



Employment

Employment administration is a big challenge for Human resources department. HR.net provides the most important – finding the most suitable candidate for an open job position.

Typical situation

Employment business process, despite its complexity and importance, is rarely supported with modern IT based solutions. At best, usually those are ad-hoc Excel databases – spreadsheets which do not provide complex retrieval and typically they are not connected to other business processes.

Large number of candidates, already in administrative aspect, presents a significant pressure on employees, so even simple operations such as sending an email notification to a candidate are wearying and take a lot of time to complete.

Managers are given hundreds of detailed CVs which they cannot read or analyze along with their current everyday activities. In the end, the quality of the process of hiring the best job candidate is in question.

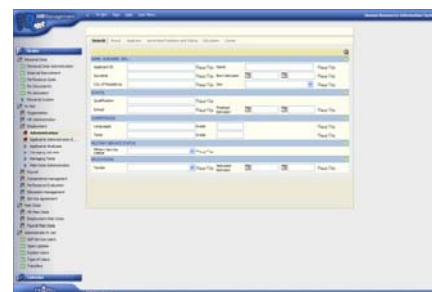
Solution

HR.net employment module covers the whole process of employment and is an integral part of the HR.net Human resources and compensation system which provides an optimal way to distribute particular business processes towards responsible persons in an organization.

Processes, such as opening a new job position, tender planning, internal and external employment, candidate applications, invitations to testing and testing itself, together make up a foundation for successful selection of the best candidates.

It is very important to intensively analyze job candidates who have passed the testing process and potentially can be hired for other job positions which require their skills, abilities and knowledge or to analyze all tenders to which particular job candidates have applied.

Employment analysis, analysis of internal, external and whole fluctuation of employees to are prerequisites for decision making and planning, not restricted only to departments directly focused on employment business process.



HR.net – candidate administration

Major advantages

- Extensive candidate data
- Integral part of the human resources management
- Covers the whole process of employment
- Ability to define various analysis and information retrieval
- Simple distribution of business process to all relevant colleagues and employees

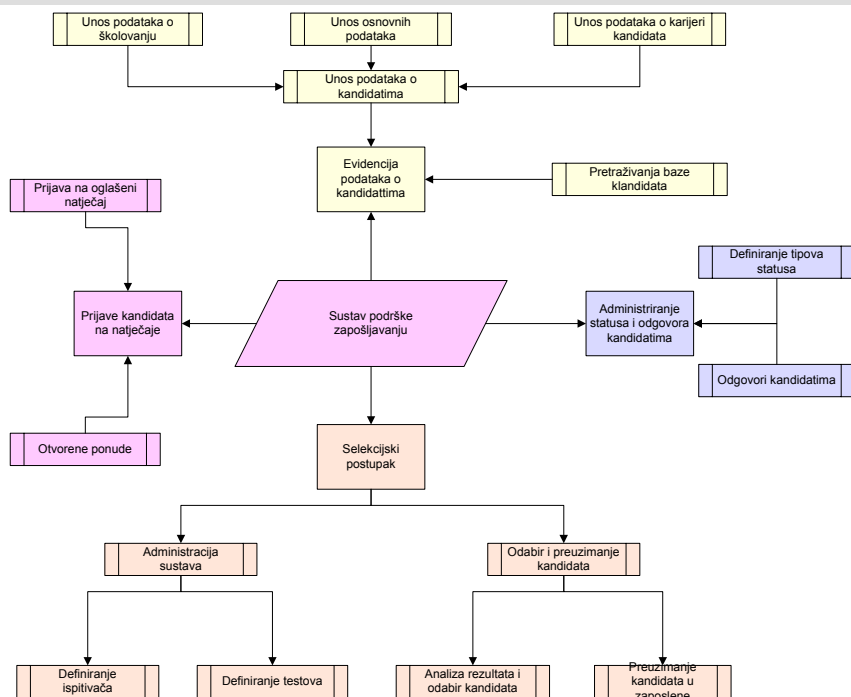
Supported processes

- Planning and opening a tender
- Applying for job using external web site or by manual data input
- Creating predefined documents and answers for candidates
- Defining tests for candidates
- Tracking down candidates using statuses and automatic transfer to employees

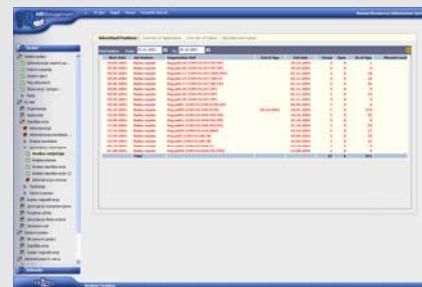


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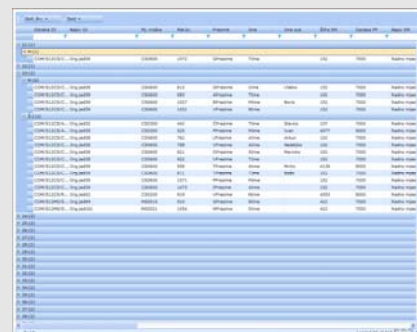
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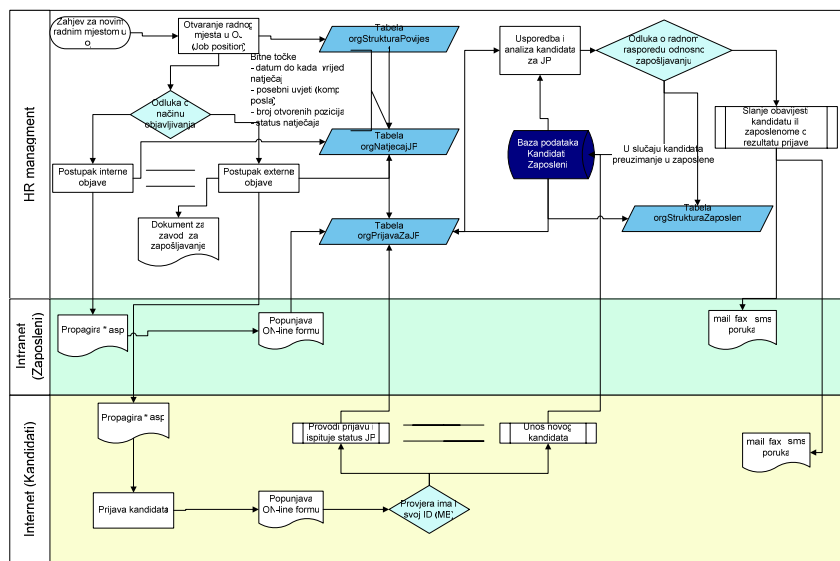
HR.net – employment module scheme



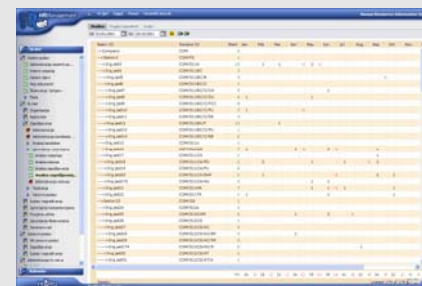
HR.net – tender analysis



HR.net – analysis and candidate retrieval – report generator



HR.net – job tender and candidate selection



HR.net – employment analysis per organization unit and months

Advantages

Employment process is an integral part of incorporated HR.net human resources management and compensation business system. The integration of business processes significantly increases the efficiency of employment process in which actively participate all participants from employment specialists, managers, and candidates to planning specialists.

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