

Recruitment



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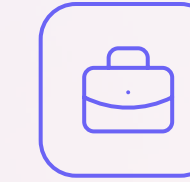
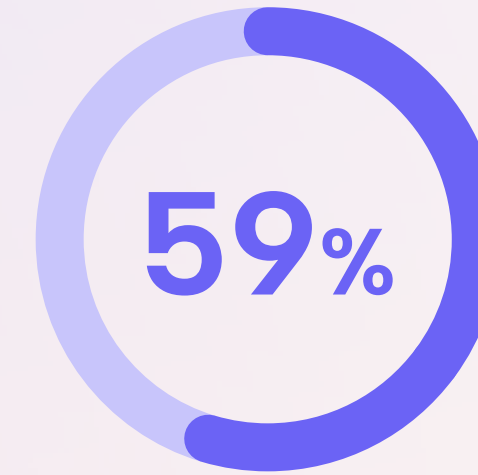
In this guide you will find all about recruitment.



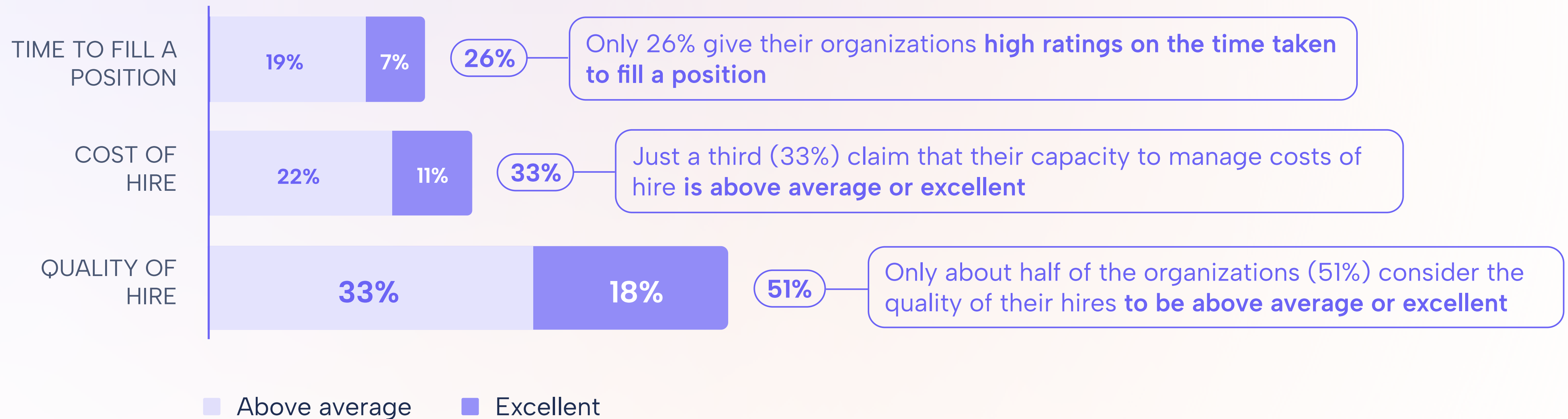
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1.

Current position of recruitment in companies



The majority say it takes nine weeks or more to fill a high-level position.



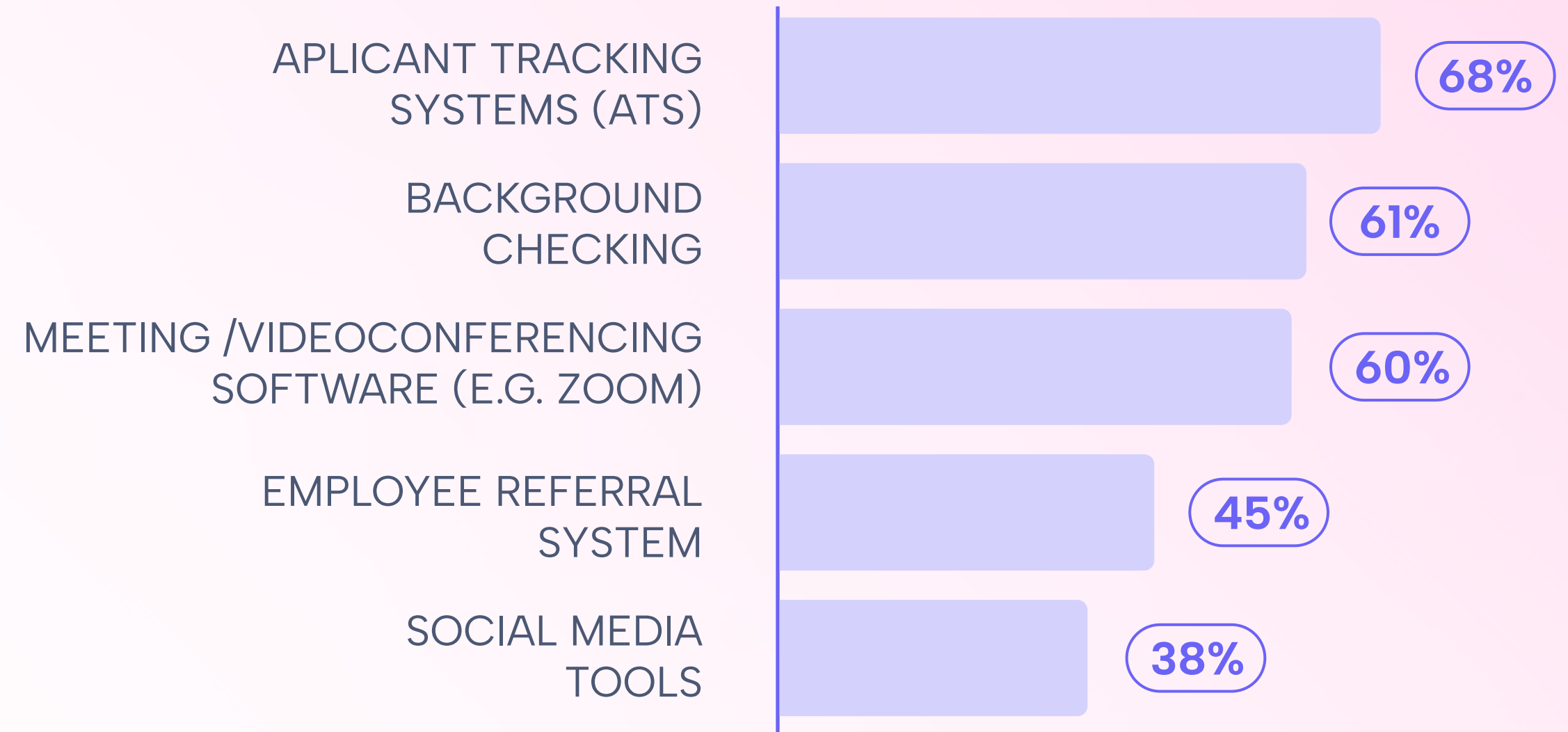
2.

