A SINGLE RECRUITER CAN PROCESS 500 APPLICANTS PER WEEK

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The HRAS character based applicant tracking system enabled a single recruiter to on-board 12 "A Player" employees from 500 online applications in a single 40 hour work week.

BUSINESS SITUATION
Smaller companies do not have the resources to hire an official HR manager.

TECHNICAL SITUATION
The company encourages the use of mobile devices to communicate. The HRAS app works well with this culture.

SOLUTION
Used the app to completely automate the company's (pre-hire) selection processes as well as (post-hire) employee development systems. Unlike a costly 9 to 5 HR manager, this app works to recruit new employees 24/7. Anyone assigned the role of administrator can use their mobile devise to quickly review incoming applications and approve or reject them up to 100 per day per manager , saving time and money.

BENEFITS
Simplified on-boarding processes allowed JTC to use existing operations managers to do the bulk of the HR job **eliminating a need to hire a HR professional.**

According to www1.salary.com the median salary for an HR Manager in OKC is $90K.

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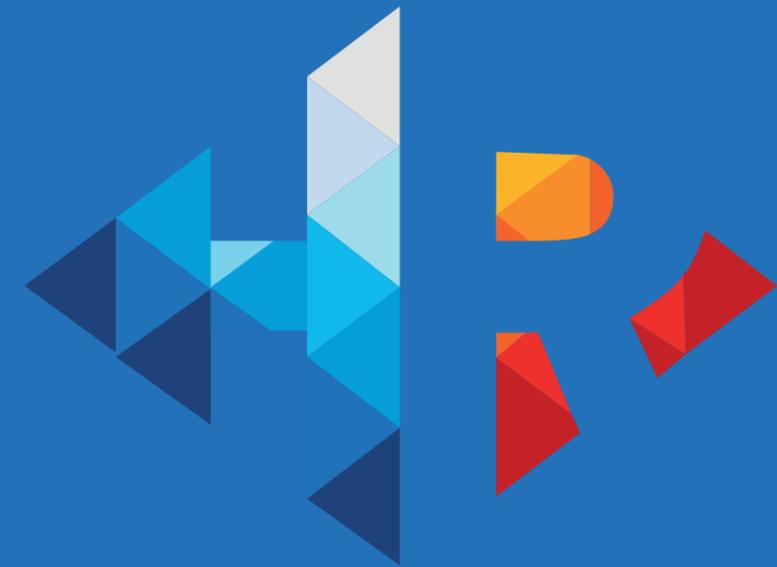
HR ALL-STAR
S A L E S   G E N E R A T I N G
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JTC TRADESMEN DEVELOPMENT
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Superior Employee Selection

Works with all mobile platforms

The HRAS character based applicant tracking system reduced a construction staffing agency's safety modifier from 1.01 to .76 resulting in an increased annual discount by 83%.

The HRAS character based applicant tracking system allowed the company leadership to see the effect of adding a recruiting video and shortening the application form. They reduced the application time to submit a filled out application to under 2 minutes instantly improving application drop offs from 52.9% to 33.15%.

BUSINESS SITUATION
JTC needed to compete with large staffing agencies to recruit and retain good workers, but they did not have the financial resources to hire more than one HR Manager and one Recruiter.
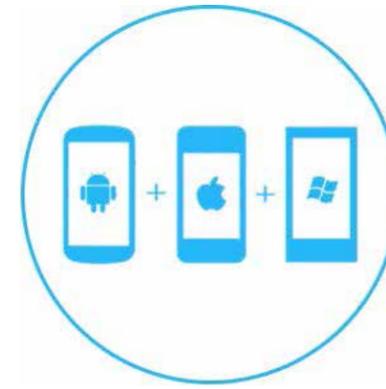
TECHNICAL SITUATION
JTC has a culture that encourages the use of new and innovative computer software & mobile apps.

SOLUTION
Used the app to completely automate the company's (pre-hire) selection processes as well as (post-hire) employee development systems. Hiring trades workers with personal goals that matched the company culture was vital at getting the hiring risk lowered.

BENEFITS
Superior employee selection resulted in an **83% increase in JTC's annual work comp. Exp. Mod Discount**

BUSINESS SITUATION
JTC executives knew they paid $4.30 per application lead. The analytics from HOTJAR showed that 59% of applicants failed to submit the completed application. JTC was losing $1100/ mo. in dropped applications.

TECHNICAL SITUATION
Conventional applicant tracking systems do not use video and other mobile device tools to help recruit modern tech savvy workers. All JTC workers are hired with the intention of using mobile apps to help them communicate, develop & perform better at their jobs.

SOLUTION
Use mobile device software to show employees how to interact with the company culture.
The owners of a small business can use the app to turn their workplace into a game of productivity. The boss gets to see those who work hard and reward them quickly. The employee will receive a very accurate online resume that will reflect their hard work. It's a win, win.

BENEFITS
Employee retention of new workers who complete the 90 day term went from **27% to 85%**

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