

How Recruiting Technology Improves Candidate Experience



80-90%

“80-90% of talent say a positive or negative candidate experience can change their minds about a role or company.”

- Recruiting Brief

”

What is Candidate Experience?

Candidate experience is how a candidate applying for any job with a company experiences from his/her first interaction with the company until the onboarding process.



“40% of job seekers experience a lack of communication between acceptance and their first day.”

- Career Builder

40%

“As per the candidate's perspective, the engagement/communication stage of recruitment affects the candidate's experience the most.”

- Career Builder

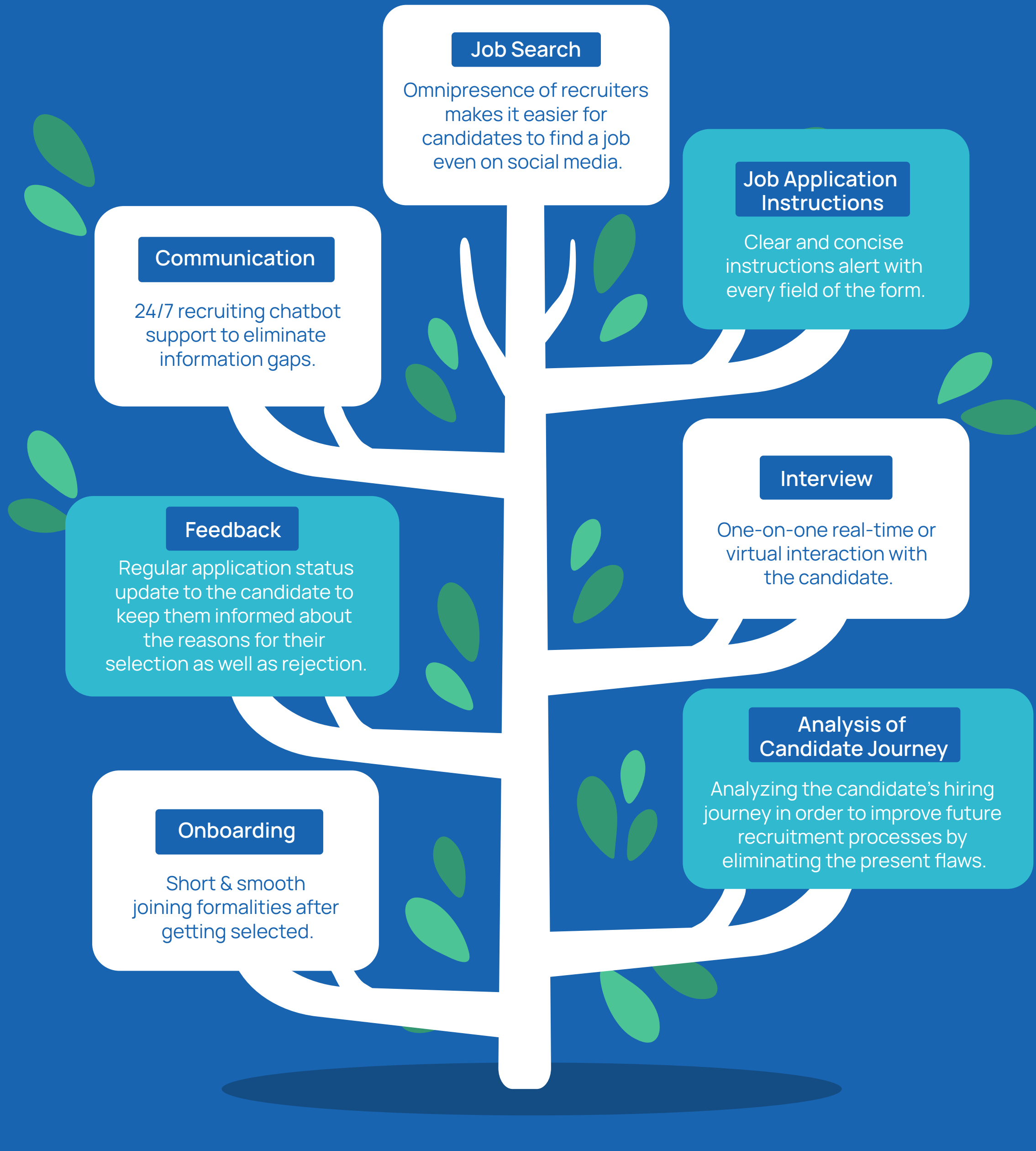


“Nearly 4 in 5 candidates (78%) say the overall candidate experience they receive is an indicator of how a company values its people.”

