



Talent acquisition software

Modern recruitment agencies use software tools to automate the methods of sourcing, screening, interviewing, engaging, and onboarding talent.

Let us look at how [talent acquisition software](#) can help in recruitment.

Finding candidates

Finding candidates, also called sourcing, is the process of matching requirements with qualifications. Newer talent acquisition software can find many suitable candidates, improving both scale and speed. The accuracy of matching skills to specifications is also much higher. Some studies show that using software tools brings an almost 70% reduction in time taken for screening potential employees

Selecting

[Talent management companies](#) now use good Application Tracking Software (ATS) for candidate management. The software comes equipped with dashboards that report real-time metrics time between posting and ad and filling the position, the ratio of applications to final interviews, and others. These help in improving the recruitment process. Some of these also screen resumes, schedule interviews, and help in different ways to accelerate selection. ATS also helps in talent rediscovery, where the resume database automatically screens candidates who had applied for another role within the company but maybe more suitable for the current vacancy.

Communication

Communicating with candidates, also called engaging, is taken care of by new technology by using CRM and employer branding platforms. Even if they are not hired immediately, these tools will move them into an identified talent pool that may be accessed later. Some [recruiting apps](#) use chatbots to engage with candidates by answering queries, giving information about the vacancy, and taking them through the recruitment stages.

Employee orientation

New hires are typically taken through an induction program to orient them to their new company's policies and familiarize them with the organization's structure. The software tools used could be online seminars and tutorials.

Talent acquisition software is a game-changer in Human Resource Management practices.

For Original Post: <https://globalstaffingconsultant.blogspot.com/2021/04/talent-acquisition-software.html>