The Ultimate HRIS and Talent Acquisition Software Guidebook

Faster Recruiting. Stronger Candidates.
Exceptional Outcomes.

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Introduction

HR technology is a crowded marketplace with many solutions to address the candidate and employee experience. There are many specialist solutions across the employee journey, from talent acquisition to compensation management to performance management.

Enterprise companies today may ask, "Why purchase software focused specifically on talent acquisition, when we could consolidate into one solution for all HR tasks in our organization?" The short answer: Leveraging best of breed recruiting technology ensures you can attract and retain top talent in a competitive labor market who align to your strategy and achieve business outcomes.

The Ultimate HRIS and Talent Acquisition Software Guidebook provides an in-depth look at the key differences between HR software solutions, explains why using an enterprise HRIS for talent acquisition is limiting, and highlights why investing in both HRIS and recruiting technology can achieve success across the employee lifecycle.

What you'll learn in this guide:

✔ The importance of selecting the right HR software solutions to support your people strategy and business goals

✔ The benefits of using specialized talent acquisition software rather than relying on an Enterprise HRIS

✔ How to evaluate and choose the best HRIS and talent acquisition software solutions for your organization based on your unique needs and goals

✔ Real-world case studies that demonstrate the impact of talent acquisition software on business outcomes

By leveraging the insights and expertise provided in this guidebook, you will be able to make informed decisions about choosing and implementing the best solutions for your organization, supporting your efforts to attract and retain top talent and drive business success.

The use of HR software has become an essential component of human resource management for enterprise organizations. With increasing point solutions, it has become challenging for talent professionals to select the right HR software for their organization. This section seeks to provide insight into three specific types of HR software — applicant tracking systems, candidate relationship management (CRM), and human resources information systems (HRIS).

Applicant Tracking System (ATS)

An ATS helps companies streamline and automate the hiring process. These systems allow businesses to easily collect candidate information, organize prospects based on experience and skill set, and filter applicants.

Key Use Cases:

- **Job Posting and Candidate Sourcing:**
  ATS software enables talent professionals to post job openings on multiple job boards, social media platforms, and company career pages. It also helps in sourcing candidates from various channels, such as employee referrals and job boards.

Evaluating Key Differences Between HR Software

- **Candidate Screening and Shortlisting:**
  ATS software automates the screening of resumes by identifying keywords and relevant criteria. It also enables talent professionals to shortlist candidates based on specific job requirements.

- **Interview Scheduling and Candidate Communication:**
  ATS software helps talent professionals schedule interviews and communicate with candidates through emails and messaging platforms.

Candidate Relationship Management (CRM)

CRM software empowers companies to easily identify candidates, engage and segment talent, and build relationships with candidates at scale.

Key Use Cases:

- **Build real connections with candidates:**
  Create high-touch, personal candidate experiences that are easy to create and easy to scale.

- **Hire at high volume:**
  Streamline candidate sourcing, evaluation, and advancement, saving time and helping your team be more efficient and consistent.

- **Make data-backed decisions:**
  Flexible reporting and easy-to-use analytics tools help talent teams track their pipeline, keep an eye on diversity, and see how hiring is going.