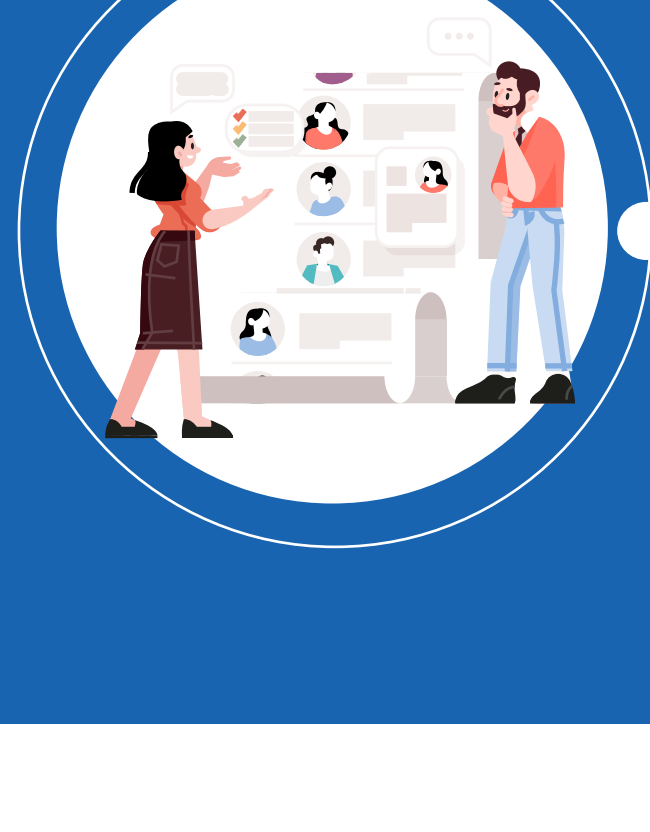
- Career Builder

78%

Touch Points with the Candidate during Recruitment Cycle



Tools & Strategies to Improve Candidate Experience



1 Applicant Tracking System:

- Career site integration
- Candidates can apply through social media
- Seamless mobile interface to complete the application form
- Keep candidates informed about their application status
- Faster recruitment



80%

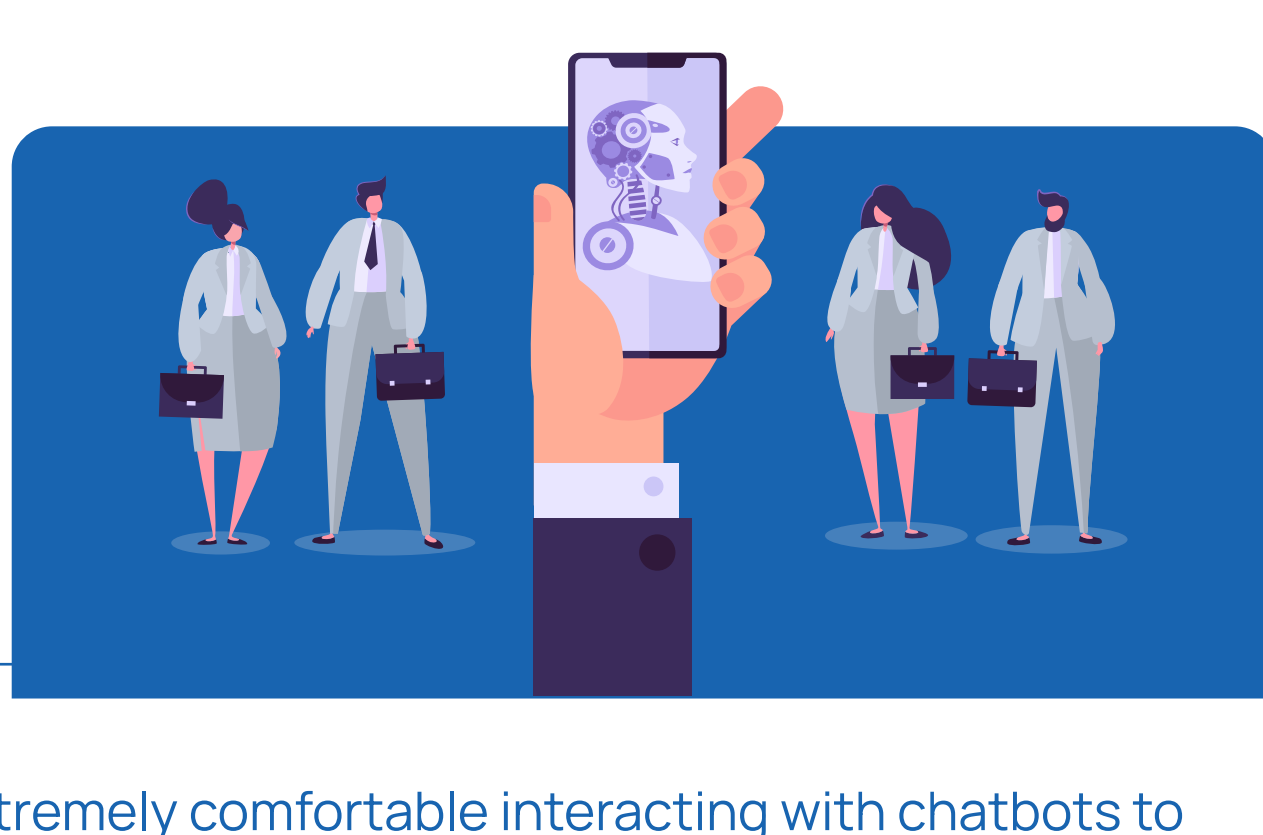
“80% of recruiters claim to have an improved quality of hire ever since they incorporated an Applicant Tracking System in their businesses.”

