



QlikView® for recruitment

Recruiting is a dynamic process as the content is often unstructured and always changing. In most organizations, the process is on-going and managers need to stay up-to-date on an ever-changing recruiting pipeline, integrating content and leads from multiple sources across the web. The QlikView Business Discovery™ platform helps to enhance recruitment through increased retention levels and reduced turnover and hiring costs. Recruiters can collaborate across multiple business functions and with individual employees. With decreased turnover, higher recruitment yields, and increased revenue, QlikView provides real-time analysis to help streamline recruitment processes.



©2014 Qlik

Quantify “noise” of web channels

Recruitment is best achieved by capturing information that will help solve issues and bottlenecks before they become bigger problems. The best recruitment measures “noise” and “signal” from multiple data sources, where applicant flow matches time, money, and resources utilization. QlikView®, along with extension objects and partner solutions, integrates structured and unstructured data to improve the quality of the candidate pool through a holistic labor market availability visibility. Recruiters can now align the recruiting pipeline with organizational forecasts, staying ahead of turnover, and visually interacting with up-to-date indicators and KPI's on web activity and sentiment.

Key product features

QlikView offers Business Discovery capabilities that unlock the power of information for recruitment

- **The associative experience**
Allows non-technical users to explore recruitment pipelines by making selections and getting instant feedback on what data is associated and what's unrelated
- **Dashboards & reports**
Enables an ability to monitor content with a 360° view of recruitment or run reports based on their selections and discoveries
- **Dynamic hierarchies & cycle groups**
Provides analysis at the speed of intuitive thought where users can instantly click through dimensions into drill-down groups for hierarchical recruitment data and cyclic groups for non-hierarchical data
- **Data visualization**
Empowers recruiters to drill down to granular business detail on their own, increase speed and accuracy of relevant investigations
- **QlikView on mobile**
Helps managers and users explore a full set of live enterprise data and proactively manage ongoing recruitment pipeline on any device
- **Rapid multi-source data integration**
Creates a single, holistic view of recruitment information from multiple sources

Increase internal engagement

In today's world of razor-thin margins, HR organizations must manage cost savings while improving productivity gains. But how can they improve performance, and stay within budget, when they lack true transparency into their workforce? Using advanced workforce metrics, QlikView empowers users to analyze the skills and performance to maximize internal engagement for growth and development. Increasing the hiring effectiveness of an organization starts with its core workforce to truly impact overall business profitability. Managers are empowered to not only reduce time-to-fill, but more importantly, improve time-to-productivity for impacting business performance.

Measure what matters

With recruiting programs creating so much information, deciding what recruiting metrics to measure and analyze is daunting. Spreadsheets may work well for other business processes, but recruiting is dynamic. With QlikView, HR managers can visualize, interact, analyze, and respond to optimize recruitment metrics that matter most. Whether its referral rates, source of hire, candidate status and distribution, or time to hire, QlikView empowers HR organizations to streamline their recruitment pipeline and align with their company's strategy and growth.

For more information, visit www.qlik.com.

qlik.com