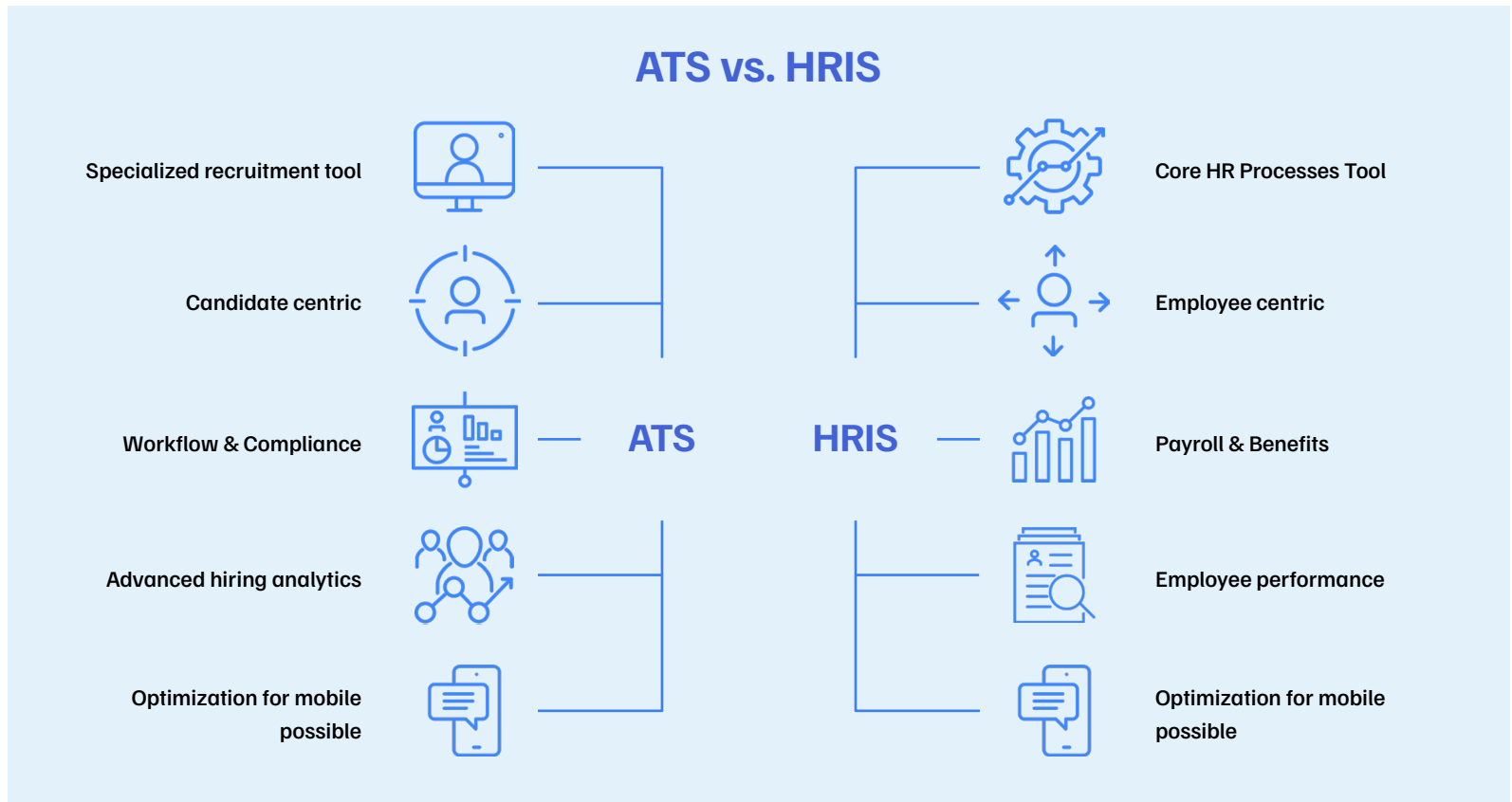# Enterprise Human Resource Information System (HRIS):

An Enterprise HRIS is a software application that assists organizations in managing their HR functions. It includes employee data management, payroll, benefits administration, and performance management.

Key Use Cases:

- **Employee Data Management:**
  HRIS software enables HR professionals to manage employee information, such as personal details, employment history, and job titles.

- **Payroll and Benefits Administration:**
  HRIS software automates payroll and benefits administration processes, such as calculating salaries, taxes, and deductions.

- **Performance Management:**
  HRIS software enables HR professionals to manage employee performance by tracking goals, providing feedback, and conducting performance reviews.

Each HR software application has its unique features and use cases. Organizations should carefully evaluate their needs and select the software that best suits their requirements. By selecting the right HR software, organizations can streamline their HR processes and enhance their overall employee management.

ATS vs. HRIS

ATS	HRIS
Specialized recruitment tool	Core HR Processes Tool
Candidate centric	Employee centric
Workflow & Compliance	Payroll & Benefits
Advanced hiring analytics	Employee performance
Optimization for mobile possible	Optimization for mobile possible

Why Using an Enterprise HRIS for Talent Acquisition Is Limiting

Today's job market is highly competitive, and companies need to have the best recruitment tools to attract top talent efficiently. Although some HRIS have recruiting functionality, they are often not specialized in talent acquisition, leading to more friction in the process. To attract and hire the best candidates, companies must leverage advanced functionality, such as recruitment marketing, AI and automation, customizable workflows, and modern candidate communication tools.

Consolidating into an all-in-one Enterprise HRIS can be detrimental to the talent acquisition process, as it often means taking a significant step backward in terms of recruiting functionality and tools. Investing in specialized talent acquisition technology is essential for companies looking to stay ahead of hiring demands and meet their hiring goals. By doing so, companies can streamline their recruitment process, attract high-quality candidates, and ultimately build a strong talent pool to drive their business forward.

