



capitalconsulting

**European Guide to
Recruitment Management Systems
2004**



European Guide to Recruitment Management Systems 2004

About the Author

Martin Hogarth

Martin Hogarth provides corporate business with research, advice, support and project management services for all aspects of resourcing strategy. With a background in IS, HR and recruitment, Martin has worked on many European and Global recruitment strategy projects covering organizational change, process alignment and technology design, selection and implementation.

Projects have been within both the public and private sectors and have included work within the NHS, Local Government, Vodafone, Credit Suisse Group, Eli Lilly, T-Mobile and Atkins.

Martin is a specialist in e-recruitment often speaking at leading conferences throughout Europe, and regularly delivering training on e-recruitment techniques.

The European Guide to Recruitment Management Systems is sponsored by Capital Consulting

Capital Consulting are market leaders in recruitment process outsourcing and HR Consultancy. Capital Consulting helps businesses build a direct, web-centric, hiring capability and reduces reliance on costly recruitment agencies.

Capital Consulting:

HELPING BUSINESSES RECRUIT FASTER, BETTER AND MORE COST-EFFECTIVELY



Executive Summary

Introduction

The European guide to Recruitment Management Systems is a comprehensive guide to recruitment technology within the European marketplace. It includes information about the vendors and their products, and feedback from customers regarding vendor and product satisfaction.

Who should buy the guide?

The guide has been designed as an aid to any organisation currently considering the purchase of a Recruitment Management System or organisations looking to benchmark their current system. It provides up-to-date market knowledge about twenty of the leading vendors including comprehensive background, functionality and customer satisfaction data from current customers throughout Europe.

About the guide

The guide is approaching 200 pages covering twenty leading vendors with over 50 customer response charts. The guide is split into four vendor sections and a summary section detailing the use of available functionality gathered from the organisations surveyed for this guide.

Leading European vendors

This first section covers the seven vendors who were identified as having the greatest European penetration within the large sized customer market.

These vendors are profiled in alphabetical order:

| Product | Vendor |
|-----------------------------|--------------------------------------|
| ActiveRecruiter 4.5 | Jobpartners Ltd |
| Enterprise 6.0 | BrassRing |
| GlobalSuccessor | i-GRasp Ltd |
| Hire Enterprise 8 | Stepstone Talent Solutions AS |
| MrTed Talentlink 2.2 | Mr. Ted Ltd |
| Peopleclick RMS 4.3 | Peopleclick Ltd |
| Taleo 6.0 | Taleo (Recruitsoft) |


This section includes an overview of each of these vendors, covering:


- Organisational overview
- Ownership details
- Company details
- Product
 - Range
 - Time in market
 - Current version
- Major European customers
- Operating environment
 - Delivery model
- Hosting details
 - Location & Security
- Pricing
 - Model
 - Project management/implementation costs
 - Implementation timescales
- Support
 - Availability
 - Offices
 - Languages
 - Pricing



A detailed functionality Analysis of each vendors product is included, with over 160 questions covering:

- Requisition/approval process
- Job posting
- Job/requisition management
- User support
- Candidate data capture
- Candidate management and tracking
- Selection tools
- Search capability
- Workflow and triggers
- Language support
- Configuration
- Reporting
- Integration

