Automation of Talent Acquisition Process through Job Application Support System-A Case Study

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Abstract

Human Resources are valuable assets of any organization. Talent Acquisition is a very important process in an organization, as it involves hiring right people to perform the right job at the right time. The objective of this research work is to study the existing process and to reduce the cycle time of the hiring process. The existing talent acquisition process carried out manually to screen the candidate profiles in the organization. The existing talent acquisition process of the organization is studied and analyzed by using the Value Stream Map in order to identify the non-value added activities of the process. After identifying the time-consuming activities suitable improvements for the process have been suggested. With the help of the Literature Review Recruitment software i.e. Job Application Support system is built in order to maintain the database of the candidates. By implementing the suggested changes through a typical example of the process is exhibited the reduction of cycle time of the process is reduced and the process is made simpler and easier in order to achieving the organization goals and objectives and enhance the market competitiveness.

Keywords:

Talent Acquisition Process, Cycle Time, Value Stream Map, IT Tool.

1. Introduction

Human resources are very important assets for the organization. Most HR managers are finding appropriate candidates. As it reveals the importance of the talent acquisition [1].However, it is a very critical activity which requires a large amount of time, cost & manpower. Therefore, it is necessary to design an effective approach for the organization to recruit the most qualified and suitable employees for the organization.

A detailed design has been established in order to accomplish certain changes in the existing process in order to reduce the reduce cycle time of the process. The talent acquisition process of the cable manufacturing organization has been studied. The organization has been categorized into various levels and the talent acquisition process carried out as per the level in the organization structure.

The study is focused on the manager position in the organization is taking 91 days. The talent acquisition cycle for the managerial position:
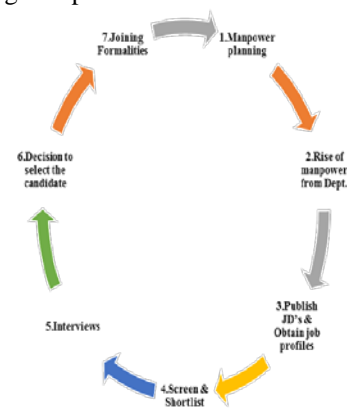

Figure 1: Talent Acquisition Life cycle

2. Literature Review

2.1 Job Application Support System (JASS)

Job Application Support System requires the inputs of the job description and specifications of the job opening. JASS components including electronic application form, electronic telephonic interview, electronic interview. From electronic application form the system automatically rejects the unsuitable applicants from the process [1].

Job Application Support System is expected to bring positive changes. The Job Application Support system is used to support interviewers during the preliminary interview process and helps to facilitate the flow of information from one level to another.

The Job Application support system helps the organization in choosing the "right" candidates to fill the position, because it is cheaper for the organization to choose the right person for the right job.

3. Analysis of Talent Acquisition process

The existing Talent Acquisition Process is studied and analyzed where the process is more and more time consuming. The most time consuming process are the screening of resumes and decision making of candidates from one round to another and also the final decision making process.

The non-value added activities are identified they are:

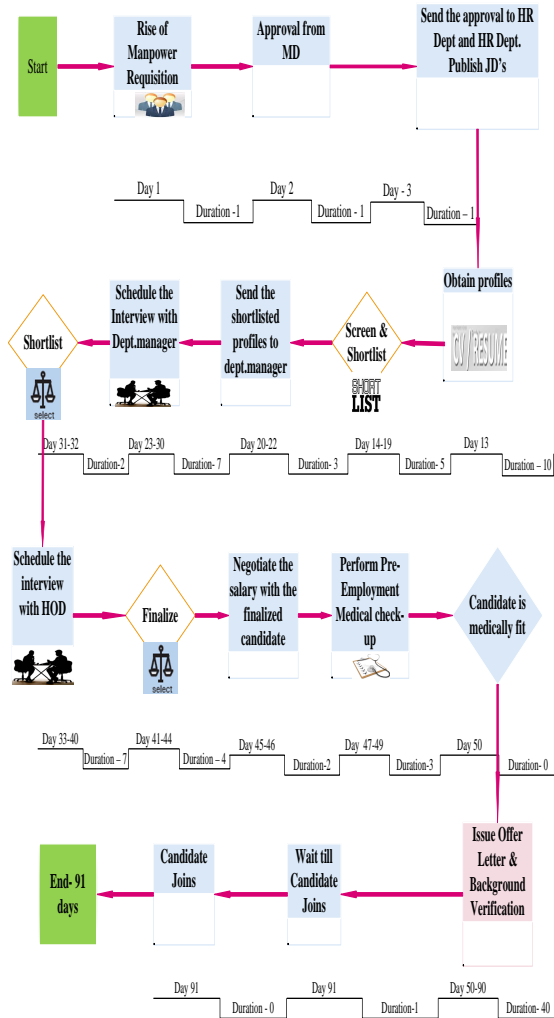Day 15-19: Screen the obtained profiles and shortlist among the profiles

Figure 4: Current Value Stream Map of time activities for screening and decision making

After analyzing the talent acquisition process the most time consuming activities are stated .From the Literature Review[1,2] it is necessary to implement a IT tool i.e. recruitment software in order to screen the resumes and the introduce of a decision making model in the process.

