

Whether it is done through recruitment or internal movement, the most competitive companies are those who can get the best resources where & when they are most needed.

PeopleNet Recruitment is a quick & flexible system that uses state-of-the-art technology to simplify the selection process. It also adds functionality to tasks & processes in order to attain optimum organizational development.

HR Area

- Create new job openings & manage vacancies via Manager Self-Service (MSS).
- Monitor all stages of the process, from the notification of a vacancy, first interview, selection tests, result assessment, candidate acceptance, hiring & induction process.
- Process automation & management of runtime tasks.
- PeopleNet's role-based workflow guides the flow of the recruitment process.
- Budget Management.
- Create external, internal & mixed processes.
- International mobility management.
- Vacancy management by process.
- Automatic process publishing in external jobsites.
- Interview, tests & offer tracking.

➔ MONITOR ALL STAGES OF THE RECRUITMENT PROCESS

- Monitor both internal & external applicants.
- Resumes can be received via electronic mail (in pdf, word,...).
- Possibility to enter the resume information manually or via OCR tools.
- Documents attached to the applicant can be stored & made available through the employee dossier.
- Capacity to detect key words.

➔ GET QUICK & EASY ACCESS TO INTERNAL & EXTERNAL CANDIDATE DETAILS



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- Applicants/employee resumes may be analyzed using different criteria such as skills, education, professional experience, test results, sector of activity or job requirements.
- Use full-text or logical operators to search the document repository.
- Combined search: by criteria &/or free text in companies own information or in combination with information accessible from external providers.

➔ MEASURE THE ADAPTABILITY OF CANDIDATES

- Identify, plan & budget future recruitment processes.
- Analyze the cost-effectiveness of recruitment processes, external recruitment resources, as well as statistics & ratios such as the n° of applicants hired or rejected.
- Costs linked to the process &/or to the candidates may be analyzed in terms of time & money.

➔ ANALYZE THE COST-EFFECTIVENESS OF RECRUITMENT PROCESSES

Managers

- Define & open vacancies to cover a job/position.
- PeopleNet allows managers to control the state of the vacancies in a recruitment process & gives immediate & accurate information on the number of opened, closed or pending vacancies at any time.
- Get quick & easy access to internal & external candidate details.
- Tasks such as arranging an interview or evaluating a candidate can be routed to relevant managers or individuals in the organization.

➔ RESPOND FASTER TO VACANCY REQUESTS

Employees

- Access to internal published vacancies.
- Internal mobility request & process follow-up.

➔ PROMOTE INTERNAL MOBILITY

Mobile users

Management of messages

- Forward e-mail or sms communications to applicants: acceptance, interview arrangements, rejection, training, etc.
- Acceptance responses.

➔ EFFECTIVE COMMUNICATION MANAGEMENT

Applicants

The Jobsite

- View information regarding job opportunities & selection processes within the company.
- Register to on one or more job vacancies.
- Registration & sending the resume via e-mail.
- Access to resume data for continuous updating.
- Track application status.
- Access to knowledge, language & skills tests, in order to learn about the candidate's profile.

➔ MULTIPLY THE NUMBER & QUALITY OF CANDIDATE RESUMES THROUGH COLLABORATIVE JOB-SITE PUBLISHING

Service Providers

- Advertise vacancies through PeopleNet in external job sites.
- Search applicants on different criteria in external job sites.
- Forward specialized auto-evaluation tests to applicants.
- Access to test results by the HR Manager or Officer.

➔ SMOOTH THE ACCESS TO SERVICE PROVIDERS