RECRUITMENT SOFTWARE TOOLS IN ENHANCING HUMAN RESOURCES MANAGEMENT EFFICIENCY

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The importance of automation of HR functions

- HR software streamlines the modern workplace and set new company standards;

- Automation of the HR functions improves the efficiency of the business;

- The consequent tasks of pre-selection, recruitment, hiring, onboarding, releasing, organizing time shifts, compensation and benefits can be all automated.;

- AI for the recruitment tools is a fundamental category of the HR technology to reduce redundant tasks and especially manually prescreening;

HR Recruitment Tools

- HR software provides the most important factors – **keeping employees data safe, accessible, and reliable.;**

- HR tools provide integration with variety of mobile applications and browsers which complete the whole HR circle – from pre-screening to hiring and retention of people;

- Applicant Tracking Systems are may be the most popular recruitment software adopted in the business - almost 90 % of the large companies and 70 % of small and medium businesses use ATS.

HR Recruitment Tools

- **Testing and assessment tools** - 57 % of the companies use preliminary assessment tools to assess the skills and knowledge of the applicants. Technical assessment is a common practice in the recruitment process of software developers;

- **Recruitment CRMs** - Recruitment CRMs gain popularity with the rise of recruitment marketing and this tool becomes fundamental for attracting, engaging and hire candidates;

- **AI -** AI for recruitment is the implication of artificial intelligence which is automating some part of the recruitment process especially redundant and highly- repetitive tasks;

- **AI** prescreens and make a shortlist of applicants by using and analyzing the information from variety of sources – CVs, assessments results and performance analysis;

Advantages and disadvantages of using recruitment software tools

Advantages of using recruitment software tools

-Increase the social reach;

-Saves time in performing and tedious and repetitive tasks;

-Improves communication;

- Allows streamlined data collection;

-Provides full automation to the recruitment process;

-Keeps candidate's information organized;

-Significantly improves the quality of new hire through standardized job matching;

-Improves business sourcing strategies;

Disadvantages of using recruitment software tools

- May face unconscious biases;

- Could filter out good candidates;

- Reports some technical difficulties;

- Recruitment software tools requires a lot of data;

- Lack of trust and skepticism of new technology implementation

Conclusion

The HR software ensure all necessary legal steps are taken and offers the read and accept options to protect all employees;

Most of the HR software could analyze raw data to verify projections;

The technology like AI and augmented reality is designed to optimize and automate some parts or the overall process of recruitment workflow;

Recruitment software is automating huge number of tasks and significantly improves the quality of new employees by standardizes hiring model.

Artificial intelligence and augmented intelligence will enhance the recruiters being more proactive and self-driven, will better define candidate's culture fit and improves the quality of new hires

Thank you for your attention!