



What's next in HR?

RPO Services

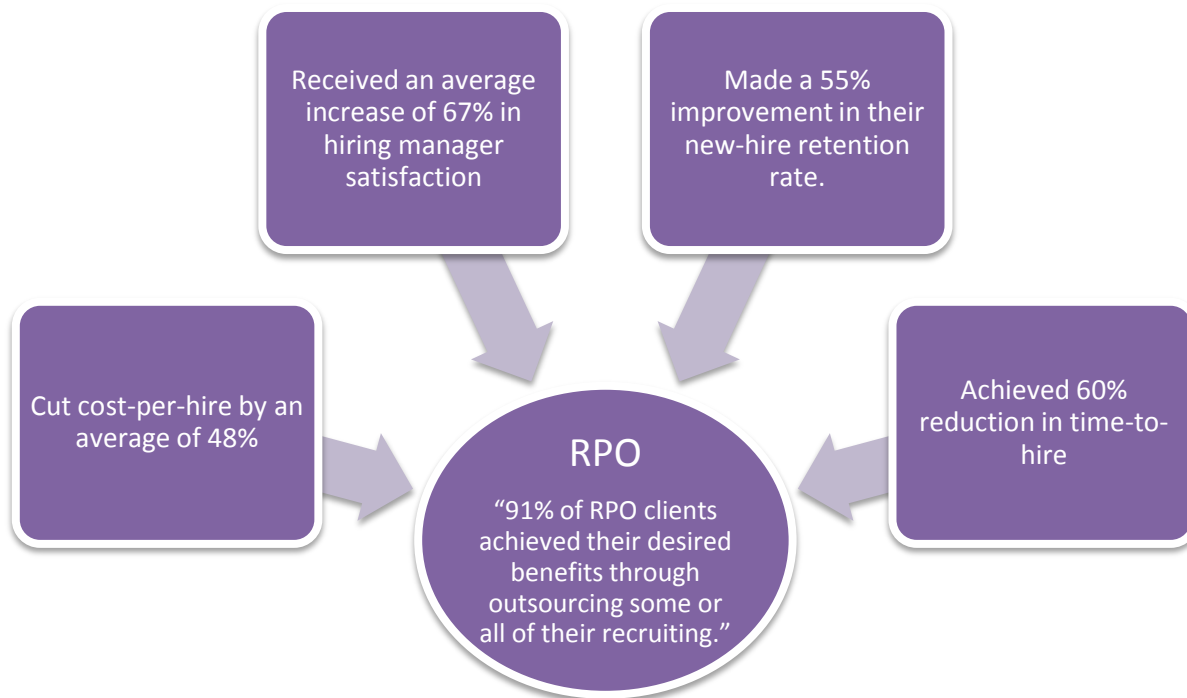
GreenPepper - Your HR Partner

Recruitment Process Outsourcing (RPO) refers to a company outsourcing its recruitment or staffing process to an external service provider". After the success of the business process outsourcing and Knowledge process outsourcing Corporate India is progressively gearing up for the latest mantra – RPO- Recruitment Process Outsourcing.

Recruitment Process Outsourcing can provide a great ROI. It can free the HR team up to focus on strategic HR goals. It can cut your hiring costs, grow your employment brand and your talent community, and give you the flexibility to ramp up hiring quickly when needed.

GreenPepper partners with companies to help them attract, recruit, hire and retain the talent they need to grow their business, at a fraction of the cost of normal staffing solutions.

Impact of RPO



We serve as an extension of our clients Human Resource department. Our customized recruiting solutions, for large hiring projects or individual hires, are developed with the client through an initial recruiting assessment. Once the goal is established, the recruiting is delivered by seasoned recruiters, supported by unique technology solutions and methodology.

Innovative solutions, deep industry experience, and delivery execution that consistently exceed our client's expectations have fueled GreenPepper's rapid growth. Our clients range from the big corporates, to mid-size growing companies and start-ups.

We operate as your internal recruitment function

-  Manage the recruitment process directly with the hiring managers
-  Act as the primary recruitment resource for jobs supported
-  Actively promote the client's employment brand
-  Manage the applicant tracking
-  Incorporate and promote all applicant sources, including employee referrals, user groups, job posting boards, etc.
-  Provide human contact with the hiring manager and candidates as needed throughout the process
-  Take the job from initial job profiling with the hiring manager to supporting the closing process
-  Assess each candidate against job specific criteria
-  Have a direct sourcing capability
-  Offer similar services to multiple clients

Understand why you are outsourcing the recruiting function - The key to a successful outsourcing relationship is having a clear understanding from the beginning about the current company pain related to recruiting. Once clarified, this sets the stage for the selection and management of an RPO, in addition to setting internal human resources, hiring manager and executive expectations. At the simplest level, the current infrastructure and people cannot adequately support the recruitment function with issues related to quality, speed and/or cost or the company would not be exploring RPO. The key is to explore the specific reasons and rank them in priority order. Examples include:

- Internal resources are minimal or non-existent.
- There is an anticipated increase in hiring activity.
- The use of recruitment agencies is excessive.
- The cost for infrastructure upgrades is significant, (e.g. need a new ATS or significant ATS upgrade, failed EEOC or OFCCP audit due to poor record keeping, etc.).
- Hiring Manager dissatisfaction is reaching the executive ranks and a meaningful change is needed to address this issue.
- Executives want a more accountable and/or consistent option than the traditional internal recruiters, contract recruiters and agencies.
- Executives recognize that hiring the right people is essential to the company's success, but the process of recruiting these top performers is non-core.
- Metrics related to recruiting quality, speed and cost are unknown.
- There is no single point of accountability and management for the recruiting function.
- Increased pressure to reduce recruitment expenses, even if the actual expenses may not be known.