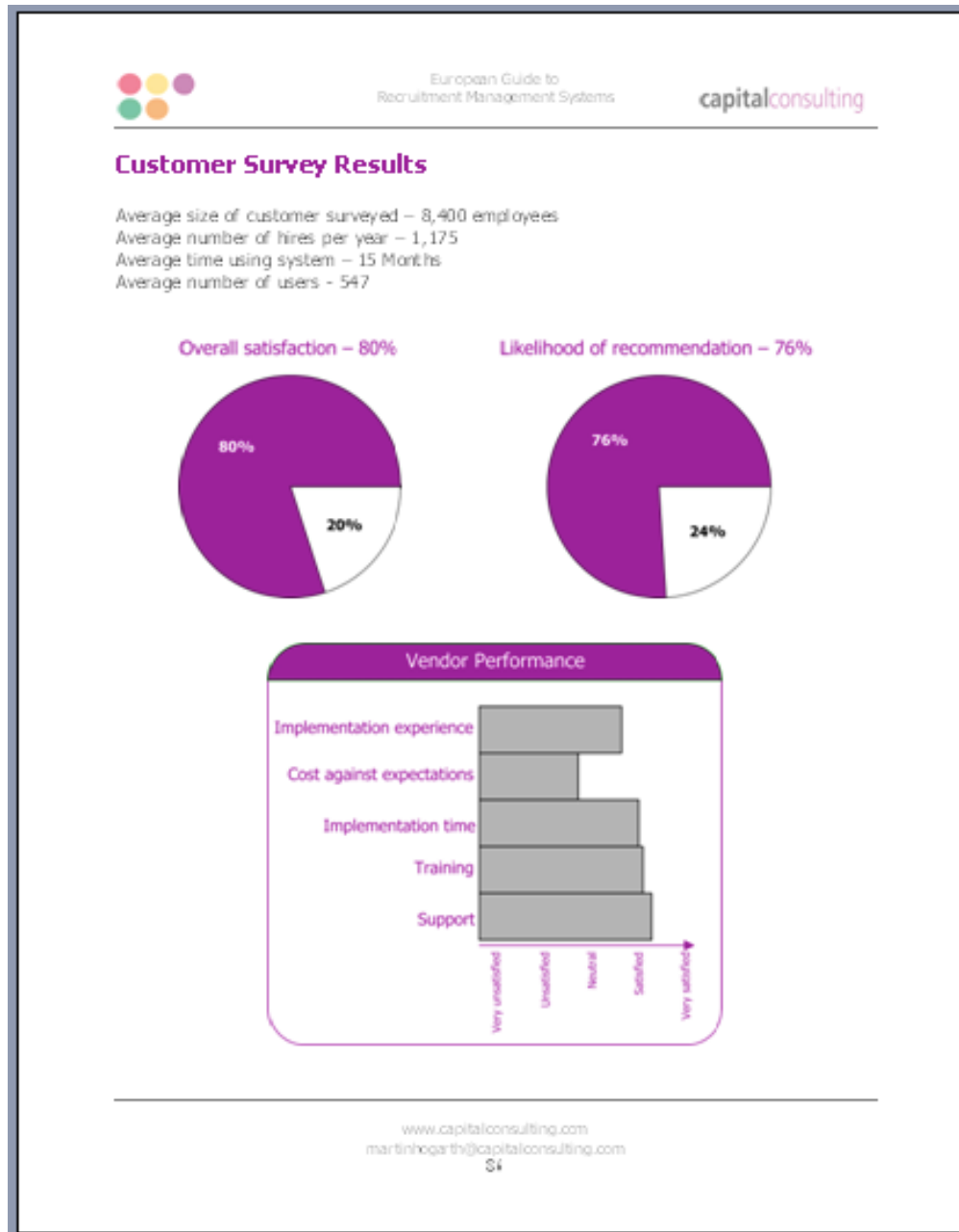
|  European Guide to Recruitment Management Systems capitalconsulting | | |
|--|-----|---|
| <div style="border: 1px solid black; padding: 2px; width: 15px; height: 15px; display: flex; align-items: center; justify-content: center;">+</div> List the Job boards currently configured? | | Peoplelick RMS posts directly to Total Jobs and Monster UK/Europe, and more than 15 US Job Boards. Peoplelick's aggregator partners – eQuest and JobVIPeR support additional posting to over 800 job boards |
| Can the system post with publication triggers including? | | |
| Delay | Yes | |
| Frequency | No | |
| Duration | Yes | |
| Application Limit | Yes | Yes, the solution can be configured to remove a posting based on a number of qualified candidates |
| Can the system automatically capture the source of an application if via a job board? | Yes | |
| Can the system automatically remove all job postings when the requisition is closed? | Yes | |
| Is the system able to post via third party posting tools? | Yes | |
| Please list any posting tools currently integrated into the system? | | Peoplelick has partnered with two aggregators – eQuest and Job VIPeR from TMP to support additional posting to over 800 job boards |
| Job/requisition Management Does the system have the ability to create job templates? | Yes | |
| Is there a template repository? | Yes | |
| User support Does the system have field by field configurable portal access for: | | |
| Applicants? | Yes | |
| Recruiters? | Yes | |
| Line Managers? | Yes | |
| □ | | |

www.capitalconsulting.com
martinhogarth@capitalconsulting.com




Customer satisfaction details for each vendor are included covering:

