Peopleclick RMS

A Recruitment Management System for total workforce acquisition

The Internet has irrevocably moved hiring into a high-speed environment that keeps recruiters scrambling to get the best candidates. Human resources and recruitment professionals are beset with challenges such as:

- Lengthy requisition approval processes
- Thousands of resumes for a single requisition
- Inability to track candidates in the pipeline
- No way to measure and control the hiring process or its effectiveness
- Difficulty finding the best sources for minority candidates
- Failure to identify and develop internal candidates
- No capability to proactively manage diversity

What if there was a software solution that could help you build and retain a higher quality workforce and gain crucial visibility into the entire hiring process? What if you could always find the right person, at the right time at the right cost? This concept is known as Total Workforce Acquisition – and Peopleclick Recruitment Management System (RMS) is a cornerstone of the solution.

Peopleclick RMS enables you to consistently attract top talent to your organization and never lose another leading candidate. RMS is web-based software that automates, tracks and reports on the entire hiring process, enabling you to:

Build and retain a higher quality workforce – Effective talent acquisition requires creation of efficient and consistent processes. RMS is a sophisticated, workflow-driven application that brings top-tier talent to immediate and actionable attention every step of the way.

Integration with numerous Internet job sites and the ability to create customized candidate sites enhance the overall candidate experience and build a positive corporate image.

By building a single talent database, RMS promotes integrated sourcing for internal and external candidates. This allows employees to advance their careers within the organization and improves retention. It also allows recruiters to determine the best sources of candidates with particular skills or diversity characteristics.

Seamless integration of people, processes and systems using RMS improves recruiter productivity and helps you acquire the workforce you need to meet strategic corporate goals.

Gain visibility – Business intelligence is the foundation for smart and timely decision-making. RMS provides customizable reports and dashboards to give you unprecedented insight into recruiting statistics and hiring data.

The application interface can be tailored according to role, giving recruiters, managers, HR staff and others access to the information they need to do their jobs most effectively. Recruiters can track their candidates through each phase of the process, and communicate frequently and consistently.

RMS uses advanced analytics and reporting to measure the effectiveness of recruiting and hiring processes. This insight into key performance indicators is an important step toward optimizing performance and maximizing productivity.

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The Application Service Provider (ASP) Approach

Peopleclick delivers the RMS system using an Application Service Provider (ASP) model where applications and data are stored at a state-of-the-art data center. Customers access the application remotely over secure, high-speed connections. The web-based architecture allows for rapid implementation of new components and upgrades, while eliminating the burden on corporate IT departments. The solution interfaces with HRMS systems and utilizes XML technology for seamless data exchange with other enterprise applications.

Global Access and Collaboration

Centralized access means that distributed enterprises can share the same data across geographies and time zones. Recruiters can easily collaborate with hiring managers and preferred suppliers, no matter where they are located. Global support is available with multiple language and localization capabilities.

Total Workforce Acquisition

Total Workforce Acquisition (TWA) is a strategic and proactive human resources solution that incorporates salaried, hourly and contingent workers into one diverse talent pool, integrating all workforce-related processes and information, and allowing organizations to efficiently identify and place the best candidate.

TWA addresses the ongoing staffing challenges of sourcing, compliance and retention while delivering tangible contributions to corporate goals such as diversity, competitive advantage, stakeholder value and return on investment.

Peopleclick delivers a complete Total Workforce Acquisition solution that enables HR organizations to take a holistic view of their talent acquisition goals and work in a way that directly ties into corporate strategy. Peopleclick RMS streamlines and standardizes processes for effective talent acquisition and maximum organizational success.

To find out more about putting Total Workforce Acquisition solutions to work at your organization, visit Peopleclick at www.peopleclick.com.

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