, such as doc, html, .rtf, pdf, etc. The data can be pulled based on 68 parameters, and arranged in a searchable format for easy future use. Parsing relevant content from a single resumé takes only three seconds against a time of at least 15 minutes if done manually, says Mittal.

Through its candidate management feature, data about the candidate along with a history of the firm's interaction with them, can be collated and stored in a database that can be made common to everyone in the HR team to carry out searches in the future. "The tool also highlights all duplicate resumés, which can then be easily removed by the user," says Mittal.

Online recruitment management

Apart from this, using RecruitPlus (which is accessible over the Internet from anywhere), HR teams can work in tandem and manage each recruitment process like a streamlined project. The entire process can be
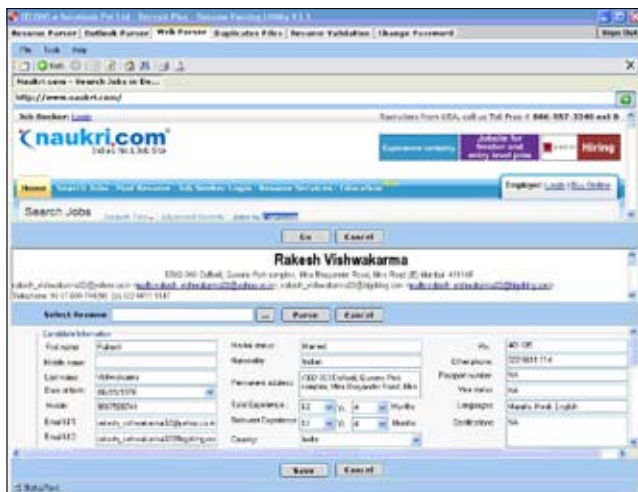
The 'Resume Parser' feature of the service allows users to parse resumés directly from the Web pages

The 'Dashboard and Reports' function allows all members of the HR team to track the recruitment process

automated, right from stating the job description, identifying sources to reach the desired candidate profiles and sourcing resumés. Subsequently parsing details to be merged in the database, zeroing in on a particular candidate and lining up interviews— the automated recruitment work flow goes on to the point of generating automated offers and welcome letters to new recruits.

All the members of the HR team have the option of tracking the recruitment process through the 'dashboard and reports' function. HR heads, at any point in time, can view and know the status of the job assigned to their team of recruiters. They can immediately resolve an issue if they see or anticipate a bottleneck in the work-flow.

"Since all candidate resumés and communication is stored centrally, whenever the management requires something, they know where to go. With a system like this, the progress of tasks is always in control, even if someone from the team leaves the assigned tasks midway," says Mittal.

Track the best talent

The advantage that RecruitPlus offers is that it makes organisations self reliant in filling vacancies (especially, the ones that arise unexpectedly), at lower cost and in less time, affirms Mittal.

The parsing feature of the application allows users to build a ready-reckoner type of a database with which they can perform a search based on keywords, such as 'experience', 'current employer', 'past employer', 'years of experience', key skills, etc. A more complex advanced search can also be made, based on the Boolean search criterion of 'and', 'or', 'not', etc.

The 'Search' within 'Search' feature can also be performed for more accurate results, which can also be saved for future reference. Sorting of results based on relevance or freshness of CVs can also be done.

A few other options, available online:

- http://www.bullhorn.com
- http://www.taleo.com
- http://www.dillistone.com
- http://www.cbizone.com

Ashok Gogia, CEO, Firstcall India
(one of the users of the service)

"As a recruitment organisation, our response time to our clients has dramatically decreased; while the performance of our recruiters has gone up multiple times."

The recruitment firms can opt for additional functions like 'Billing' and 'Invoicing' through which they can even raise an invoice for the service rendered to their clients.

One of the users of the service, Ashok Gogia, CEO, Firstcall India (a recruitment firm), says: "RecruitPlus is an excellent product for firms and recruiting organisations as it covers all aspects of a typical recruitment cycle."

The ROI

RecruitPlus is an online subscription based tool that takes less than 60 minutes to set up. All you need is a computer, browser and an Internet connection. "The company offers users the flexibility of signing up for free for one user account, for three months, during which time all aspects of the service can be tried out," says Mittal. If the HR team perceives value in the service, then they can upgrade to a paid subscription plan (recurring monthly or yearly), he adds.

The paid plan is available for between Rs 500 and Rs 750 per user, per month, depending upon the features that the user opts for. Gogia shares why he zeroed in on RecruitPlus: "After surveying a few similar products, we found that RecruitPlus was more user friendly and affordable."

On the subject of the return on investment (ROI), Mittal says that companies usually calculate the ROI on the basis of money spent in the hiring process against the number of selections made. "And by using this tool, firms can line up more people, have effective communication with relevant candidates, and the cost of recruitment goes down." Talking about the ROI that FirstCall India is experiencing, Gogia says: "As a recruitment organisation, our response time to our clients has dramatically decreased; while the performance of our recruiters has gone up multiple times."

Considering its functionalities, RecruitPlus looks like a good supplement to current corporate recruitment processes. Most importantly, the tool offers features that can help organisations hire better, and that too at reduced costs. ∎

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