- Customer profile
- Overall satisfaction
- Likelihood of recommendation
- Vendor performance
- Systems performance
- Results obtained
- Functional satisfaction





Other European vendors

Of the hundreds of vendors within the European market, this group of ten were selected based on systems functionality. Generally the size of the organisation and the size and location of their client base was the main factor for these organisations not appearing in the leading vendors section of the guide.

The information provided here, mirrors most of the details collected within the first section with the exception of the customer satisfaction analysis.

Again profiles are listed in alphabetical order.

- Bond Adapt 8.74– Bond International Software
- Candidate Manager 3.1 – Candidate Manager Ltd
- ChangeworknowLtd
- iCams 5.0 – Hireserve.com Ltd (Hazelweb)
- Monster ATS 4.5 – Monster Worldwide
- NetResourcer 1.12 – HotLizard Ltd
- One Step 2.0 – Stepstone Talent Solutions AS
- Peoplebank
- Projectix 2.0.1 – Recruiternet
- Recruit 2.0 – Abacus e-media
-

This section includes an overview of each of these vendors, covering:

- Organisational overview
- Ownership details
- Company details
- Product
 - Range
 - Time in market
 - Current version
- Major European customers
- Operating environment
 - Delivery model
- Hosting details
 - Location
 - Security
- Pricing
 - Model
 - Project management/implementation costs
 - Implementation timescales
- Support
 - Availability
 - Offices
 - Languages
 - Pricing
- Functionality outline

Job boards

Job boards have evolved considerably from simple job listing tools to sophisticated recruitment communities. A number of job boards have developed recruitment management functionality which is often available to advertising customers as an inclusive tool. This section only covers a small number of job boards with this functionality, but gives information on the type of service you may expect to find.

- Jobsite
- My Monster – Monster Worldwide
- Freecruitment - Reed

ERP systems

The ERP vendors have been supplying modules for recruitment for a number of years within their HRIS functionality. Although not analysed within this guide, a summary of the current ERP offerings is included.

