

Hiring high volumes? Think high tech and high touch.



Does your company need to recruit large numbers of workers to meet a surge in demand? Given the unpredictability of the current environment, a quick, efficient recruiting process is more important than ever.

Here are five reasons to consider a high-tech solution for your high-volume hiring needs.

MORE TECH MEANS MORE AGILITY

The ability to scale up or down has always been an advantage. The coronavirus outbreak has made it a necessity. Some businesses such as supermarkets, delivery companies, and healthcare providers are experiencing unprecedented hiring spikes. Others such as those in the hospitality and entertainment industries are facing record layoffs. Either way, agility pays—and this is where tech-heavy talent acquisition functions come into their own, readjusting easily to extreme highs or lows.

HIGH-TECH CAN BE HIGH-TOUCH

There is a common misconception that leveraging technology means sacrificing candidate care. But in many ways, the opposite is true. Take two candidates, one engaging with a chatbot, the other with human recruiters. The first candidate can interact with the company whenever they want. The second candidate, however, is not so lucky. If it's the middle of the night, they will have to wait until morning to get their issue resolved (even longer if recruiters are busy or off sick). Just one of the ways in which technology, if used carefully, can enhance the candidate experience.

REDUCING BIAS

Conscious and unconscious biases in the recruitment process prevent organizations from accessing the widest pools of talent. Some fear that artificial intelligence may learn these biases and exacerbate them. In fact, technology can strip demographic characteristics out of the equation entirely, enabling recruiters to arrive at more objective hiring decisions in line with strategic D&I goals.



REFOCUS RECRUITERS ON HIGHER-VALUE WORK

In the past, being a recruiter meant doing lots of repetitive sourcing and selection activities. Technology frees people up from these low-value tasks, enabling them to play a more strategic role and provide hiring managers with valuable insights into the talent market, talent supply pay trends and more. Goodbye recruiter. Hello trusted talent advisor.

ENABLE "ANYWHERE, ANYTIME" HIRING

We saw above how technology improves the candidate experience by removing all time zone and work hour constraints. Let's not forget that 24/7 hiring has huge benefits for businesses too. With machines working around the clock to source, select and onboard new employees, you can dramatically reduce time to fill and speed up your organization's ability to adapt in an unpredictable, ever-changing world.



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Faster hiring. Better decisions. Improved candidate care. The advantages of using talent acquisition technologies are clear. But how much of your hiring process can they support? With a tool like **Korn Ferry Recruit's Nimble**, the answer is all of it. An end-to-end solution for high-volume hiring, Nimble enables organizations to source, attract, select and onboard the right people for their business using technology and nothing else.

To find out more about using technology to solve your high-volume hiring needs, contact Korn Ferry today.

www.kornferry.com/nimble

About Korn Ferry

Korn Ferry is a global organizational consulting firm. We work with organizations to design their organizational structures, roles, and responsibilities. We help them hire the right people and advise them on how to reward, develop, and motivate their workforce. And, we help professionals navigate and advance their careers.