

eRecruitment makes the recruitment process more efficient and professional

Making the recruitment process more efficient while building your own candidate database. That's the result of using HR Manager's eRecruitment. Nordea finally said goodbye to paper and e-mail based application procedures when they started to use this IT application. The finance group is able to increase its number of annual recruitments without having to take on more recruitment staff.

"Easy and user-friendly, good and clear." This is Nordea's Jan Erik Karlsen opinion of HR Manager's eRecruitment. Founders Oddbjørn Elgstøen and Lars Christian Ringdal had the original idea, and the team now numbers 10 employees in the expanding, Norwegian HR Manager. Before they founded the company in 2003 they had, over a period of seven years, built up a leading Scandinavian recruitment company. "We could see a major need for this type of solution in the market," explained Elgstøen.

Facts

- * complete recruitment tool, including enquiry/application processing, templates including interview and reference forms, question sets and tests etc.
- * saves administration
- * automated personal communication with candidates
- * creates candidate database
- * reduces the number of advertisements reduces recruitment processes
- * versions for small companies, large companies and recruitment companies
- * more professional communication with candidates
- * systemises processing of open applications
- * job agent—automatic info for interested candidates concerning job advertisements
- * 150 users in 9 European countries



"Easy to use, user-friendly, good and clear," says Jan Erik Karlsen (centre) at Nordea about HR Manager's eRecruitment. The system makes the recruitment process more efficient and professional, and provides the company with its own candidate database. Oddbjørn Elgstøen (l) and Lars Chr. Ringdal (r)

One system for the entire process

So how does a standard recruitment process take place? Many companies still base their recruitment on receiving applications by post and e-mail. Confirmations of receipt are written manually, applications are batched and sent round for assessment by various employees. When the process is over, unsuccessful candidates are forgotten.

"eRecruitment handles the entire process. Candidates log onto a company's website and register their applications there. Information from all of the candidates is structured in a uniform way, and communication with the candidate is automated and significantly simplified," according to Elgstøen.

"Recruitment activities have become more efficient and professional. At the same time, we build up our own applicant database. We often receive applications from candidates who are highly qualified, but not for the position that is being advertised or at the department in question. eRecruitment makes it easier to exploit the huge potential implicit in Nordea's applicant mass. Karlsen is team leader for the unit working with administrative HR tasks at Nordea in Norway.

No more manual processing

Nordea has introduced eRecruitment in Norway, Sweden, Finland and Denmark. Each country uses its local language – eRecruitment is available in seven languages and is used in the same number of countries. More than 500 HR Nordea employees and managers use the application.

Karlsen adds that both the system and supplier appealed to Nordea as a large conglomerate. "HR Manager made space for the customisation that we were looking for, and has provided excellent follow-up and service.

eRecruitment also creates structured processing of open applications.



HR MANAGER
EMPLOYMENT MANAGEMENT SYSTEM

HR Manager LTD

26 York Street
London
W1U 6PZ

Tel: 0207 099 2092

infouk@hr-manager.net
www.hr-manager.net