

HRMC Integrates Automated Recruitment Platform with Third Party Applicant Tracking Systems

By HRMC

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HRMC's AcclaimSM front ends installed applicant tracking systems (ATS), increasing candidate flow and streamlining talent acquisition

Tampa, FL —July 8, 2003 – Human Resource Management Center (HRMC), providers of “next generation” selection, assessment and management solutions, today announces a new program designed to extend the functionality and increase the value of installed Applicant Tracking Systems (ATS). Companies currently using any leading ATS can dramatically increase candidate flow and improve talent acquisition within two-three weeks – the time it takes to fully integrate and configure HRMC AcclaimSM.

Accessed over the web or over the phone via “intelligent” IVR technology, HRMC Acclaim guides users (from job prospects to long time employees) through an interactive experience that approximates true human dialogue, resulting in more effective interviews and employee surveys. By automating all phases of the employees lifecycle – from initial candidate interview to periodic employee surveys/assessments to exit interviews -- HRMC Acclaim enables companies to efficiently, expeditiously and cost-effectively recruit, develop and retain a high-performance workforce.

“While an applicant tracking system provides an efficient means of housing applicant data, HRMC Acclaim is the “front door” through which candidate competency data is developed, formatted and evaluated-without any intervention or effort by company representatives,” said Ron Selewach, HRMC’s President." Many companies – including those with an ATS in place -- run into several key obstacles that limit "candidate flow." While resumes are an almost universal pre-requisite, this restricts the pool of qualified candidates who have not taken the pains to update, or, in some cases, even prepare their resumes. HRMC's technology removes this barrier. The pre-screening process is easier and far more inviting, encouraging more qualified candidates to apply. And on the company side, because the selection process is automated, and centered on the information obtained through a job/company specific interview, rather than the contents of a resume designed to market the individual, the vetting and hiring process is easier and faster.”

How It Works

HRMC Acclaim, working independently or in concert with leading ATS's, automates the labor-intensive data gathering, record keeping, workflow processing, and decision-making activities for companies who hire and manage talent. The process is as follows:

1. HRMC experts develop objective questions that satisfy both essential and discretionary job-related selection criteria. The intelligence of the HRMC Acclaim system evaluates applicant responses and determines the appropriate next steps. Questions receive "weightings" to establish priorities and rankings for candidate acceptability, and alerts hiring decision makers when strong candidates have applied.
2. Applicants apply via the web or phone where they are lead through a "naturalistic" interview – without the need for a resume.
3. HRMC Acclaim populates the ATS with fully interviewed, pre-qualified, and rank-ordered candidates.
4. The system can, if so desired, schedule interviews or training sessions with the most promising candidates.

Organizations can use HRMC Acclaim to conduct periodic employee surveys and exit interviews.

HRMC offers three programs, providing organizations with a flexible, customizable solution that fits their needs and budgets:

- Silver: provides organizations with a world class IVR system (as a standalone package or as a front end as described in this release). The Silver package comes with limited, but highly targeted scripting – an ideal solution for organizations seeking to realize the immediate benefits of automated recruitment and screening.
- Gold: combines IVR and web functionality, in addition to more detailed, in depth scripting. The Gold package also enables organizations to extend their "brand" and reinforce a positive corporate identity across all phases of the screening process. Customers have the flexibility to choose those modules which fit their needs – and add modules as these needs grow.
- Platinum: provides organizations with a complete automated screening and assessment platform, using both IVR and web-based technologies. HRMC works with each Platinum customer to develop precise, effective scripting, as well as branding identity.

About HRMC

Founded in 1984, HRMC is a pioneer in applying cutting edge technology to solve business' most pressing human capital challenges. The company's flagship HRMC Acclaim solution simplifies the management of all phases of the employee lifecycle, and the identification of opportunities for improvement.

HRMC's technology automates a range of interrelated processes within a flexible, user-friendly framework, enabling organizations to streamline the acquisition and assessment of talent, evaluate new employees' readiness to contribute and analyze the impact of a company's culture on retention and performance. Whether accessed over the web or the phone, users - from job prospects to long time employees -- are lead through an interactive experience that approximates true human dialogue. resulting in more effective interviews and employee

surveys. HRMC Acclaim is easy to deploy and can be up and running within two weeks. It can be integrated with and extend the functionality of existing applicant tracking and HRIS systems, or provide companies with a complete, end-to-end automated solution from the ground up.

Industry-leaders such as Capital One, GE Financial Assurance, Cingular Wireless, SBC, Frito-Lay, Tropicana, Home Shopping Network, QVC and T. Rowe Price have all used HRMC Acclaim. HRMC is headquartered in Tampa, Florida and is privately held. For more information, visit the company's website at www.hrmc.com.

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