

What makes GreenPepper a preferred HR partner?

Comparative features of various recruitment sources

Sources	Pains	Relative merits	Rating /10
GreenPepper Consulting	<ul style="list-style-type: none"> Need to share information about the company in detail Lower salary positions will not get priority 	<ul style="list-style-type: none"> Employers' recruitment pain is outsourced Highly networked HR Services Provider Speed of recruitment activity - sourcing done in 3-12 hours Focussed approach in talent hunting - to get laser sharp results Applicant Tracking effectively used Experienced and smart consultants for specific domains Relationship Manager for better services coordination Employer branding - proper briefing to candidates Pool of passive job seekers - high performers Background verification to reduce hiring errors Talent mapping for future needs Highly confidential and critical positions can be filled Outplacements for employees with role redundancy Best for executive search Rigorous joining follow up, to avoid last minute drop outs Post joining follow up to understand performance and fitment Replacement guarantee to protect employer interests We combine the advantages of all other sources for you. 	8
Campus recruitments	<ul style="list-style-type: none"> Identifying right campuses Coordination with placement officers Partial student participation Gives only freshers' pool Turnaround time is long Mismanaged expectations of candidates Offer drops of more than 50% Logistics and travel costs Peer group influence impacting employer/job image Interviewers' bias in shortlisting candidates 	<ul style="list-style-type: none"> Freshers can be trained and groomed Good if the company has a long term manpower plan 	4
Newspaper advertisements	<ul style="list-style-type: none"> Media agency coordination and positioning Very expensive 80% of applicants are spam jobseekers with no relevant skills Advertisement response management is time consuming Recall value is only for 2-3 days 	<ul style="list-style-type: none"> Employer branding Good for entry level recruitments 	5

	Employer HR representative should be persuasive enough to convert good applications to come for interviews		
Employee referrals	<ul style="list-style-type: none"> Unpredictable Not timelined based- it is 'as and when' activity Niche specific profiles cannot be sourced Referral bonus can be additional cost It can impact morale if the referred candidate is not selected 	It gives employee who recommended 'feel good'	5
Internal Job Posting	<ul style="list-style-type: none"> Not timelined based- it is 'as and when' activity Rejection could affect employee morale Niche specific profiles cannot be sourced 	Existing employees get opportunity to work in other functions	4
Job Portals	<ul style="list-style-type: none"> Active job seekers' pool - with multiple offers Trained recruiter to be deployed to extract right profiles Recruiter should be very persuasive to attract right candidates 	<ul style="list-style-type: none"> Talent pool mapping possible Competitor analysis Salary benchmarking 	6
	Dedicated efforts to close loop with candidates needed to get portal benefits		
Job fairs	<ul style="list-style-type: none"> Involves huge costs - stall, travel, accomodation and stationery Can attract only freshers No reliable screening possible because of time constraints Multiple factors affecting walkins for a job fair, like weather. Only local candidate pool tapped Lot of paper work Casual approach of walkins 	Fresh pool of candidates - for massive recruitments	5
Unsolicited applicants	<ul style="list-style-type: none"> Expensive applicant tracking system to be in place Junk mails Response management is frustrating Casual job seekers / job hoppers apply Need to find out 'needle from a haystack'. Not reliable, during emergency Trained recruiter resource to be put to extract right profiles 	Database buidling	4