Risks Consolidating Recruiting into an Enterprise HRIS

1 ## Loss of Efficiency

The use of an Enterprise HRIS for talent acquisition may seem like a logical choice for businesses looking to streamline their HR processes. However, this approach can be limiting and poses significant risks to the hiring process. One such risk is the loss of efficiency, as recruiters and hiring managers may become bogged down by the limitations of the HRIS. This can increase time-to-hire, missed hiring goals, and decreased efficiency in general.

Additionally, the use of an Enterprise HRIS can lead to recruiter burnout and stress, as they are forced to navigate a system that may not be optimized for their needs. Ultimately, businesses should consider alternative solutions that prioritize effective talent acquisition over enterprise-wide consolidation. By doing so, they can ensure that their recruitment process remains efficient, effective, and focused on achieving their goals.

Jobvite offers a user-friendly platform tailored to make recruitment and hiring easier for both recruiters and hiring managers. With an intuitive interface, recruiters can quickly access requisitions, job details, candidates, and more, accelerating the effectiveness of their recruitment efforts.

Other HRIS do not consider the recruiter and hiring manager experience. Simple tasks can take multiple steps to complete, and getting basic candidate information requires running reports. While the aim is to cut costs by consolidating to an HRIS, it slows down the hiring process and adds more pressure on your team to meet hiring goals, which could potentially lead to increased stress and burnout.

> "Just to make a minor change to a job description takes 21 steps in the HRIS. You have to shut the job post down and then re-post it. This impacted our time-to-fill reporting."
>
> - VP of Talent Management, Enterprise Construction Company
>
> "Because my hiring managers dislike the HRIS, I have to do more work: email them specific resumes, track down their feedback, and enter it into the platform on their behalf, and basically do everything manually because they [hiring managers] just will not use it. That means I get to spend less time with candidates, and that can result in a less than flattering experience that I wanted to create and potentially for the candidate to select another employer."
>
> – Verified G2 User

2 Poor Candidate Experience

Another significant risk is the poor candidate experience, which can result in increased candidate resentment and a negative employer brand perception. This can lead to a decrease in application drop-off rates and difficulty in attracting top talent. Consolidating recruiting into an Enterprise HRIS can limit the recruitment team's ability to provide a personalized experience to candidates and can result in a lack of attention to detail, ultimately leading to negative candidate experiences.

Using best of breed talent acquisition software can help mitigate this risk by providing enhanced candidate engagement tools and a streamlined recruitment process. While an Enterprise HRIS offers many benefits, it is important to weigh the risks and evaluate the tools needed for effective talent acquisition.

Retaining talented employees starts with the recruitment process. Jobvite empowers your organization to lay a strong foundation for employee retention by creating positive candidate experiences that make them feel valued and appreciated throughout their hiring journey, starting from the first look at your company to the first day on the job.

Jobvite prioritizes the candidate experience by providing simple application methods. Candidates can easily apply for positions directly from career sites, LinkedIn, Indeed, and many other job boards. Unlike popular HRIS today, candidates don't need to use a username or password to apply for a job. They can easily upload their resume, apply via text, or scan a QR code to apply for a job in two minutes or less.

In contrast, an enterprise HRIS delivers a frustrating candidate experience. Each time a candidate applies for a job, they must log in with their username and password. If they are applying for multiple jobs at different companies, this could mean a separate login for each company. Additionally, many HRIS don't parse resumes, so candidates end up manually entering information from their resumes into the application form. The HRIS application process adds unnecessary complexity, which can lead to increased application drop-off rates.

> "The main thing that I disliked about the HRIS was the user interface. For applicants, I think having a strong, clear, and 'friendly' UI makes a huge difference in encouraging people to complete their applications. In my experience, applicants can be put off applying by the simplest of things."
>
> - Verified G2 User

> "Candidate application dropped by 80% with the HRIS. It was incredibly difficult for candidates to apply — we're so happy to go back to Jobvite."
>
> - Current Jobvite Customer

3 Weakened Employer Brand

By consolidating recruiting into an Enterprise HRIS, businesses are limiting their ability to create a compelling employer brand and establish themselves as an employer of choice. This can result in difficulties in attracting and retaining top talent, which can ultimately have a negative impact on the company's success. To mitigate these risks, businesses must leverage more advanced talent acquisition software that provides a comprehensive suite of tools to optimize their recruitment processes and bolster their employer brand.

