

# Applicant Tracking with Cyber Recruiter

Save Time, Save Money



**VISIBILITY SOFTWARE**  
Employee Focused Software

# Items that Impact ROI and how Cyber Recruiter Compares

ROI Issues/Impacts	Cyber Recruiter Solution
<b>Cumbersome Online Forms</b>	<ul style="list-style-type: none"> <li>➤ Allows for customizable requisitions with ease of resume uploads.</li> <li>➤ Applicant process customized to position</li> <li>➤ Minimum data entry with self service application</li> <li>➤ Intuitive for users and applicants</li> </ul>
<b>Significant Resume Volume (Time wasted on low quality applicants)</b>	<ul style="list-style-type: none"> <li>➤ Monitor and manage incoming resumes</li> <li>➤ Scores applicants allowing prioritization of best applicants</li> <li>➤ CR Inbox offers customizable views to quickly assess incoming applicants</li> </ul>
<b>Managing Paper Resumes</b>	<ul style="list-style-type: none"> <li>➤ Implementation and training sets up user to ensure all applicants are in database</li> <li>➤ Easily scan resumes or upload from file with Cyber Recruiter</li> <li>➤ Eliminate paper Resumes</li> </ul>
<b>Difficulty Searching</b>	<ul style="list-style-type: none"> <li>➤ Point and click search capability using multiple criteria</li> <li>➤ Find best candidates in your database with real time results</li> </ul>
<b>Difficulty Exchanging Candidate Data</b>	<ul style="list-style-type: none"> <li>➤ Email communication with Hiring Managers, Recruiters and Applicants</li> <li>➤ Easily share applicants between various position</li> <li>➤ Automatic reminders to Hiring Managers that are delinquent in responding feedback</li> </ul>
<b>Multiple Hiring Managers</b>	<ul style="list-style-type: none"> <li>➤ Data easily tracked by empowering Hiring Managers access to system</li> <li>➤ Efficiencies in fulfillment and productivity due to tracking and organization of system</li> </ul>
<b>Poor Reporting</b>	<ul style="list-style-type: none"> <li>➤ Report writer created empowering users to access all data real time</li> <li>➤ Easily transferred to Excel</li> <li>➤ Robust Applicant, Requisition and EEO reporting to ensure compliance is achieved</li> </ul>



# Key Impacts to your Organization

Keep these things in mind when creating an ROI for your organization

- Consider all short term and long term impacts to your Organization and to HR independently
- Keep in mind your current time to hire, quality of hire and cost per hire
- Time to hire – the total time it takes to hire someone for a job from the time it posts to when the applicant is hired
  - Longer hire times cause lost productivity and negative ROI
  - Competition may steal candidate before you make an offer
- Quality of hire – how satisfied an organization is with an employee and an employee is with an organization
  - Good hires can enhance overall performance of organization and improve ROI
  - Poor hires can create issues within an organization creating a negative ROI
- Cost per hire – total cost associated with a position. Advertising, testing, posting, hiring, etc.
  - Higher cost create higher negative ROI
  - Insufficient use of advertising and technology can create negative ROI

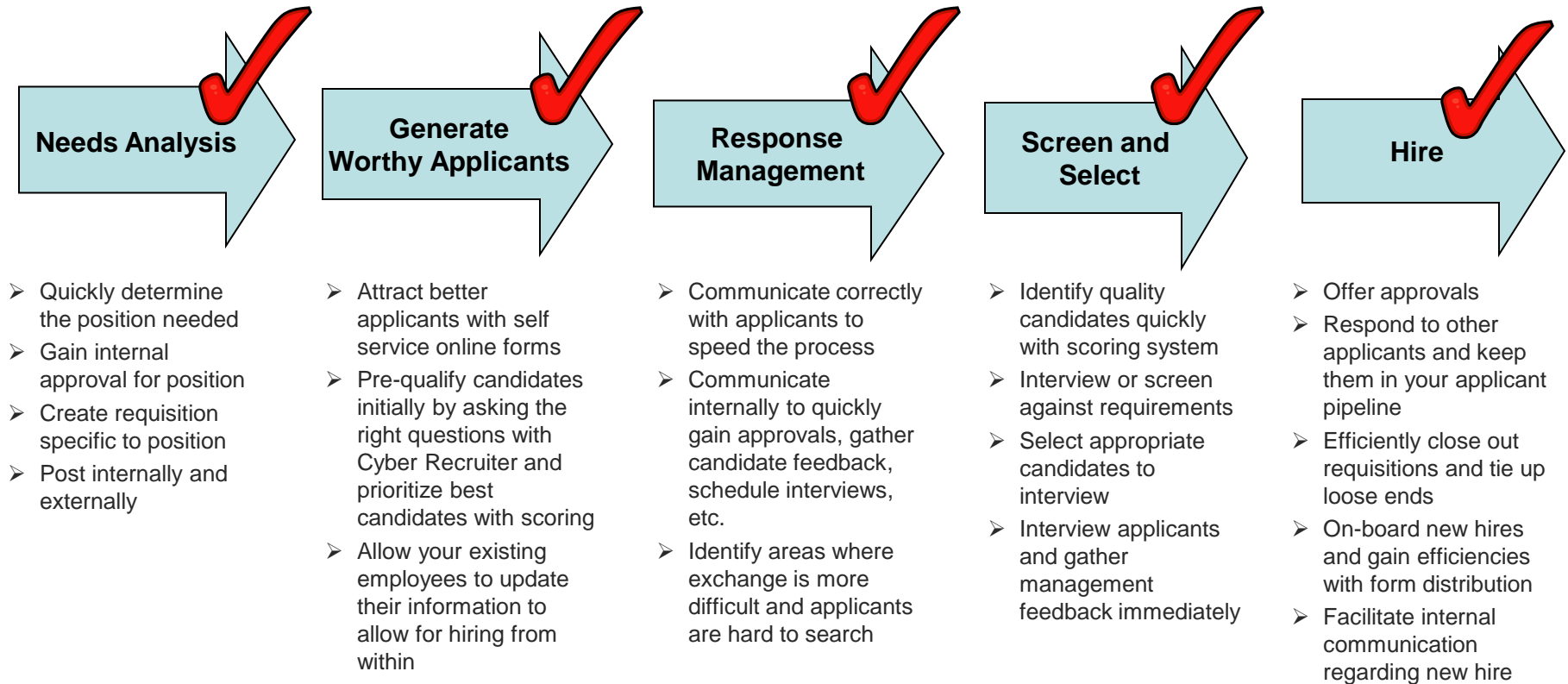


# Key Elements to Consider When Evaluating Recruiting Software

- Evaluation of online forms – self service applications that gather more critical more relevant applicant information
- Large resume volumes stored in one location
- Ability to search resumes more efficiently
- The ability to eliminate paper/fax resumes
- Ease of exchanging candidate information internally
- Ensuring you have captured sufficient data on applicants
- Regular communication with applicants and employees
- Implementation options to provide adequate training for your organization
- Product functionality that fits your organizations needs – don't under-buy, don't over-buy



# Eliminate Bottlenecks in the Recruiting Process



Perform these items with Cyber Recruiter and save time and money