Fully understanding your company's issues is an essential first step. This sets the stage for measurable objectives and areas of focus for the RPO relationship. As the Service Level Agreement is crafted, these points will be the central theme.

How we understand your need

- Outline your current process, including approvals, assessments and on-boarding
- Average cycle times currently (time to present the person hired, time to accept, time to start)
- Average cost-per hire-currently and specifically how those numbers were derived
- Current recruitment infrastructure that the RPO will replace (i.e. how many recruiters, administrative staff members, types of technology, technology support staff, etc.)
- Number of hiring managers to be supported and their locations
- Job detail - Job titles, brief description of responsibilities, salary levels, exempt/non-exempt, locations, number of hires for each in the previous year and expected number of hires in the upcoming year
- Actual hires by source for the previous year, including internal transfers, employee referrals, job boards and agencies
- Employee referral programs
- Any other existing relationships with Human Resources outsourcing vendors
- Existing service level agreements with hiring managers
- Hiring manager and candidate quality survey responses
- Diversity objectives
- Retention data
- Areas of hiring difficulty
- Employment branding activities and budget
- Describe the company culture

The Recruiting Cost Ratio (RCR) is a more effective way to measure the efficiency of recruiting than the traditional Cost per Hire model. The RCR factors in the lack of uniformity per recruiting resources when multiple types and complexity of professionals are being hired. Cost per Hire can be misleading as it does not factor in the variations of job function, skill levels, labour marketing conditions and industry variables.

The Recruiting Cost Ratio is the result of dividing total recruiting costs (for all employees) by total salaries hired, not hires.

RCR = Total Recruiting Costs/Total Compensation Hired

Increased “Recruit to Hire” process transparency and predictability

- Collaborative centralized workspace given instant view of entire process to all stakeholders including hiring managers, human resources and recruiters
- Data driven, progressive and source inclusive recruitment campaigns
- Hiring Performance metrics reporting system with insights to: Days to Present, Days to Accept, Days to Start, Recruiting Cost Ratio, and Candidate Sources
- Enhanced process visibility for all stakeholders
- Improved communications and transparency for candidates enhancing employment brand
- Universal, on-demand access to every candidate's information for all stakeholders

Enhanced Candidate Relationship Management

- Automated candidate communications throughout the process to ensure candidate satisfaction and build employment brand
- Self service job agents for candidate pipelining
- Leverage the referral and social networks of every candidate and employee

Increased Candidate Quality

- Source inclusive job marketing campaigns cast a wide net and maximize candidate flow
- Crowd sourcing and social network techniques to maximize referral based hiring, giving access to over 1 Billion social network users and job board candidates
- Collective Intelligence of thousands of hires to identify the most relevant candidates
- Online application process and interviews, including our patented candidate scoring model to identify perfect fit applicants

Universal Hiring Best Practices

The top 10 hiring best practices that help organizations hire and retain top performers.

These practices recognize that hiring managers have many priorities and that candidates may also be consumers, referral sources, future hires and investors.

GreenPepper unique model ensures adherence to all 10 Universal Hiring Best Practices for every job.

Easy for the Hiring Manager

The hiring process should be the path of least resistance for hiring managers.

Every Job is Unique

Every job is as unique as the hiring manager, team, geography, function and company and should be profiled and managed accordingly.

Courteous, Respectful and Confidential

Every stakeholder deserves to be treated with courtesy, respect and complete confidentiality.

Referrals must be leveraged

Referrals are the best source of candidates, and each recruiting effort should actively seek and follow-up with referrals.

Incorporate All Sources

All sources should be included in the recruiting process, including traditional and non-traditional direct sourcing methods

Adaptable Process

Recruiting approach should be responsive to different job types (Executive, technical, non-exempt, etc.).

Diversity Sourcing

Diversity sourcing should be included with every job. The world is diverse and a diverse workforce gives a company a strategic advantage.

