Time to Rethink

Recruitment

ADP
A more human resource.℠

In the increasingly globalized and flexible world of work, Human Resources departments are playing an increasingly important role in contributing to your business' strategic growth. Moving away from being a mostly administrative function, there is more burden on HR to align and support overall business objectives, as well as engage, retain and attract the best talent.

A recent study by the ADP® Research Institute found that more than two-thirds of multinational companies rank talent acquisition and tracking as the workforce management strategy with the greatest impact on their organization's business objectives. (ADP Global Human Capital Management Decision Makers Survey, 2015).

For this reason, the search for talent calls for innovative and sophisticated acquisition and recruitment strategies. You need to adapt to new workforce trends, such as digital transformation, self-management and global mobility, whilst at the same time giving your managers visibility of your talent strategy and keeping control of costs.

ADP® iHCM is your integrated, cloud based HCM solution – transforming your recruitment processes and helping you to engage, retain and attract the best talent.

Do recruitment differently

Source your candidates carefully
With ADP® iHCM you can control the quality of external recruiters, to help you reduce employee turnover, protect brand reputation and improve your hiring and candidate on-boarding experiences.

Gain oversight of your recruitment process
With your talent strategy deployed consistently throughout your entire organization, HR professionals have full visibility of the talent needs of the workforce. This enables them to take quick and informed strategic decisions.

Speed up the hiring process
Simplifying and improving the efficiency of your recruitment processes means shorter response times, fewer interviews and a shorter time-to-hire. A more efficient hiring process improves candidates´ experiences whilst saving HR time and effort.
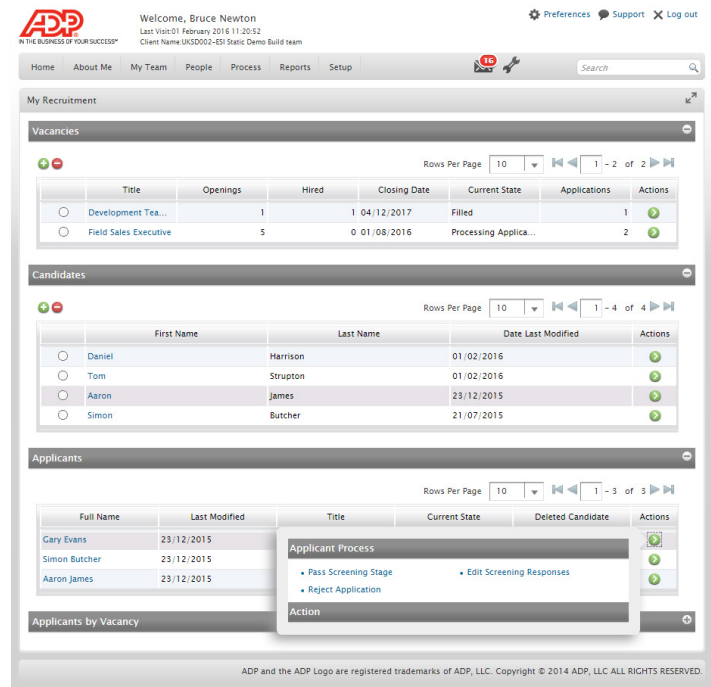
Reduce hiring costs
By streamlining and unifying your HR processes you prevent duplication and redundancy, which in turn helps you control your hiring costs and improves efficiency.

Attracting and winning top talent

ADP® iHCM is a recruitment solution that helps you to source and hire the best talent, to identify key positions within your organization and to select the best candidates to fill these positions. By streamlining and simplifying your hiring processes, ADP® iHCM helps you provide your potential future employees with a better recruitment experience, leading to a better brand reputation and lower employee turnover. This means you minimize the administrative burden for your HR managers, and leave them with more time to focus on strategic HR planning and innovation.

But ADP® iHCM is much more than just recruitment; it is an integrated Human Capital Management solution that allows you to manage your entire employee lifecycle from recruitment to retirement, offering HR administration, talent management, leave and absence and payroll solutions through one user-friendly portal.

ADP's network of local experts will keep you up to date on local laws and regulations and help you to stay compliant at all times, whilst at the same time giving you the IT support you need.

Reinventing recruitment with ADP® iHCM

Track vacancies and automate approvals
Increase efficiency and reduce time-to-hire with trackable hiring processes and automated approvals.Engage and empower your employees by giving them full visibility of, and command over, career opportunities available to them, as well as their personal goals and objectives.

Screen and manage applicants
Give your managers visibility and oversight on which candidates are applying for which roles, in any business unit. With the help of ADP® iHCM´s quality screening system, your managers can rest assured that you are hiring the best candidates.

Access candidate data
With ADP® iHCM you'll find all your candidates' data easily accessible from one cloud-based portal. This helps you save time and reduce the paperwork and administrative hurdles related to HR administration.

- 100% Cloud-based.
- Experts on the ground provide support and help you stay compliant with local laws and regulation.
- Proven track record of HR and HCM excellence.