Building a strong employer brand is essential for differentiation in today's competitive labor market. With Jobvite's modern employer branding tools, including customizable career sites and branded communication templates, your organization can effectively showcase your unique cultural values and attract top talent to apply for open positions and join your talent networks.

With Jobvite, you are empowered to build engaging career sites that work seamlessly across desktops, mobile devices, and social platforms. You can incorporate videos, blogs, brand fonts, and colors to maintain a consistent brand image while also providing personalized content and job recommendations for a more tailored candidate experience.

Consolidating recruiting into an enterprise HRIS means sacrificing your employer brand reputation. Limited customization options hinder your organization's ability to effectively showcase your employer brand which will negatively impact your talent acquisition efforts.

4 **Loss in Flexibility and Configurability**

One of the most common risks associated with using an Enterprise HRIS for talent acquisition is the loss of flexibility and configurability. This can lead to under-featured recruiting functionality, a rigid structure, and a lack of configuration.

In today's highly competitive market, companies need to stay vigilant and adapt to the needs of their workforce. One of the key areas where businesses need to be flexible is in their talent acquisition process. Unfortunately, many Enterprise HRIS systems are not designed to handle the Complexities of recruiting, resulting in limited functionality that can be detrimental to the company's success.

As a result, businesses may need to invest extra resources and support to make basic changes to the system, which can be costly and time-consuming. Additionally, a limited HRIS can hinder the company's ability to attract and retain top talent, resulting in a stagnant workforce that cannot meet the changing needs of the business. In order to achieve maximum success, businesses must consider a more flexible, customizable option that can adapt to their evolving needs.

By integrating with Jobvite, your organization gains the flexibility to configure recruiting workflows tailored to your unique business needs and the ability to quickly adapt to changes in the market. This includes supporting recruitment across multiple business units, divisions, and job types, including seasonal, part-time, and full-time positions with various salary structures. Jobvite's configurable workflows empower your organization to tailor its hiring approach, making your recruitment processes seamless and efficient.

Enterprise HRIS limits organizations in configuring workflows across business units and locations, making it challenging to tailor to specific recruitment needs.

Additionally, applying configurations and changes is complex and requires the expertise of solution admins or HRIS specialists to implement and manage. Considering the integrated structure of enterprise HRIS products, even minor changes can have ripple effects across the whole system. Extensive testing is often needed to ensure that any changes made by your team don't disrupt other areas within the HRIS, potentially slowing down your hiring process and causing delays.

"It is not easily customizable if it is used in a global environment. If one territory decides to use a particular custom object, every other territory will be able to see that."

- Verified G2 User

"The HRIS is a black hole into which all ease, process, progress, structure, and general well-being get sucked in. For our team, nothing is able to happen without an admin pushing it through. Each task is dependent upon a million other elements, and sometimes, it's just difficult to have all that information from the organization. For a new recruiter coming in, assimilating into this platform is painful. To get pieces of information related to the candidate or job requisition, multiple clicks are required to navigate to vastly different parts of the platform; then, you have to go back to your original candidate profile page. Using this platform is exhausting and requires all of a person's willpower."

- Verified G2 User

5 Expensive to Implement, Customize, and Maintain

Enterprise HRIS typically include add-on fees for integrations, support, and customizations. These extra expenses can really add up for organizations, especially when implementing and configuring the solution to your unique recruiting workflows and hiring needs.

Jobvite prioritizes transparency and flexibility in pricing. Unlike many HRIS, Jobvite packages are designed to include essential features without any extra expenses.

> "We find that the typical company deploying an enterprise HRIS requires about 600-650 hours of consulting to get the module configured as well as to create processes, templates, and custom objects. The average fee we charge for a set, packaged deployment is around $100,000 to $150,000."
>
> - Senior Implementation Specialist, Enterprise HRIS

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"We have one dedicated full-time employee to manage our enterprise HRIS module and we recently hired a full-time analyst to manage the daily needs for the recruiting module specially. Honestly, that was a $150,000 salary that we did not plan for. But there is so much management, like workflow configuration, job positing creations, and management of different recruiter dashboards that we had to have a separate person for that ."