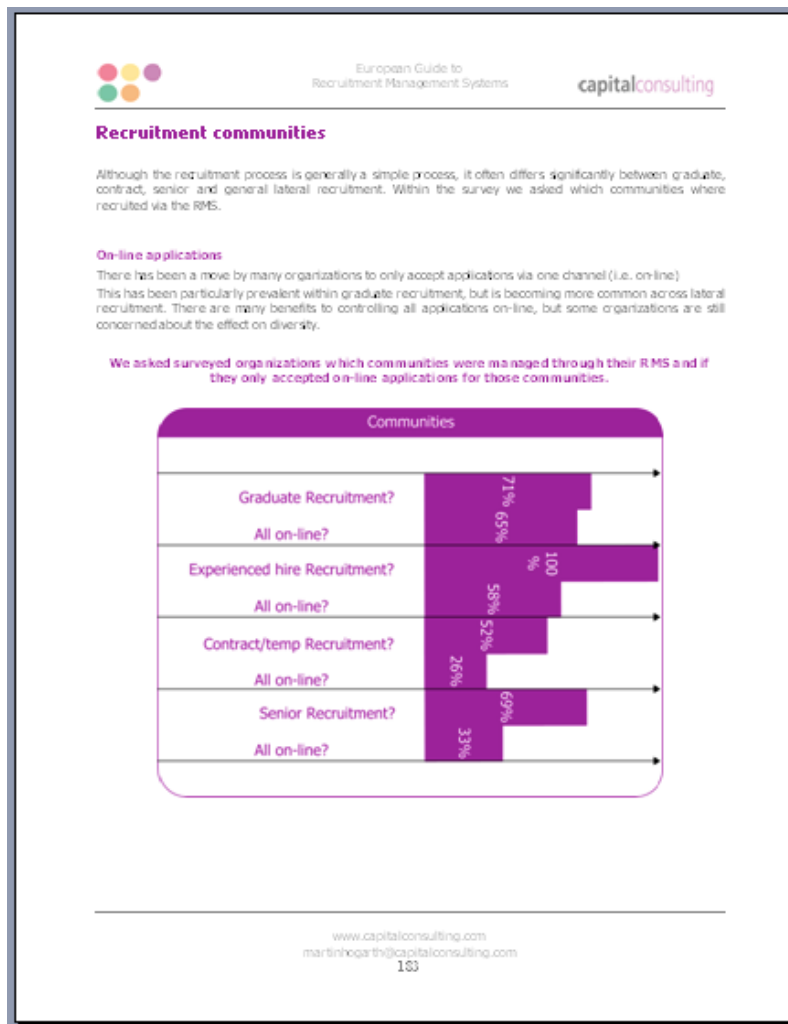


Functionality utilisation

Recruitment Management Systems have considerable functionality available to aid the recruiting process. Although generally this functionality is requested by organizations during the vendor selection process, how much of it is actually used?

In this section of the guide we look at a number of key aspects of functionality and how the functionality is used by surveyed organizations. In the 2004 survey we looked at:

- The requisition/authorization process
- Job posting
- Applicant screening
- Recruitment communities
- Supplier management
- Succession planning
- CRM
- Integration





| | |
|--|-----|
| Introduction..... | 3 |
| Methodology..... | 4 |
| Leading European vendors..... | 5 |
| ActiveRecruiter 4.5 – Jobpartners Ltd..... | 6 |
| Customer Survey Results..... | 9 |
| Enterprise 6.0 – BrassRing..... | 21 |
| Customer Survey Results..... | 29 |
| GlobalSuccessor – i-GRasp Ltd..... | 39 |
| Customer Survey Results..... | 45 |
| Hire Enterprise 8 – Stepstone Talent Solutions AS..... | 57 |
| Customer Survey Results..... | 59 |
| M-Ted Talentlink 2.2– M-. Ted Ltd..... | 70 |
| Customer Survey Results..... | 72 |
| Peopledick RMS 4.3 – Peopledick Ltd..... | 79 |
| Customer Survey Results..... | 82 |
| Taleo 6.0 – Taleo (Recruitsoft)..... | 95 |
| Customer Survey Results..... | 98 |
| Other European vendors..... | 109 |
| Bond Adapt 8.74– Bond International Software..... | 110 |
| Candidate Manager 3.1 – Candidate Manager Ltd..... | 113 |
| Changeworknow Ltd..... | 116 |
| iCams 5.0 – Hireserve.com Ltd..... | 121 |
| Monster ATS 4.5 – Monster Worldwide..... | 133 |
| NetResource 1.12 – HotLizard Ltd..... | 144 |
| One Step 2.0 – Stepstone Talent Solutions AS..... | 147 |
| Peoplebank..... | 152 |
| Projectix 2.0.1 – Recruiternet..... | 157 |
| Recruit 2.0 – Abscus e-media..... | 162 |
| Job boards..... | 165 |
| Jobsite..... | 166 |
| My Monster – Monster Worldwide..... | 168 |
| Freerunment - Reed..... | 171 |
| ERP systems..... | 173 |
| Functionality utilisation..... | 174 |
| Requisition/Authorisation Process..... | 175 |
| Job posting..... | 176 |
| Screening..... | 177 |
| Search..... | 178 |
| Recruitment communities..... | 179 |
| Supplier management..... | 180 |
| Additional uses..... | 181 |
| Integration Analysis..... | 182 |
| Overall utilization..... | 183 |
| Author profiles..... | 184 |
| Glossary..... | 185 |

For more information regarding
this report please contact
martinhogarth@capitalconsulting.com
or visit our website
www.capitalconsulting.com