Recruitment Companies - Processes

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Nowadays there is no such thing as the hiring season. Hiring is an ongoing process throughout the year accelerated by recruitment companies. All over the world, these hiring firms contribute significantly to the surging economies of their respective companies. These recruitment agencies in turn function as separate entities with self-made and self-efficient policies. Such organizational set-up definitely calls for a process oriented work model, which is what we are going to discuss here. The various processes implemented are detailed below.

Pre-screening

This process is self explanatory in its name, where the selected candidates are screened at the hiring agency for their skill set. These screening processes include technical tests, first level interviews and background checks. These preliminary tests are inclined towards eliminating candidates with forged curriculum vitae as much as possible. This is one of the basic processes implemented in all hiring firms.

Advertised recruits

Writing apt advertisements to attract the correct the right talented candidate is in itself an art. The two risks involved in writing bad advertisements are that they may not communicate properly in order to attract the right candidate or that they may attract the wrong candidate who thinks that he / she fits the given description. In order to eliminate these risks, this process is utilized.

Strategic Hiring

In this type of hiring, the business requirements, resource requirements are collected and analyzed to zero-in on the areas where new talents have to be procured. The deciding factors in freezing the job profiles are the respective skill sets, attitude requirements, demographic placements, industry or domain involvement and salary negotiations. Depending on a mutually agreed number of vacancies, optimized staffing cost and contingency plans are discussed.

Turnkey recruitment process

This process is initiated when there is a requirement to hire a large number of employees. This could potentially happen when the client plans to expand his client base after accepting to execute newer projects. Another potential scenario could be when the client plans to start a new department that requires hiring across all levels, right from the top management level to a junior or entry level candidates.

Resource mapping and process analytics

This type of recruitment is more about data, statistics and comparison analytics of the clientâ€™s firm with their competitorâ€™s company. The hiring team consists of highly qualified experts who consolidate data collected from the client on the companyâ€™s projects, teams, managers and organizational processes. This data is analyzed from various view points and the areas of improvement are identified within the organization. The same is compared with that of the hiring process of the competitorâ€™s firm on a regular basis that in turn results in continuous improvement and meets quality

standards.

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