

Kenexa® Recruitment Process Outsourcing

Kenexa® Recruitment Process Outsourcing (RPO) sources overnight and transforms your organization over time. Kenexa uses Web 2.0 technology, unique and flexible business processes and a deep understanding of applied human sciences to offer sourcing services in multiple languages and countries. Kenexa RPO will improve the overall candidate hiring process and impact your organization by minimizing cost-per-hire, decreasing hire time and increasing return on investment.

Recruitment Process Outsourcing

Highlights

Our approach to delivering an RPO solution is industry unique. All recruitment is based on the premise of sourcing overnight and transforming over time—and relies on research, industry expertise and applied human sciences to deliver the best solution to your organization.

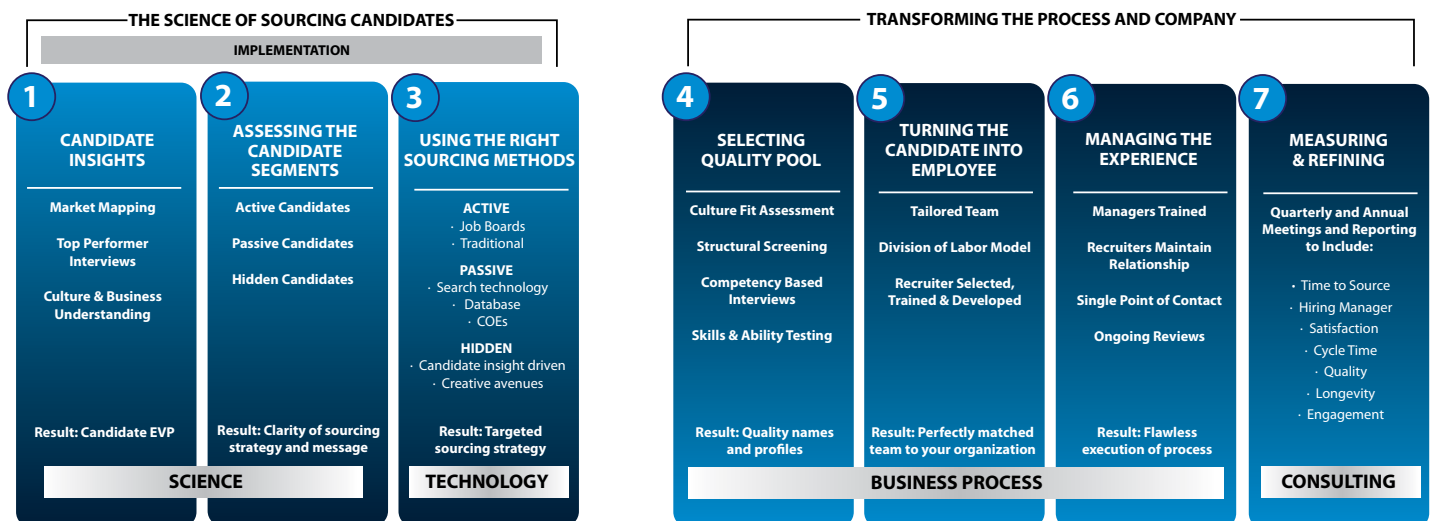
The science of sourcing candidates begins with research that includes top performer interviews, market mapping and an understanding of the company culture and business focus. These three things lead to the development of the Employee Value Proposition (EVP), which clarifies the sourcing strategy. We assess active, passive and hidden candidate segments, and, once identified, begin exploring unique and on-target sourcing strategies.

Strategies may include search technology, databases and Kenexa Centers of Excellence. They also include hidden creative avenues and traditional recruitment routes such as job boards and listings.

Transforming your organization begins with delivering a quality candidate pool, we use culture fit assessments, structural screenings, competency interviews, and skills and abilities testing to ensure candidates are perfectly matched to your organization. We also employ cultural shifts, internal branding and applicant tracking solutions to empower the candidate to self-select themselves in or out of the recruitment process.

Onsite Kenexa recruiters increase sourcing effectiveness. Kenexa recruiters don't just handle the recruitment process; they handle the candidate relationship—combining the two most important aspects of effective RPO.

We grow with your organization, tailoring flexible solutions to your particular needs. We do this through consistent communication with managers and recruiters, and ongoing reviews that include sourcing time, hiring manager satisfaction, cycle time, quality, longevity of candidates and engagement levels.



Features

Sourcing

Sourcing is a key aspect of RPO. Your organization doesn't just need candidates to fill seats, it needs the right candidates for your organization—candidates that will increase engagement, drive business outcomes and maximize retention.

We use Web 2.0 technology, unique candidate insights and an understanding of individual human behavior and team dynamics in the workplace to ensure we are sourcing the right candidates for your organization.

Process Mapping

Every organization has a vision for its workforce. Kenexa will review those needs and develop a strategic plan to help your organization reach its vision through unique process formulation.

We gain insight into your current recruitment process to minimize time-to-fill and improve quality candidates, ultimately transforming your workforce. Our process will provide you with available profiles that match your criteria, and our consultants will continue to measure the success and improvements of your organization.

Global Reach

Our RPO solution leverages the resources of more than 1,400 employees and offer services in multiple languages and countries—allowing your company to grow and expand with us. Our own global presence gives us insight into the global market and the best recruitment options based on locale.

Proven Experience

Kenexa has over 20 years experience sourcing for some of the largest, most complex global companies. We have proven experience in dramatically reducing time-to-hire, minimizing risk, increasing candidate quality and reducing hiring expenses.

Based on Science

With over 100 I/O psychologists on staff and a deep understanding of applied human sciences—we know human behavior better than any company in the industry, and we use that to bring the best recruitment solutions to your organization.

Latest Technology

We use unique technology and Web 2.0 expertise to find qualified candidates and deliver them to hiring managers—leveraging our technology expertise in data mining, analysis and reporting to keep your company on the forefront of recruitment.

Flexibility

Our business process is flexible and can be customized to meet your organizations specific recruiting needs. Kenexa RPO solutions allow you to start small and grow with us. We can manage portions of your organization's employment process or oversee the entire staffing operation.

Benefits

- Gain flexible recruiting options that can grow and change with your organization
- Reduce time-to-fill
- Increase the quality of candidates and selection techniques
- Minimize recruitment costs by improving candidate alignment and recruitment
- Enhance sourcing strategies
- Streamline processes and gain consistencies across your organization
- Minimize risk by starting small and growing solutions with your organization's needs

About Kenexa

Kenexa provides business solutions for human resources. We help global organizations multiply business success by identifying the best individuals for every job and fostering optimal work environments for every organization. For more than 20 years, Kenexa has studied human behavior and team dynamics in the workplace, and has developed the software solutions, business processes and expert consulting that help organizations impact positive business outcomes through HR. Kenexa is the only company that offers a comprehensive suite of unified products and services that support the entire employee lifecycle from pre-hire to exit.