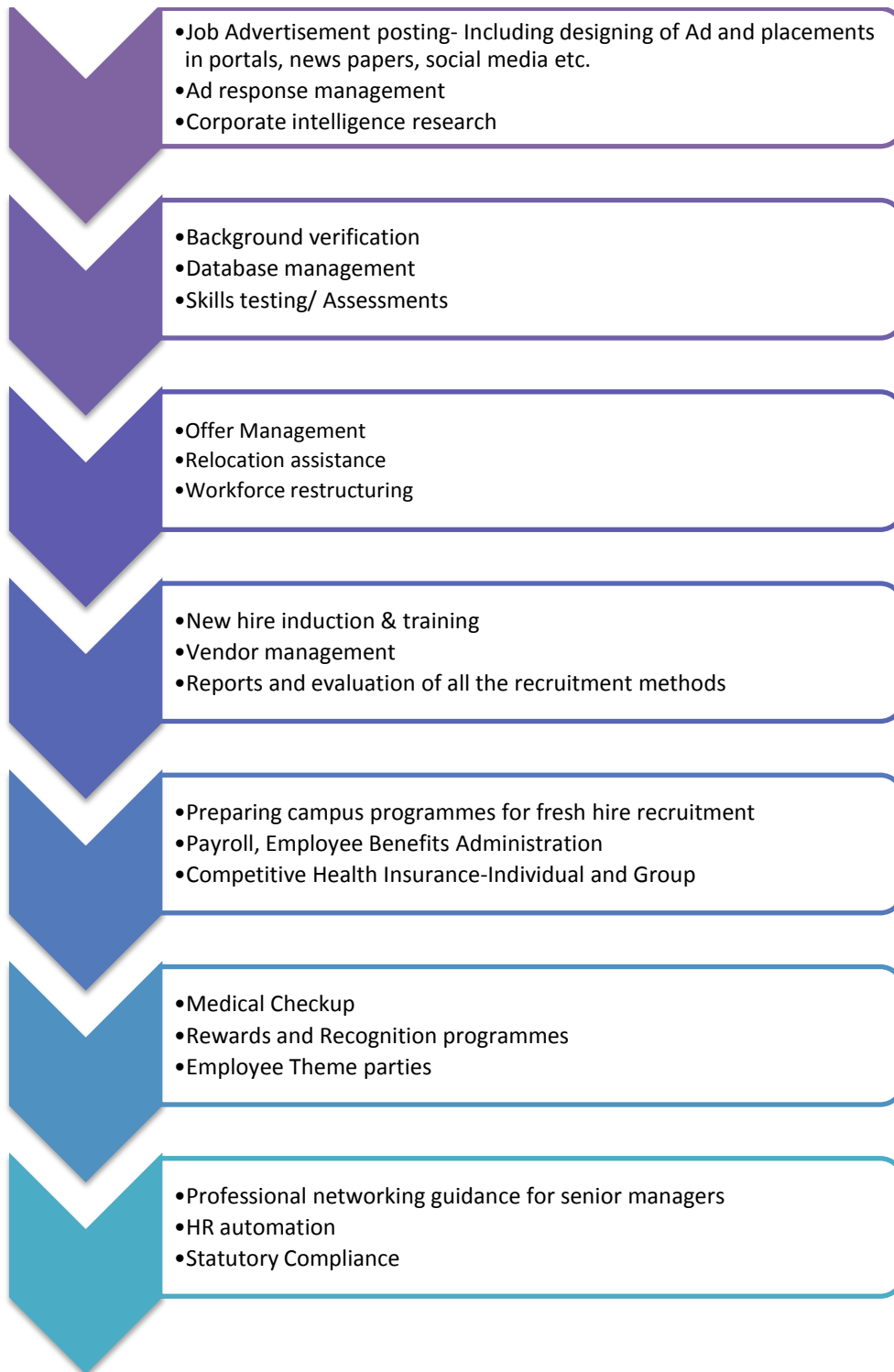
Fair and Equal Opportunity

Every Candidate deserves a fair and equal opportunity to apply and receive job-specific consideration.

Follow up and Closure

Every Candidate deserves follow-up and closure, regardless of outcome.





FAQs

How is GreenPepper different than Naukri and Monster?

Level of service.

GreenPepper is a full-service recruiting solution, not just a posting. We have the tools and expertise for you to outsource your entire recruiting function. You have a real, live person to be your point of contact and manage the process. As far as we know, Monster has never made personal contact with any candidates.

How do clients interact with GreenPepper?

There is also an assigned Hiring Consultant who will work with the Hiring Manager throughout the process. For clients who sign annual agreements to have GreenPepper act as their internal recruiting function, a Director of Client Services will function as a Staffing Manager to help outline and execute strategic hiring initiatives.

There will be GreenPepper professional who oversees the entire process for your jobs. Our Hiring Consultants create customized recruitment plans (including job descriptions and online interview questions) for each job we support. They will then use their expertise to drive candidates to the job and guide the entire process. That “Consultant” piece of their title is no joke – they’re our experts and your resource.

GreenPepper is a recruiting solution that uses a unique combination of a career network, leading-edge technology, social media and recruitment expertise. GreenPepper will profile each job, find candidates, conduct job specific interviews, only forward those people who meet the minimum criteria, manage candidate flow, and track all activity.

Commercials

It is highly customized, cost effective and result oriented. Proposal is given after the Current Recruitment Process Analysis (CRPA). Let’s discuss.