- Recruit CRM

ATS helps to hire the best-suited candidates fast who might have been poached by other companies due to a lack of good experience and a long hiring process.

2 Recruiting Chatbots/ Conversational AI:

- 24/7 Recruiter
- Maintains human touch
- Communicate your brand
- Auto schedule interviews conveniently
- Fast and Consistent Feedback



“58% - Fairly to extremely comfortable interacting with chatbots to answer questions in the application and interview process.”

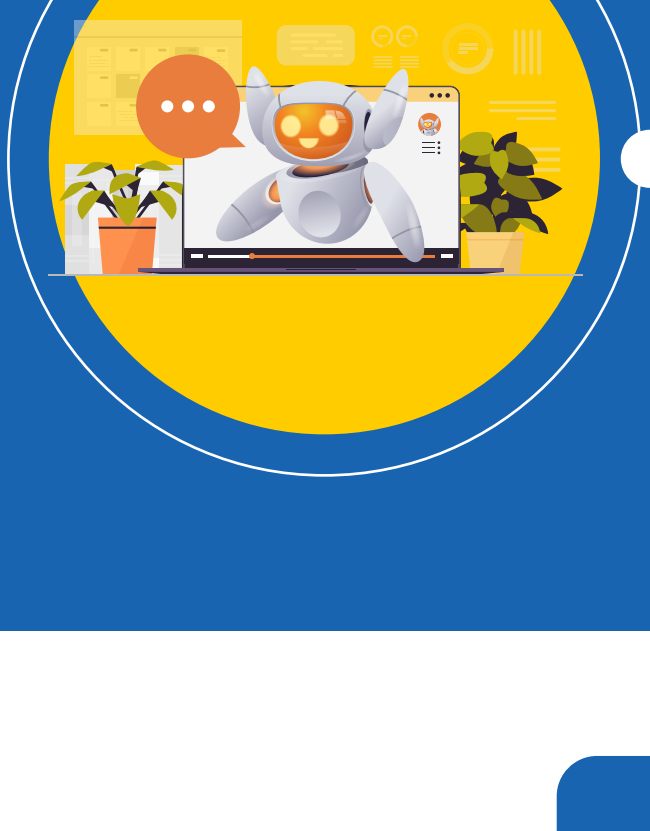
- SHRM

58%

66%

“66% - Glad to have chatbots help with interview scheduling and preparation.”

- SHRM



3 Robotic Interview:

- Reduces bias
- Gives candidates more flexibility (self-record videos)
- Augments hiring decisions for recruiters



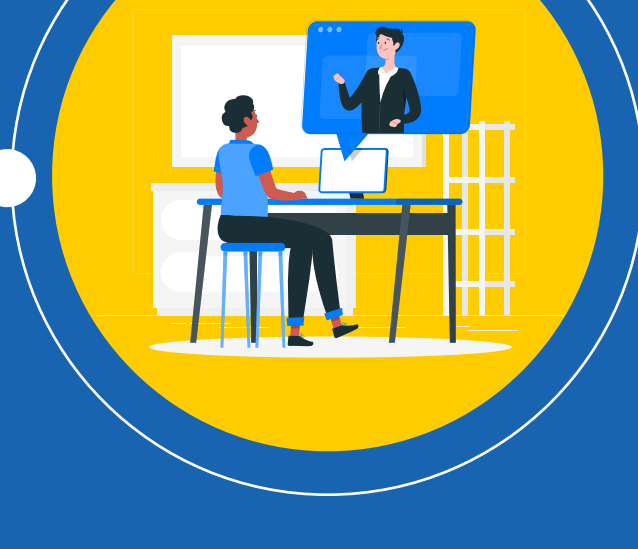
“Automated interviews are used by 61% of organizations globally, according to new research.”

- HR Brew

61%

4 Remote Hiring:

- Enables virtual hiring; flexibility for candidates
- Technology Led Hiring
- Cut down hiring duration



58%

“58% of employees surveyed in 2021 said they would search for a new job if they can't continue working from home post-pandemic.”

- Flex Jobs

“The majority of respondents (65%) said they want to remain full-time remote workers after the pandemic.”

- Flex Jobs

65%

70%

“Companies that took the time to develop a positive candidate hiring experience reported a 70% improvement in the quality of hires.”

- Glassdoor

For providing the best candidate experience along with a seamless hiring process, try 'Zappyhire', an AI-Powered Recruitment Software starting just at \$39/month.

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What is Candidate Experience? Definition, Key Components, and Strategies - Spiceworks