– Director of HRIS

"One of the things I was really frustrated with was the fact that you have to subscribe to job board aggregators to get around the expensive single integration costs to a single job board, like Indeed. We have to subscribe separately to Feednomics, so it is a single integration to that platform from the enterprise HRIS. Otherwise, we would be paying $4,000 to $5,000 per integration to individual sites like LinkedIn or Indeed."

– Head of HR

Benefits of Specialized Talent Acquisition Software for Recruiting

Dedicated Talent Acquisition Technology Takes Recruitment to the Next Level

Applicant Tracking & Onboarding

Tap into a powerful, easy-to-use applicant tracking system that streamlines talent acquisition activities and onboarding with automation and intelligence. Hire quickly and more confidently by automating repetitive, manual processes. Leverage real-time analytics to improve hiring time and turn candidates into productive employees faster.

Career Sites

Define what sets your employer brand apart and get candidates excited to be part of your company. A branded career site sets the tone for an engaging and impactful candidate experience. Deliver a winning first impression and offer relevant, targeted content, an easy job search, and a streamlined application process.

Source & CRM

Spend less time sourcing and more time connecting with the right candidates. Jobvite's enterprise-grade Source & CRM tool empowers companies to easily identify candidates, engage and segment talent, and build relationships with candidates at scale.

jobvite.com

Analytics & Reporting

Drive better visibility, smarter automation, and faster time-to-hire with actionable analytics in the Jobvite platform. Jobvite's Analytics support talent acquisition teams in telling their data story with real-time insights.

Employee Referrals

Activate employee networks and create an automated employee referral program to find high-quality talent who will stay longer and perform better in your company. Build an employee referral program that is easy for employees to use and for you to manage.

Internal Mobility:

You know existing employees are already qualified and are a great fit. Now, give them the opportunity to grow their careers at your company. Empower top talent to find their next position internally and convert high performers into top candidates with Jobvite's Internal Mobility hiring tool.

Job Broadcast

Take job broadcasting to the next level with a centralized portal to easily manage all your job postings on a broad network of job boards, social networks, and agency partners. Automatically distribute job descriptions to hundreds of sites, including industry-specific destinations.

Candidate Messaging:

Streamlined talent acquisition requires consumer-grade experiences for candidates. Jobvite's Intelligent Messaging makes it easy to reach candidates where they are through text messaging or career site chatbots. Communicate with job seekers by automating, organizing, sharing, and tracking text conversations. And easily enhance experiences by promoting instant, real-time career site interaction through chatbots.

Integration Capabilities

Jobvite has an extensive partner network to build a more effective, meaningful, and industry-leading experience for your customers and employees.

- ✅ Our partnerships with leading HCM providers, such as ADP, UKG, Workday, and Infor, strengthen talent acquisition effectiveness end-to-end.

- ✅ We offer over 300 technology integrations that seamlessly optimize your existing HR tech stack, ensuring access to a diverse ecosystem that supports changing business needs.

- ✅ With over 15 years of experience in in-depth ATS integrations, we have developed innovations that cater to the needs of enterprise customers from pre-hire, sourcing, interviewing, retention, recruitment marketing, and more.

- ✅ Our deep understanding of enterprise HRIS infrastructure enables us to help our customers leverage the best of both Enterprise HRIS and talent acquisition software.

With Jobvite, you can effortlessly empower your teams to do more and enhance the experiences of both your candidates and employees.

The Case for an Enterprise HRIS and Talent Acquisition Software

The best choice for companies today should not focus on purchasing only one solution or the other. Instead, it should focus on the benefits of talent acquisition technology working hand-in-hand with HR software.

Talent acquisition is a specialized function that needs robust capabilities to focus on getting the right people into the company, with dedicated solutions and enhanced functionality. This helps them stay more competitive in a difficult hiring environment.

Using specialized tools for recruiting ensures your enterprise organization gets the talent it needs in the door and can then manage their experience as an employee through the HRIS.

You should make these crucial investments to tackle every area of HR and ensure that you can meet the needs of your business to drive business outcomes.

Choose a comprehensive approach that will help you attract, retain, and manage the best talent possible. **Get started today at Jobvite.com.**

About Jobvite

Jobvite, an **Employ Inc.** brand, delivers a purpose-built, scalable, and proven end-to-end solution that streamlines complex talent acquisition activities. We act as a strategic partner to empower our customers to meet their ever-changing business needs, driving predictable outcomes, creating engaging candidate experiences, and increasing efficiency by optimizing TA capacity.

To learn more, visit **jobvite.com** or follow the company on social media @Jobvite.

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