



Benefits

Applicant

- › Applicant-friendly job portal
- › Self-service options to track application progress
- › Automated e-mail notifications on application updates
- › Faster overall hiring process and applicant engaged and aware of progress at every stage

Recruiter

- › Easy process for posting jobs
- › Automated workflows and employee self-service eliminate routine tasks
- › Gathering feedback automated with applicant approval workflow
- › E-mail notifications for updates on applicant progress
- › Supporting documents attachable to tasks
- › Simplified hiring process to increase focus on employee engagement

Hiring Manager

- › Real-time dashboards for insightful reports
- › Automated reminders for timely completion of tasks
- › Exportable applicant information
- › Increased visibility of the hiring process

Recruitment App for ServiceNow

It is expensive to attract talent; retention and effective employee engagement starts at recruiting.

The Challenge

CEOs claim their biggest challenge in the next 10 years will be attracting and retaining talent. Hiring is expensive, and with the new-age workforce, attracting and retaining talent is a challenge. Recruiting involves employee engagement across multiple organizational teams including the recruiting team, hiring manager, often multiple interviewers, approval authorities for positions, compensation and benefits teams for finalizing the offer etc.

While traditional recruiting systems focus on “candidate marketing” and “applicant tracking”, applicants are often exposed to multiple, inconsistent touch points through the recruiting process leading to disconnected engagement experience.

Our Solution

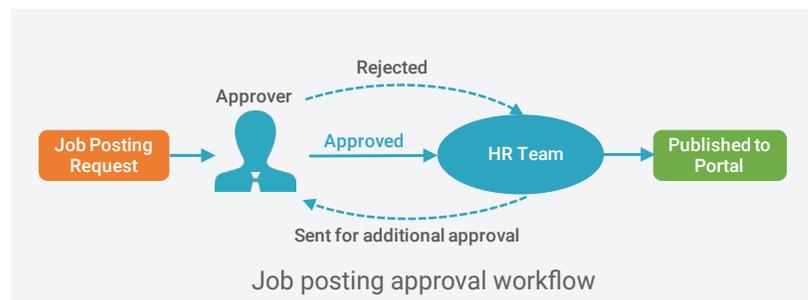
Integrhythm’s Recruitment app powered by ServiceNow® is a comprehensive applicant tracking solution that enables organizations to manage complex work involved in identifying and selecting the best possible potential employee for the organization while providing a high touch engagement through the recruitment process.

With automated workflows, an elegant customer-branded job portal with applicant self-service and automated notifications, the Recruitment app ensures that the recruiting process is highly efficient reducing the cost of hire while being engaging.

The ServiceNow® HR platform continues to be the platform of engagement for the employee through onboarding, HR service delivery and various “life events” such as benefits, payroll, data management up to offboarding. This provides a consistent and engaging experience through an employee lifecycle.

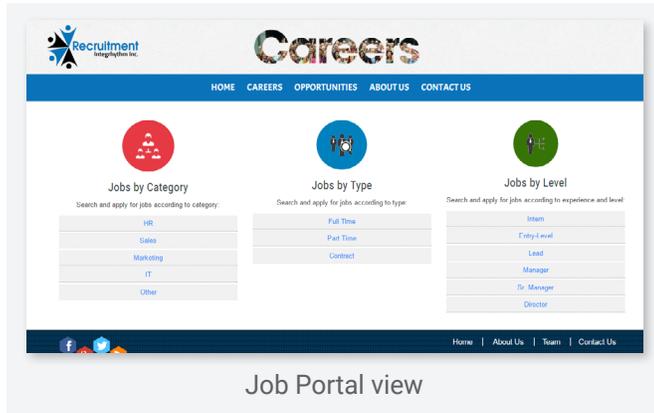
› Simplified Job-Posting

With a customizable and automated workflow for creating, editing, reviewing and publishing a job posting directly to the portal, the Recruitment app enables HR to completely eliminate time spent on gathering feedback manually.



› Applicant-friendly Job Portal

The Recruitment app features an elegant job portal that is applicant-friendly, mobile optimized, context-sensitive and customer branded. The portal enables candidates to use the advanced search to quickly find available positions, apply for relevant openings, and to track the status of submitted applications.



