InflectionHR®

DATASHEET

Talent Acquisition Solution

Effectively source, track, and evaluate talent to build an engaged, high-quality workforce

The recruiting landscape has fundamentally shifted over the past several years. Across industries, the labor market has become more candidate-driven, creating greater competition among employers to attract and retain top talent. Filling open positions in a candidate-driven market takes longer and costs more, putting increased pressure on recruiters and hiring managers to find qualified candidates without compromising time-to-hire and cost-to-hire goals. Given these challenges, it's no wonder organizations are optimizing their recruiting and hiring practices to drive better results.

Our talent acquisition solution helps your organization source, track, and evaluate quality talent so you can build an engaged, high-performing workforce more efficiently and cost effectively. This powerful solution automates and streamlines recruiting and hiring processes to support a paperless human capital management (HCM) environment. It provides a positive candidate experience that makes it easy for candidates to provide information, search for jobs, and apply online. And because the solution is part of our single, unified HCM platform, applicant information flows seamlessly into the employee record upon hire for reduced administrative effort and a single source of truth.

Simplify job requisitions and candidate sourcing

Our talent acquisition solution makes it easy for human resources (HR) professionals, hiring managers, or recruiters to create both internal and external job requisitions with the appropriate approval workflows. The solution walks you through the process of defining the number of openings available, pre-populating the job description and requirements from the job record, and editing the text, if needed. You can sort job requisitions into date order and monitor approval status to help keep the recruiting process moving forward.

With premium job board integration, powered by eQuest, your organization gains single-source access to and control of job listings with fee-based sites such as Monster and Indeed, allowing you to source, track, and redirect candidates to your career site for application. You can also post listings to more than 8,000 free job boards to expand your candidate reach. What's more, you can use heat maps to better understand characteristics about your existing workforce, such as turnover, and focus recruiting efforts on best-fit candidates.

Key Benefits

- **AUTOMATE RECRUITING PROCESSES** to eliminate paper, streamline administration, and drive efficiency
- **CREATE JOB REQUISITIONS** with automated approval workflows and gain at-a-glance visibility into applicant status
- **PROACTIVELY SOURCE CANDIDATES** by posting job listings to your career website and targeted job boards from one central location
- **FOCUS ON BEST-FIT CANDIDATES** by asking pre-screening questions in online applications and leveraging data about your existing workforce to make better hiring decisions
- **DELIVER A GREAT CANDIDATE EXPERIENCE** that reinforces your employer brand while making it easy to search for jobs, upload resumes, and apply online
- **OPTIMIZE PRE-HIRE ENGAGEMENT** by sending automated notifications and configurable email communications to applicants

Deliver a positive candidate experience

Attract top talent by delivering a positive candidate experience that sets your organization apart from other employers. Our talent acquisition solution enables your organization to create a careers webpage that reinforces your corporate brand while making it easy for candidates to search for jobs, upload resumes, and apply online. Applicants can easily navigate configurable job applications — in their language of choice — with standard or custom fields that can be optional or required. You can even include customized messages to help guide candidates as they complete the online application process.

Resume-parsing tools streamline the applicant experience by pulling key data, such as contact information, relevant skills, work history, and educational background, from the candidate's resume and auto-populating the job application. Candidates may also choose to auto-populate the application from their LinkedIn account.

Our talent acquisition solution also streamlines the process of qualifying applicants to help improve time-to-hire and cost-to-hire metrics. You can include configurable pre-screening or knockout questions that allow recruiters to define questions that can eliminate an applicant from consideration for an open job requisition, as well as define when an applicant who was knocked out can re-apply.

Mobile optimize the candidate experience

Today's candidates expect a job-seeking experience that is simple, convenient, and optimized for mobile. With talent acquisition, you can enable candidates to search, view, and apply for open positions directly from their mobile devices.

