# Applicant Tracking Systems Streamlines the Hiring Process

by Edmund Brunetti

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For both the applicant and the hiring staffing company, obtaining a position or hiring talented staff is a tricky gameâ€”roll the dice and see how far you get.

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Thereâ€™s always that awkward time between when the applicant applies and he or she interviewsâ€”which is usually followed by an even more uncomfortable period of time during which he or she waits. On a black and white game board, there seems to be a lot of gray areas. Shouldnâ€™t it be as simple as a yes or a no? A "youâ€™re hired" or "no thanks?"

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In the recruiting process, an applicant tracking system can ensure that staffing companies do not pass up quality staff. The system will also ensure that they donâ€™t play gamesâ€”or that if they do the rules are changed.

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The system allows staffing firms to post open jobs to a career page, screen applicants, share applicants with hiring managers and gather feedback from interview teams, among other time-saving features.

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Applicant tracking software is designed to streamline the hiring process. Applicants upload their resume and by using keywords, firms can view which applicant best fit each job opening with the simple touch of a button.

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Typically, interviewers select candidates that they think look good on paper, and they end up asking the same questions to every candidate and repeating the companyâ€™s bio like a broken record. The interviewer tells the interviewee what they need or want to know, without knowing if they will ever need to know it again. Itâ€™s a process.

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Applicant tracking, however, means that the interviewers know that the interviewee is not only qualified for the position, but also know how well (usually by percentage) the applicant meet the qualifications. This means staffing companies no longer need to waste time on people who they would never hire and those people are not forced to be a game pawn.

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Typically, the software numbers applicants from the most-qualified to the least qualified. This means that companies do not even need to look through applications of unqualified people. In this way, and others, it decreases time to hire and ensures that the right people are on the job faster.

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It also allows staffing companies to showcase their best talent first and decreases turnover, both of which will likely result in repeat business for the company. Other advantages include decreased costs and bigger tax credits.

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Respect time, customers, and applicants by using Â applicant tracking software. Itâ€™s a game changer.

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