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Applicant Tracking Systems: High in Demand by Roger Lopez

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An Applicant Tracking System (ATS) was developed to keep track of all the records which help organizations to manage their recruitment processes. In companies, the recruitment process has now become electronic and thus companies are trying to make more and more use of ATS to enable the electronic handling of recruitment demands for example submission of online job descriptions and automatic response to the achieved application forms.

Intrinsically, many organizations use this software to recruit permanent or temporary staff, including Recruitment agencies, Self-governing recruiters, Administrative search firms, Bigger enterprises, Small and medium-sized businesses (SMB). For bigger companies or Small or medium sized businesses, ATS are generally managed by Human Resource of an organization. On the other hand if the companies do not have any human resource group to manage ATS then these software systems are managed directly by hiring managers who donâ€™t have any technical background.

Why ATS is preferred much in companies?

Applicant Tracking Systems are basically prominent for creating database software at one central location that enables companies to manage recruitment processes. This centralized database can very efficiently and effectively organize curriculum vitaes, rankings of candidates and in fact give a detailed description of every candidate and communicate with managers. Moreover, these tracking systems respond to interviewee in a systematic and well-timed manner.

Letâ€™s say that a company wants to recruit a new candidate in an organization then the HR manager will use this software to create and post job on websites like monster.com or naukri.com. Besides this the company can also find resumes that match the job post on the job boards. ATS will collect them in the database and detect a job that suites the requirement of an organization. Not only this, if the candidate already exists is the database before, then it will exclude those candidates and search for new candidates. Data-mining is performed by hiring managers on the database and thus it establishes a workflow to computerize some of the protracted tasks necessitated to transcribe with all companies.

The inclination towards the tracking systems is increasing in all types of organizations and hence the businesses are being fascinated by Applicant Tracking Systems. In older times, due to management cost and licensing, these systems were too expensive to afford and to implement as well. Consequently, these systems were majorly used by bigger organizations or by large recruiting firms. But now the recent trends have changed and these systems are now high in demand and thus used by all types of businesses.

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Roger Lopez - About Author:
jordan is a article writer who writes about a Applicant Tracking Systems and a application tracking system.For more information http://www.altamirahrm.com/

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