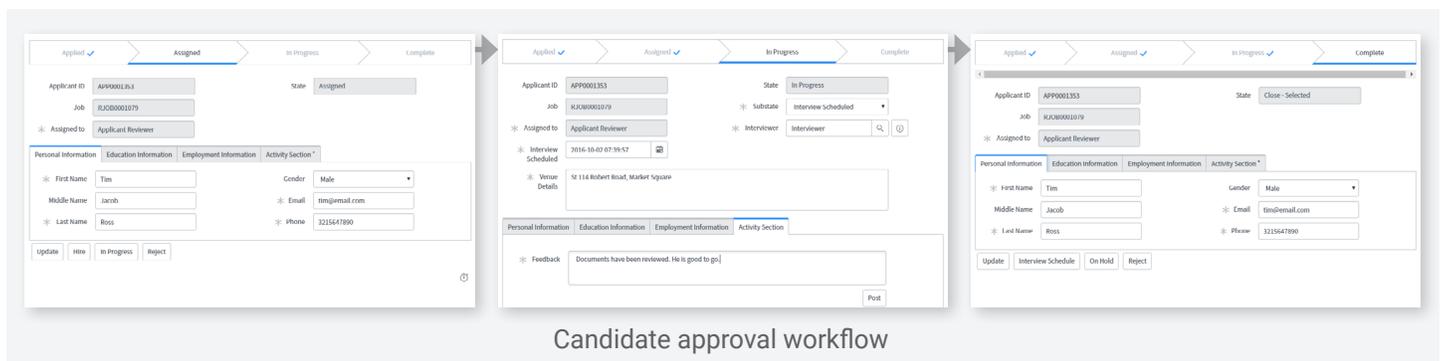
Job Portal view

› Applicant Tracking

Recruitment app enables Hiring managers and Recruiters to efficiently track the progress of applicants at each stage of the hiring process. In addition to employer tracking, applicants can also use the engaging self-service options on the Job portal to track progress of their applications.

› Automated Hiring Workflow

Automated workflow for hiring on the Recruitment app simplifies and speeds up the hiring process by cutting down on the time between each step right from the receipt of an application to applicant selection or rejection. Upon the selection of an applicant, HR on-boarding gets automatically triggered.



Candidate approval workflow

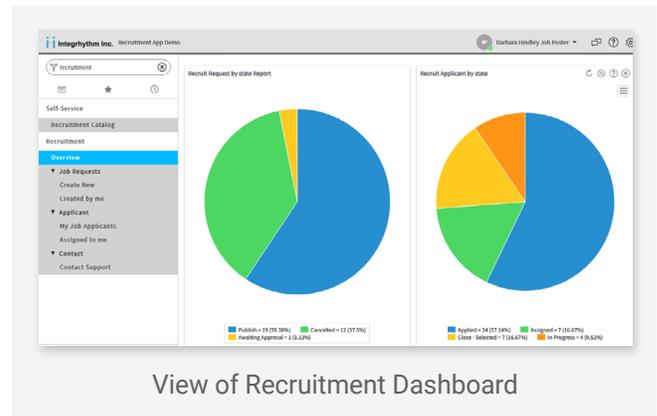
› Notifications and Reminders

E-mail notifications are sent out to the respective member of the HR or Hiring managers when an application is received, sent for approval, gets approved, is assigned to a member for interview and then selected, rejected or sent for additional review. To ensure timely completion, automated reminders are also sent out to the responsible recruiters and hiring managers when their tasks are due.

Applicants also get notified of the status of their applications at each stage. Applicant notifications, along with self-service on the portal significantly reduce follow-up and application status related calls.

› Customizable Insights

Real time dashboards in the recruitment app generate custom insightful reports that can help improve HR decision making, plan hiring, track applicant reference sources and enhance overall HR readiness. In addition to the reports, candidate information including resumes can also be exported.



View of Recruitment Dashboard

› Fast Implementation

Integrhythm's fast implementation of the Recruitment app ensures that the app starts delivering measurable impact within just 6 to 8 weeks.