

Recruitment and Onboarding



Research has shown that 60% of job seekers quit in the middle of filling out online job applications because of their length or complexity and 63% of job seekers will likely reject a job offer because of a bad candidate experience.

With the need for new skills and rising demand for talent, it is vital that organisations provide an engaging and seamless recruitment process.

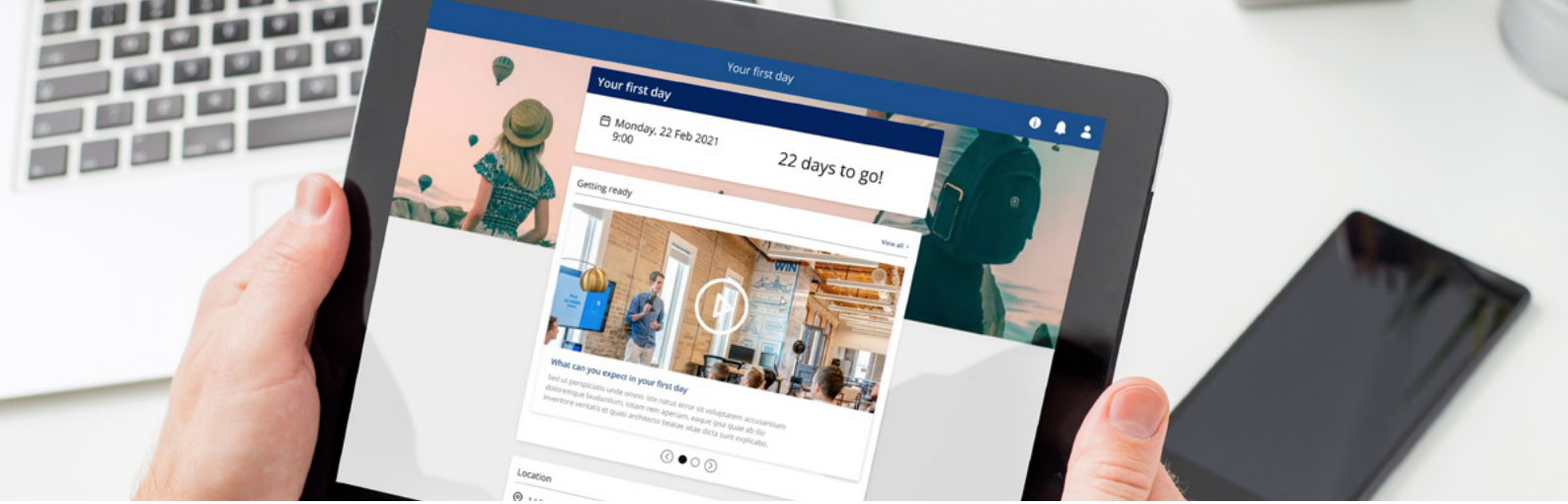
iTrent delivers the tools to attract, develop, support and empower your people, improving the employee experience, increasing workforce resilience and helping you grow the value of your human capital.

MHR's iTrent recruitment module supports the management and administration of the end-to-end recruitment process through centralised, decentralised or devolved campaign management. It automates recruitment processing, allowing valuable talent to be more easily identified and speeding up the total recruitment process – saving time and resource.

Recent research by SHRM, has shown 69% of employees are more likely to stay with a company for three years if they experienced great onboarding, but according to Gallup, findings show only 12% of employees believe their current employer does a great job of onboarding new recruitment candidates.

Couple this with an average cost of replacing an employee can be between 50%-60% of that employee's salary (SHRM), the argument becomes even stronger for organisations to really nail their onboarding strategy.

iTrent's onboarding module ensures new hires are connected to the right content, people, and introduced to the company culture early. It also allows employees to update all their personal details prior to their start date, saving your HR admin team valuable time.



Solving your recruitment challenges

iTrent recruitment and onboarding enables you to:

- Attract and employ the right talent through the collaborative strengths of MHR and Broadbean recruitment - The world's largest network of job boards where you can post to any approved job board through iTrent, at the click of a button
- View live tracking of advert status and responses from within the application including analysis reporting
- Save time and improve user experience for candidates with CV parsing, delivered through a partnership with Sovren
- Increase the accuracy of applicant information by removing the need to re-key applicant data
- Track success rates for all media advertising to identify the most cost-effective methods for finding high quality applicants
- Automate the collection of references and allows referees to complete reference details for applicants quickly and easily via iTrent's referee portal
- Onboard new candidates before their start date, enabling them to hit the ground running – providing productivity from day one
- Engage employees from the beginning, help them feel valued from the start
- CV Parsing, through Sovren integration, gives applicants an option to upload a CV into iTrent's web recruitment, for the document to be parsed and populate corresponding fields on the application form

Your ongoing business benefits:

- Better able to identify, attract and retain talent with the web recruitment allowing the widest possible pool of applicants to be reached
- Increased value of human capital
- Enhanced candidate experience
- Support the mobile workforce by supporting applications from mobile devices
- Work towards closing your skills gap with match and gap analysis compares candidates' skills and qualifications with available vacancies
- Save time, cost and accuracy of HR processes by empowering new hires to update their own personal details before their start date



