// MAKE RECRUITING AND HIRING A COMPETITIVE ADVANTAGE

Don't Just Level the Playing Field. Tilt It in Your Favor.

THE CHALLENGE

In a recent survey of Inc. 5000 executives, 42% stated that hiring an effective workforce is a challenge.[1] Hiring the right people for a growing small- to medium-sized business (SMB) is hard work, but it is crucial work. Correcting a hiring mistake is always more expensive than picking the right person in the first place.

However, it is not just internal mistakes that make hiring a challenge. SMBs have to fight the talent war against large corporations that have 1) brand name recognition, 2) more resources, and 3) the ability to offer more significant salaries and perks.

Also, the way people work is rapidly changing. The specialization of talent, the new freelance economy, the automation of many entry-level jobs, and the emergence of artificial intelligence-driven tasks all have implications for your company. Therefore, HR must respond in new ways to recruit today's modern workforce.

If these issues sound familiar, continue reading to learn ways to make the hiring process less challenging.

[1] Oracle Corp. and Inc. Media, "The Talent and Tech Driving America's Fastest-Growing Companies," (2017), oracle.com.

THE SOLUTION

INVEST IN A SYSTEM THAT'S DESIGNED FOR THE FUTURE— ORACLE TALENT ACQUISITION FOR MIDSIZE CLOUD

Oracle Talent Acquisition for Midsize Cloud is an all-inclusive platform that helps SMBs reach/hire hard-to-find talent, onboard them, and get them productive quickly. It combines simplicity along with powerful, innovative sourcing technologies (packaged in an employer-branded, candidate-centric experience) to help growing companies efficiently find the right talent and make the job application experience quick and easy—from any device.

Oracle provide advanced screening tools (to help hiring managers/ recruiters quickly identify top talent), and productivity-boosting features like interview scheduling management and online offer letter creation. The goal? To remove bottlenecks and speed up the hiring process, so that no one is "snatched away" by a competitor.

Streamline and automate the entire onboarding process by moving it online. New hires quickly complete necessary documentation using configurable portals. Rich media content and integrated compliance, along with role-based training, increase engagement and reduce time to productivity.

Finally, powerful analytics and reporting capabilities provide crucial insight into the entire talent acquisition process. Company leaders know the strength of their talent pipeline, where top candidates are coming from, and how much it costs to hire new people. This information keeps the recruiting team's productivity on track as hiring needs fluctuate.

ORACLE®

5 STATS TO HELP YOU SUCCESSFULLY RECRUIT STAR CANDIDATES

68%
of companies that are attempting to hire full-time staff are experiencing difficulty.[2]

89%
of candidates believe a mobile device is an important tool for job searching.[3]

86%
of people, who are in the first 10 years of their career, will use social media in their job search.[3]

2 out of 3
organizations claim to have difficulty promoting employment on social media.[3]

62%
of HR leaders say that small recruiting teams and limited budgets are their top challenges.[4]

STEP-BY-STEP GUIDE TO RECRUITING

WRITE a job description that depicts the ideal candidate

PROMOTE the job opening (source online, network, leverage recruiting firms, etc.)

REVIEW resumes and vet candidates

SHORTLIST candidates

INTERVIEW candidates and gather feedback

VERIFY work eligibility and conduct background /reference checks

SELECT candidate and make job offer

FOLLOW-UP with written offer

AGREE on start date and begin onboarding process with internal stakeholders

3 QUICK TIPS TO CREATE AN EFFECTIVE CANDIDATE SHORTLIST

CV

Shortlist

1. Determine the number of candidates you want to interview
2. Create the shortlist in stages; start with required skills/experience and work up to competencies that would be real value-adds
3. Be flexible, but stick to the criteria laid out in the job description

[2] Jen Schramm, "Survey: Qualified Workers are Hard to Find," *SHRM Blog*, HR Magazine, June 1, 2016, shrm.org.
[3] Glassdoor, "Top HR Statistics: The Latest Stats for HR & Recruiting Pros," glassdoor.com.
[4] LinkedIn, "Global Recruiting Trends 2017," (2017), linkedin.com.

ORACLE®

ORACLE TALENT ACQUISITION FOR MIDSIZE CLOUD: VALUE PROPOSITIONS

Succeed in This New, Competitive Talent Environment

You need Oracle Talent Acquisition for Midsize Cloud, if you:
1) are struggling to attract and hire quality talent
2) have manual processes that are slow and inefficient (costing you interested candidates)
3) have no visibility into your hiring process (to make the process better)

Oracle Talent Acquisition Cloud provides the features you need to:

>> Find the right candidate faster

>> Accelerate the hiring process

>> Provide that crucial positive first impression

>> Meet all applicable regulatory requirements

>> Eliminate manual and paper-based processes

>> Measure and report on the business impact of the recruiting process

GET GOING, GET BETTER,
GET AHEAD
WITH TALENT-CENTRIC HCM

LEARN MORE ABOUT ORACLE TALENT ACQUISITION FOR MIDSIZE CLOUD.
REQUEST A DEMO >>

ORACLE®