Most used technologies for recruitment processes

The misuse of tech tools could be one of the reasons why multiple companies face difficulties in recruitment processes.

These tools are the most used ones by companies for talent acquisition: applicant tracking systems (ATS), candidate background check and video conference interviews.

Mobile or artificial intelligence technologies are not yet widely used for recruitment purposes, although people analytics apps are considered very interesting for analyzing, predicting and personalizing



3.

The future of talent acquisition

Leading companies in recruiting technology, compared to laggards are:



7x faster in filling a vacancy



3x more likely to have excellent quality in recruitment processes

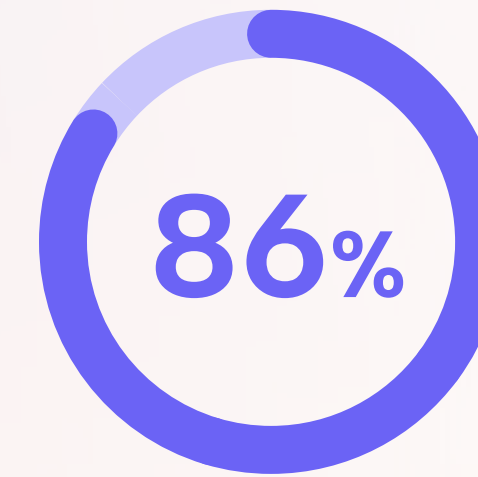


2x more likely to have an excellent hiring cost

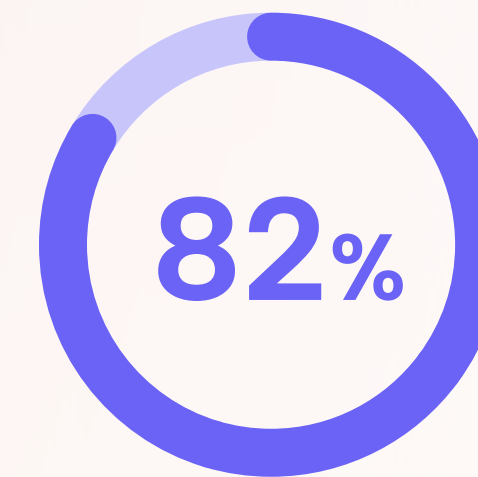
Therefore, in the coming years, HR professionals expect moderate to **great changes** in the following areas:



Increased acquisition of technologies and tools **for talent recruitment**



Increased use of online sources **for talent acquisition**



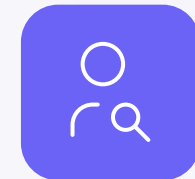
Improvement of talent acquisition **methods and practices**



4.

Most common strategies

Take these strategies into account to improve recruitment management:



Improve recruitment management

1. **Assess your organization's skills** to properly recruit qualified candidates and **provide necessary training**
2. **Broaden the range of digital technologies** you use for recruitment
3. **Measure the efficiency and profitability** of the methods and technologies used for recruitment
4. **Identify bottlenecks** in hiring timelines
5. **Go for mobile technologies** and **People Analytics**
6. Consider **reviewing** your company's **hiring policies** and adapting them to the new generations

4.

Most common strategies



Attract talent

1. Communicate company culture
2. Offer **employee benefits**: remote work, flexible salary, low-cost services, and so on
3. Promote **professional development** and career plans
4. Undertake **solidarity actions**





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