4. Development of Job Application Support System

Java Server Pages (JSP) is a technology that helps software developers create dynamically generated web pages based on HTML, XML, or other document types.JSP can be used independently or as the view component of a server-side model–view–controller design, normally with JavaBeans as the model and Java servlets as the controller.

JSPs are usually used to deliver HTML and XML documents.Development of Job Application Support System uses the following Java Server Page Architecture in Fig.5
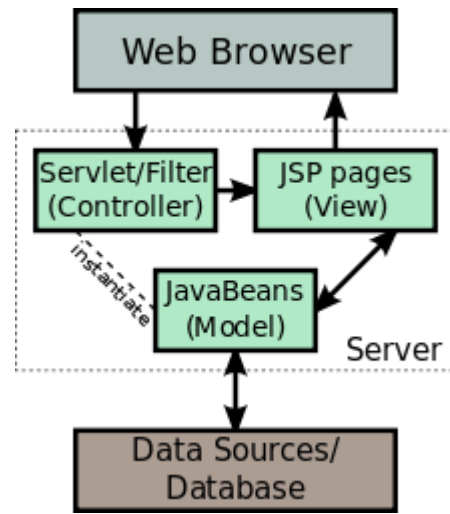

Figure 5. Java Server Page Architecture

The Job Application Support System is developed using the Java Server Page Architecture i.e. Model View Controller model: The code consists of the following JSP's and Java

Insert_data.jsp - This Java Server Page acts as the Job Form where the employees have to fill this form. Datamysql.jsp – This Java Server Page acts as the bridge between the database and the Job Application form. MysqlInsert.class – This is a java class provides to validate all the data to enter into database.

The final outcome of the Job Application Support System. The output of eclipse is shown in the Fig 6. After entering the complete form. The entire details of the form are moved to the database .

The Staff involved in the process by developing the query relating to the job descriptions can obtain the set of candidates within a minute or less.

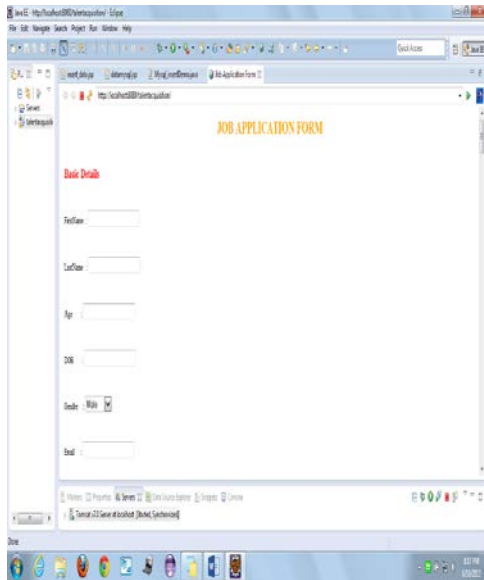The output of the database is shown in the fig.7

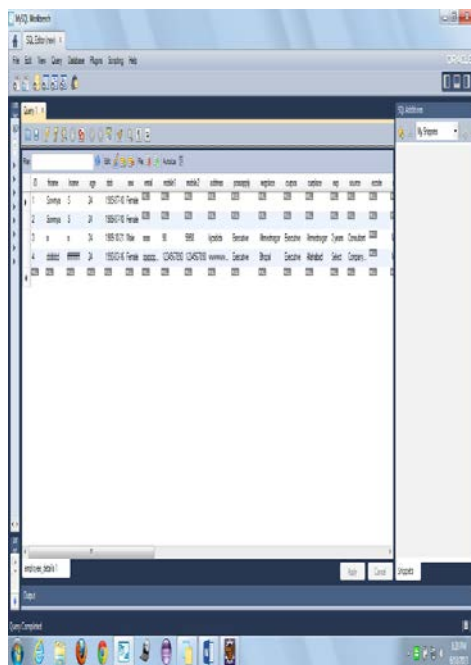Figure 6: Snapshot of Job Application Support System

Figure 7: Snapshot of Database

Hence after implementation of the Job Application Support System the time taken to screen the candidate profiles has been reduced.By implementing the process of the lead-time of the Talent Acquisition process has been reduced by 91 days to 86 days days 11 % of time has been reduced.

5. Conclusion

Talent acquisition process is a very important process in the organization detailed study of process is necessary. After the study of the process detail analysis and suitable improvements are necessary to overcome the traditional hiring process followed in the organization. Improvements have been implemented for hiring process in a managerial position.

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