

Maximizing *recruitment quality* in key, high volume roles

With constant pressure to reduce costs and improve productivity, finding the right candidates for key roles has never been more critical. Borderless markets and the power of the Internet have combined to create a surge in application numbers – from under- and over-qualified candidates. This makes extra work for recruitment teams, while increasing the risk of sub-optimal hiring. The more applicants, the greater the risk of poor hiring decisions.

- Front-line roles are critical to business success, brand and customer service
- Recruiters face huge numbers of applications, from suitable and unsuitable candidates
- Social networks and online apps are deluging organizations with résumés for every position
- Previous experience does not always make a good fit
- Unsuitable candidates increase the likelihood of attrition

How does SHL help?

SHL increases the quality of hire by helping remove unsuitable candidates earlier in the process, while job previews ensure only applicants with the right skills and personalities progress to the formal assessment stage. The result is a smaller pool of more suitable applicants.

We use a number of proven tools which, when combined help you predict the likely performance of candidates in your organization. Solutions can be tailored to specific roles, such as call center staff, retail assistants and supervisors. Our approach cuts costs by reducing selection errors. Ensuring a positive experience for candidates improves motivation, productivity and retention.

“We’ve seen a dramatic reduction in turnover. Our 90-day rate is less than 30 percent.”
Michael Blair, Century Link

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What our customers say

Hiring faster and better

"Now with SHL we only interview two people to get a good employee."

A major global retailer

"A 33% increase in applicants screened out early in the process." M&S

"The solution enhanced our established workflow process by introducing assessments to help identify the right candidate more quickly in a fair and standardized way." Nissan

Saving time and money

"We hire 8 out of 10 individuals who pass SHL assessments. We've reduced recruiter time and costs." Aflac

"We saved 25 hours a week of HR admin time." Platform Home Loans

"We experienced a 37% reduction in cost per hire." A major international bank

Increasing productivity

"Those who scored highly were almost three times more likely to be high performers at work." Vodafone

"Since we have introduced SHL's tests into our recruitment and selection process, we have been able to more accurately assess employees' working style." PepsiCo

How do we do it?

- Realistic job previews and simulations encourage candidates to 'self-select'
- Ability tests and behavioral assessments further reduce applicant volumes
- Successful candidates undertake a second stage of assessments to short-list the most suitable
- Solutions can be tailored to the role in question and embedded into recruitment systems, helping to manage thousands of applications



Key points

Unsuitable candidates
are sifted out earlier

Job previews
and assessments give
candidates a more
positive experience

We help you find
the applicants who
will thrive in the role



Supporting
more than
10,000
customers
every year

Organizations that understand and maximize their people's potential achieve outstanding results. SHL gives you the insights to make better decisions about your people.

**We call this People intelligence,
Business results.**