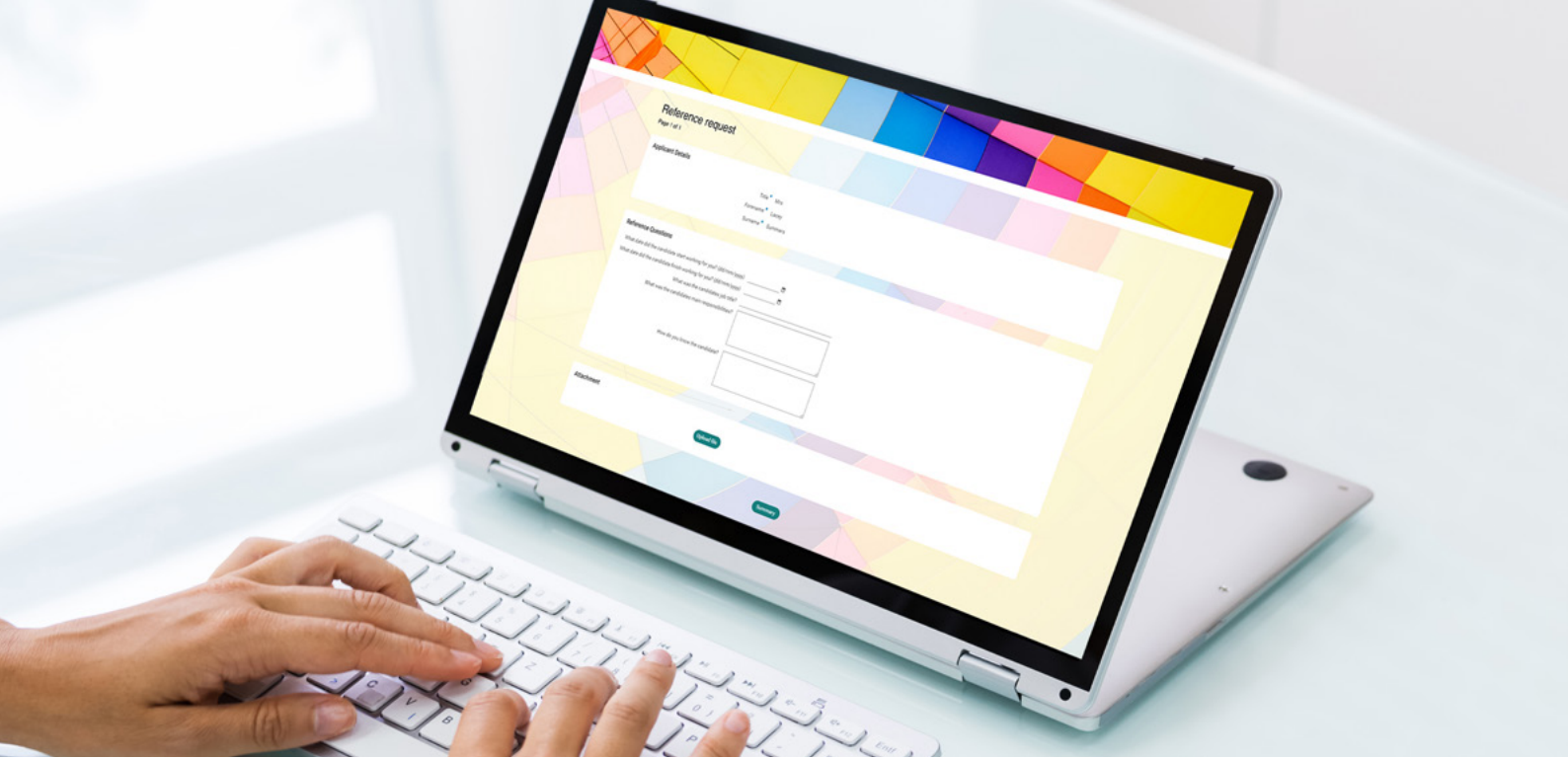
Features

Recruitment

- Campaigns can be used to hold single or multiple vacancies, or more complex multiple vacancy campaigns
- Using the organisation explorer, you can view highlighted vacancies, which are attached to recruit campaigns
- The graphical lifestyle designer allows the user to plot a pre-defined route based upon a simple traffic light system of either progress, on-hold or reject
- Several recruitment life cycles can be defined to represent the variations in vacancy management, including graduate, executive, technical or administrative recruitment
- Linking of applicant details to more than one vacancy is easy, and all details can be viewed on the graphical recruitment summary
- CV Parsing, delivered through a partnership with Sovren, gives applicants the option to upload a CV to be parsed and populate the corresponding fields on the application form with the data

Onboarding

- Employees update all their personal details prior to their start date, saving your HR admin team valuable time
- A checklist ensures all essential tasks are performed, making sure everything is in place for their start date, keeping you compliant
- Onboarding functionality is also available in our chatbot, providing answers to questions they may have and allowing them to update key data
- Configurable to show new hires a welcome message and video countdown to start your first day and get to know us pages and a task checklist, engaging them from the start
- Both managers and new recruits are hand-held through every step of the onboarding journey, ensuring nothing is missed
- The onboarding portal carries the same look and feel as employee self-service, giving employees a seamless, consistent experience



Referee portal

- Automatic request email containing a onetime link sent to the referee requesting the completion of the reference
- Automatic email notification to the Recruiting Administrator or Requisition Manager when a reference has been completed and confirmation email to the referee upon completion

A crucial piece of the jigsaw

iTrent is a modular platform so it is the right fit for your organisation now and you have the confidence that it can support your business as it grows or as your needs change.

iTrent is complemented by MHR's broader service portfolio including access to consulting support through our Digitalisation Consultancy.

Implementation Services, and MHR Academy to support your change management initiatives. Our Managed Services: Payroll and Pension Data Services can complement and add value to your HR and finance teams.

BOOK A DEMO



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Ready to make the complex simple?
For more on how you can streamline and transform your HR and payroll processes, including an iTrent demo, just get in touch.

info@mhrglobal.com | mhrglobal.com | 0115 945 6000

iTrent