



Work Force and Human Resource Management

One might wonder why the human resource industry in general is growing year after year. We are talking about consultants, recruiting, headhunting, interim resources, vicar service and alumni service with newly graduated workforce.

Human resources managers recognize the pressure for effectively handle multiple tasks from workforce development to managing payroll and employment legalities.

Firstly, let us look at some of the surprisingly facts of interest for the HR industry from the leading research companies:

- * "1.3 billion people, will work remote using mobile technology in 2015. That is 37.2% of the entire workforce." Source: IDC
- * "Video provides a 32% greater reduction in cost pr. hire. Video yields a 35% year-over-year improvement in time to hire." Source: "Bridging distance in the Talent Life Cycle" by Aberdeen Research Group
- * "Job roles will likely change, more employees may work remotely, more employees will be contracts and this picture will be continuously evolving." Source: Deloitte
- * "Collaboration across virtual spaces will need to be actively and skilfully managed – and this may require new set of management practices and training." Source: Kelly Services "HR and the workplace of the future"

Improving an existing recruiting process is in a low priority for some but what these professionals do not realise is that one new technique can greatly speed up any recruiting process.

That is the developed video interviewing technology by Talent Finder® and Innovation Support A/S where you can store CV's, job interviews reviewed and Psychology Maps/tests for later positions.

In early stage, Talent Finder® developed methods to improve the quality of the interviews, the handle of the meetings and the handle of meetings with our customers.

Without the collaboration between existing recruiting agencies/partners, Talent Finder® could not exist. From our sister company WWW.AGILUDVIKLING.DK the solution came with an Agile Development of the following elements:

Human Resource Management and Workforce Management Foundation

- * A platform independent agile software development for Human Resource Management and Workforce Management based on integration of Skype for Business, Microsoft Lync Servers, Sugar CRM by SalesForce and Orange HRM. Orange the most used HRM system in the world, Integrating HR Workforce Psychology profiles into Talent Finder® profiles and store that in one screen, including past job interviews and employment meetings.
- * It also includes Internal Recruiting with CV, psychology profiles, HR metering, SMS and Email Remind booking for both onsite meetings and video meetings.
- * Round Table Workforce, where two or more engineers/pharmacists solve problems, work on projects or with project management. These 'Work from Home' systems allows participants attending by using online video saving time and money.

By above elements, we accomplish the ease of meetings (no. 1 timesaver), better evaluation quality of the recorded job interview and later on review of those for other positions.

According to research done by Redshift, integrated video conferencing in HRM and CRM systems is the number one preferred recruiting tool by the year of 2016.

Organizations, which do not utilize the above integrations, the prediction is that they are left behind in the competition. They cannot harvest the benefits of the smoother automatic handling and the thousands of hours saved.

The problem is there are no currently software that can handles the above integration. Many great technologies works good alone but got no integration API.

That is why we recognized the need for a HR and workforce integration tool, which can be integrated all ERP, CRM, HR, Microsoft Dynamics, SAP and the many Enterprise systems.

In addition, many enterprises miss the best hires and experts, simply because the HR process itself is slow and do not integrate reminders and handle of the various systems to keep track of Psychology profile, CV, Contact information and internal recruiting.

While many do not doubt this 21st-century recruiting tool, others are having problems as they are bound to monetize on software, which is not open source, not integrate able or simply outdated according to the needs and wishes in the organization.

Talent Finder® reaches more qualified candidates with less time and at lower costs

Many universities are integrated in Talent Finder® in such way we can interact with student already at the year before graduating. We do not attend in all university fairs but utilize a Talent Finder® Profile Tracker and Match Care by follow the candidate through many jobs and educations.

Moreover, system integration might be the right way for the recruitment industry as a whole
A lack of qualified resources is the reason.

Harvard Business School reports that the online and video recruiting of students is more than 70%. That means it is normal to use video, while only a 28% does not, in the field of recruiting university-graduated students.

In addition, the fact that we can integrate our software to run with LinkedIn, Facebook, Social Media in general and other recruiting portals are crucial to get desired candidate nowadays.

Pre graduating and graduating students prefer video interviews as a means to reduce the amount of time away from studies or classes.

Also because the long lines at campus job fairs and off-campus interviews take too much of their time.

As a result, Innovation Support A/S offers both HR and Workforce Management, delivering the right candidate (with psychology profile).

In summary:

A recent study done by HR Research concludes that the wish from the candidate hungry companies is to utilize the benefits of those technologies.

No less than 75% of all companies in the Life Science industry, which has a great need for engineers and pharmacists, are likely to invest in such technologies.

This is, by all means, to harvest the lower hanging fruits of more efficient handling in the future.

Talent Finder® offers a local and global moveable Workforce

The perfect job candidate might not be in your country, but in nearby. In the Talent Finder® all candidates are choosing which countries they would like to work and move to.

We could never ensure the perfect qualifications and psychology research without video interviews for those and it is a natural tool in our daily Match Care as video interviewing and conferencing removes distance barriers to connecting with global candidates.

According to recent research from the Boston based, Aberdeen Group in USA, HR managers, the recruitment and consultant industry should realize the need to embrace the integration of new technologies in order to grow their talent pool and conquer geographical boundaries.

Alternative is to recruit your resources by the recruiting companies which is mastering this. Innovation Support A/S is currently the only one in Europe.

Not to use best breed and good business sense in order to take full value of your Talent Management can be costly.

A bad, old or non-integrated recruiting process can mean bigger costs, higher workforce, bigger organization to manage and will eventually mean less output from the HR departments.

We supply contract hiring for around half the price of what others do, as we have a bigger volume and lower internal costs.

Our candidates and services offer:

- * Interim Directors, Board of Directors, CXO, managers and consultants
- * Advisory consultants
- * Consultants for qualification, documentation and approvals
- * Recruitment of full-time and part-time employees
- * Temporary and maternity staff
- * Student recruitment after graduation (Alumni)
- * Outplacement of work forces after ended projects

Discover the benefits, which are included in all candidates from Talent Finder® and contact us at phone: +45 321 77777 ext. 222

Kindly regards from
Michael Rasmussen, Director of Talent Finder®

PS: Our partner Polycom, is the author of the next INFO BOARD:

