

EVOLVIEW

EXECUTIVE BRIEF

Exceed Goals, Reduce Costs with a Streamlined Recruiting Platform

BY NAGARAJ NADENDLA



If you are a hiring professional, odds are your “wish list” looks something like

this: I wish the best candidates would

automatically rise to the top of the

heap. I wish I was certain we were only

hiring people who will perform well and stick

around. I wish I only spent time evaluating and

interviewing the best candidates. I wish I could

hire the best people before they take another

job. I wish I didn't have to do all these resume

reviews and phone screens. I wish I was sure

that I'll hit my hiring goals...

Nagaraj Nadendla has over 20 years of enterprise software experience, having architected and built business intelligence, workforce automation, CRM marketing, contact center and sales force automation platforms for Fortune 500 companies around the world. Nagaraj is currently the Chief Technical Officer and EVP of Products for Evolv and can be reached at nnadendla@evolvondemand.com.

For more information, visit www.evolvondemand.com or call (866) 971-4473.

Even when utilizing point solutions such as applicant tracking systems and pre-hire assessments, operational inefficiencies, human subjectivity and uncertainty still rule the day. If the pre-hire tests are static, dated and generic, what assurance can you have that it works for you? And if you have automated elements of your process but are not evaluating the right people, aren't you just getting to the wrong place a bit faster?

Empower front-line recruiters to hit their hiring targets more consistently, and predictably. Allow HR managers to deliver results (e.g. quality hires, full training classes) to their business partners, such as the training and operations teams. Enable HR management to cut costs and reduce the variability in workforce quality by focusing on value-add initiatives rather than answering questions on what went wrong.

Imagine a streamlined, web-based recruiting platform specifically designed for the mass-hourly hiring professional. Now go back to your wish list. What would the ideal platform have?

- Candidates pre-screened and sorted for fit/eligibility, before the first recruiter interaction
- Automated, up-front voice capture of 2-4 minutes, eliminating phone screens
- Standardized behavioral interview guides, highlighting risk areas and recommending behavioral questions for in-person interviews
- An integrated, automated feed of performance data to track how new hires perform and how long they stay

Now add these to traditional features such as streamlined job postings, automated scheduling of interviews and mass communication tools.

A client of mine was looking at a ramp of 500 hourly employees over the course of 16 weeks. Previously, they had never been able to complete a ramp of this magnitude in such a short time. However, with the efficiency gains and intelligence realized from leveraging an end-to-end platform like the one described above, they were able to not only successfully complete the ramp; they did it two weeks ahead of schedule. And not only that. These

hires went on to be over 9% more productive and improved first 60-day attrition by nearly 50% relative to historical baselines.

Subsequently, this company has been able to introduce value-add programs, such as participation in the Great Place to Work Institute, in order to improve workplace morale and productivity. This time had previously been spent on tasks such as reviewing resumes,

performing phone screens, interviewing poor-fit candidates and scrambling to replace early quits and no shows.

Reduce the time and cost to hire and the financial (and competitive) damage of poorly performing talent and people who don't stay in their jobs. By leveraging an intelligent, streamlined platform, you can empower your people — at all levels — to hit their annual goals and achieve collective success. ■

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About Evolv

Evolv is the leader in on-demand Talent Intelligence solutions, enabling enterprises around the world to systematically improve their operations, brands and bottom line through superior talent. Not only that: both employees and employers enjoy a better job match, improving day-to-day satisfaction. Clients benefit from a world-class combination of selection science, analytics and continuous improvement that translates disparate data into actionable business intelligence, identifying more productive talent that stays longer. Employees benefit from the satisfaction of excelling at jobs well suited to them. Evolv delivers data-driven certainty and custom-configured solutions that easily integrate with existing workforce solutions such as applicant tracking systems. Visit www.evolvondemand.com or call (866) 971-4473.