Track applicant status to optimize hiring results

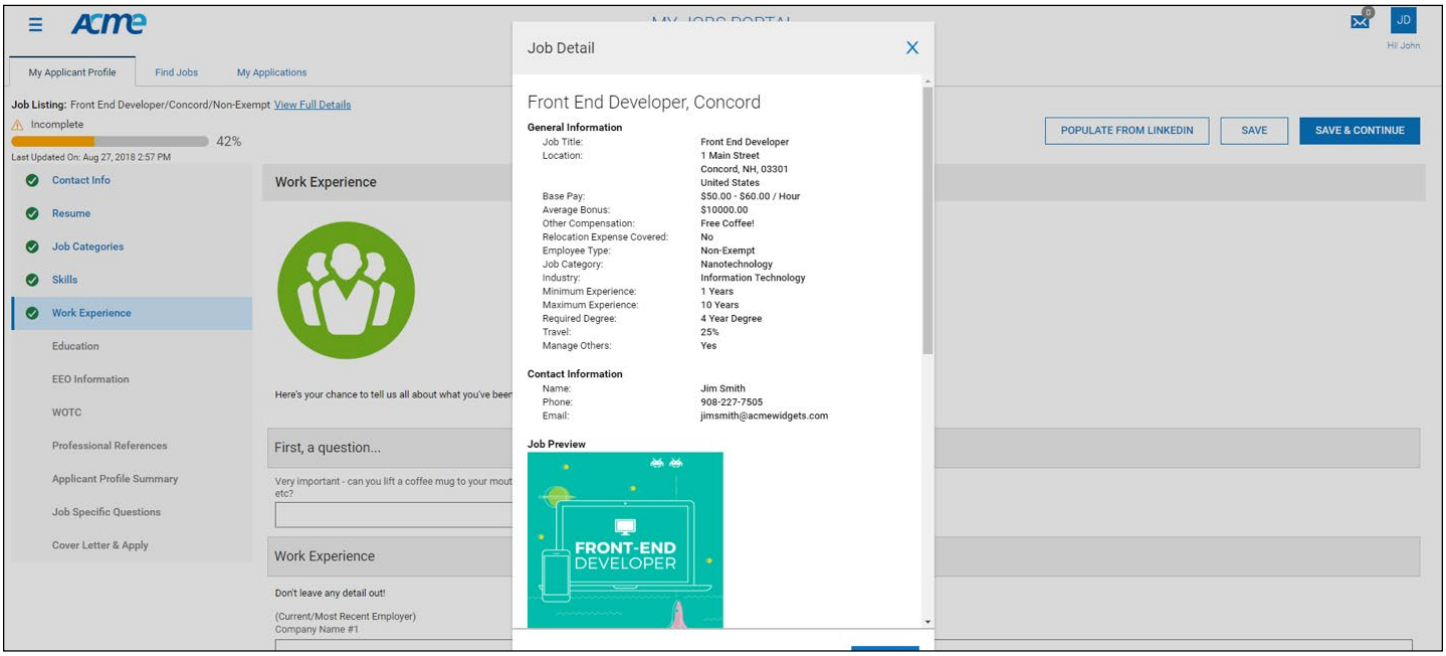
Our talent acquisition solution helps you define, track, and manage stages or steps in the hiring process. The solution offers 10 hiring stages by default, but you can edit, delete, or add stages to meet organization-specific needs. Configurable dashboards make it easy to visually monitor applicant status at a glance. You can track applicants by hiring stage and last completed step and view lists of new applicants by day, week, or month. The solution provides visibility into all applicants on a single screen — with the ability to filter by location, job skill, or other criteria — to help you identify best-fit candidates for a specific site or position.

You can send automated notifications to candidates to confirm receipt of their online application. Configurable email templates make it simple to communicate with candidates, keeping them informed and engaged every step of the way. iCalendar integration simplifies the process of scheduling candidate interviews, while the ability to track notes throughout the recruitment process helps improve collaboration and drive more informed hiring decisions.

Seamlessly integrate with our HR solution

Maintaining multiple, disparate sources of employee information can result in data inconsistencies and increased administrative effort. Because our talent acquisition and HR solutions are part of a single, unified HCM platform, you can count on a smooth and seamless transition from the recruiting phase to hiring and onboarding.

Selecting the "hire this applicant" option in the talent acquisition module automatically triggers a workflow that moves all applicant information and associated documentation — from reference and background checks to WOTC status and offer letters — into the new employee record within the optional HR module. That way, you can easily maintain one centralized employee record to eliminate duplicate data entry, reduce reporting complexities, and provide access to a single, reliable source of truth.



Improve the candidate experience with an engaging applicant portal that not only reinforces your employer brand from the start, but also makes it fast and easy to search for and apply for jobs online. As part of the job search page, a convenient search box offers "smart search" for predictive search of available jobs, and job panel views provide easy views of job listings and full details.

The single employee record reduces reporting complexity and allows you to track traditional recruiting metrics as well as longer-term success metrics that measure tenure and performance. Reporting from a single source — using data that's updated in real time — allows you to take action based on current, accurate data as opposed to legacy-latent data that can lead you to the wrong conclusions.

Make better hiring decisions with smart, efficient tools

Bad hires can have serious implications for employers, including revenue and productivity losses as well as employee morale challenges. Whether your hiring needs are high-volume or requisition-based, our talent acquisition solution provides the comprehensive, easy-to-use tools you need to find, track, and qualify best-fit candidates for both salaried and hourly positions — even across multiple sites. The solution helps drive new levels of efficiency across your recruiting processes for reduced costs, improved decision making, and better business outcomes.

Discover the our HCM solution's advantage

Our HCM solution delivers a single, unified platform with a full suite of applications that embraces your entire workforce with end-to-end employee lifecycle management. This powerful yet easy-to-use HCM solution integrates HR, time and attendance, payroll, scheduling, and more on a common platform with a single, consistent source of employee data. Our HCM solution addresses the needs of today's diverse, multigenerational, and mobile workforce by effectively bridging the salary/hourly divide. Automated tools streamline processes and provide a more efficient way to manage and nurture employees. At the same time, single-source access to real-time employee data helps managers drive productivity, increase employee engagement, and make more informed decisions for better business outcomes.



Configurable dashboards provide visibility and access to recruiting and hiring information — sourcing strategies, applicant pools, job requisitions, active candidates, and more — all from a single screen.