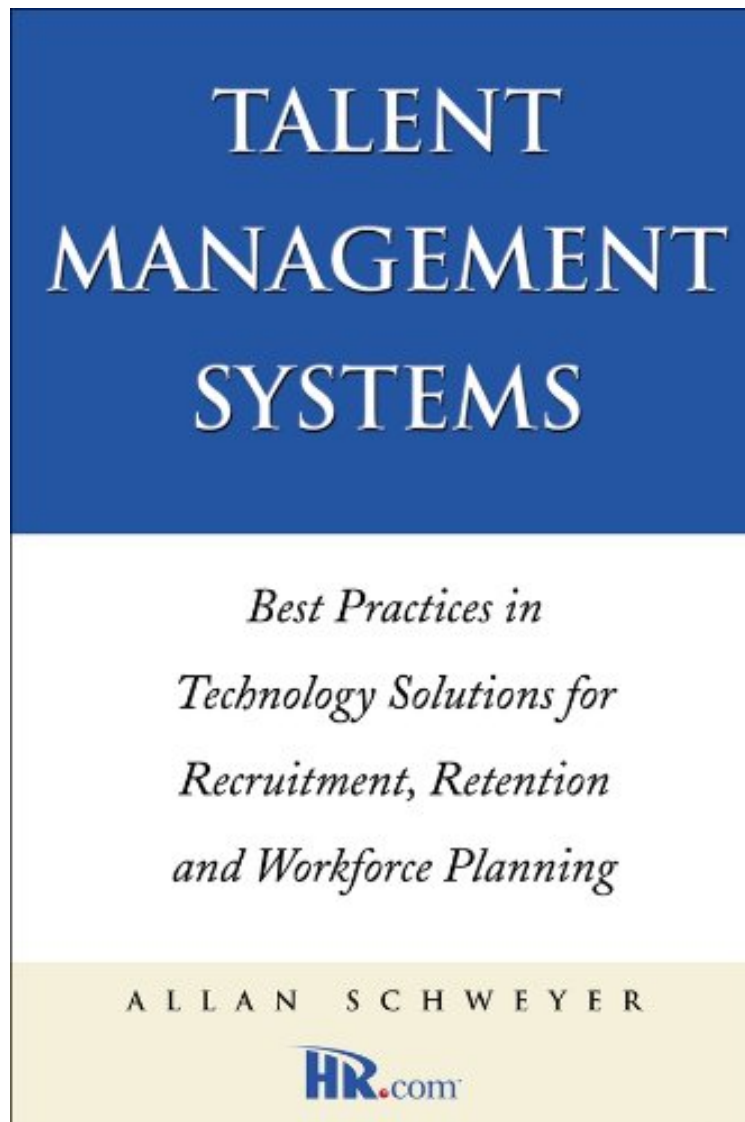


(Mobile pdf) Talent Management Systems: Best Practices in Technology Solutions for Recruitment, Retention and Workforce Planning

Talent Management Systems: Best Practices in Technology Solutions for Recruitment, Retention and Workforce Planning

Allan Schweyer

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Talent Management Systems addresses the transformation Web-based technologies have brought to workforce acquisition and management. It examines proven and leading-edge best practices, and what tactics and strategies organizations should employ to remain competitive in this arena. The book is part practical, offering advice on how to institute best practices in e-recruitment and talent management, and strategic, discussing trends and state of the art technology and practices that should be adopted or avoided. "We're at the brink of the next global battle in the war for talent, and companies with a firm grasp on today's technologies, and the best view over the horizon, are positioned to win. No one understands the intersection of talent and technology better than Allan Schweyer and, as this book demonstrates, no one tells us the story as clearly as he. This is an essential read and an important work in the now-critical discipline of human capital management." —Michael Foster, CEO, AIRS, and Author of Recruiting on the Web "Allan Schweyer has been on the leading edge of recruitment technology since the dawn of the Internet. In many ways the Internet has created more confusion than solutions for the world of recruiting and talent management. It has certainly made things more complex. HR professionals and even company presidents have become desperate for clarity on the future of talent management-Allan Schweyer's book provides that clarity and establishes him as the authority on web-based hiring and talent management. No major implementation decision should be made without this invaluable guide." —Graham Donald, President, Brainstorm Consulting "Talent management has suddenly gone from being a nice idea to a core business function. No one knows more about this new function, and the technologies that make it possible, than Allan Schweyer." —David Creelman, Senior Contributing Editor, HR.com, and Independent Human Capital Analyst "Once again, Schweyer has produced the best writing in North America on this subject, which I've covered for fifteen years." —Bill Kutik, Technology Columnist, Human Resource Executive "As corporate executives quickly come to the shocking realization that the global workforce-and how that talent is managed and developed both locally and globally-will almost unilaterally determine their future success in global markets, few workforce experts have bothered to provide business leaders with a useful compass and map for the next chapter of workforce management. Mr. Schweyer generously and eloquently provides the talent compass and workforce map for the first pragmatic steps of the new global journey." —John Chaisson, CEO, Global Workforce Solutions

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From the Inside Flap: Talent builds world-class products and services, nurtures customer relationships, invents new processes and improves existing ones. Talent inspires, coaches, and leads. Talent builds an organization's reputation, and over time companies of all stripes will or won't become valuable because of their talent. To survive in the knowledge economy over the long term, organizations must become focused on managing talent as their most critical resource, and must turn to modern human resources technologies in order to manage their workforce as carefully as they would any physical asset. *Talent Management Systems* explains the transformation Web-based technologies have brought to workforce acquisition and management. It examines proven and leading-edge best practices that can improve your organization's ability to expertly attract, recruit, motivate, develop, and retain staff. And it reveals the tactics and strategies organizations can use to remain competitive in this arena, including:

- Online recruiting
- Building a career site on the corporate Intranet
- Specialized recruitment sites
- Automated screening, sorting, and ranking of candidates
- Building skill libraries and profiling competencies
- Online assessment and testing
- Selecting the right Talent Management System for the job, and choosing a TMS vendor
- Outsourcing
- Legal, ethical and fairness concerns in e-recruitment

No industry has made better use of Web technology than Human Resources, particularly in recruitment. Some of the Internet's best known and most successful brands (for example, Monster, CareerBuilder, and HotJobs) are career sites used by millions of jobseekers and hundreds of thousands of employers. Most organizations also understand the advantages of operating a corporate career site and in building their employment brand. However, despite this early and rapid adoption of technology by human resource professionals, most are just scratching the surface of what technology is available and how it can be used to give an organization competitive advantage. By mastering a talent management system, organizations can:

- Reduce their average time to hire
- Become more competitive employers
- Avoid the lost productivity and momentum that arises when a position lies vacant
- Build rapport, interest, and trust with individuals from the time they apply, throughout the hiring process, during their employment, and even after they leave the organization
- Manage all aspects of the "total" workforce—external candidates; salaried, hourly, and temporary employees; and even independent contractors

From the Back Cover: Praise for *Talent Management Systems* "We're at the brink of the next global battle in the war for talent, and companies with a firm grasp on today's technologies, and the best view over the horizon, are positioned to win. No one understands the intersection of talent and technology better than Allan Schweyer and, as this book demonstrates, no one tells us the story as clearly as he. This is an essential read and an important work in the now-critical discipline of human capital management." — Michael Foster, CEO, AIRS, and Author of *Recruiting on the Web* "Allan Schweyer has been on the leading edge of recruitment technology since the dawn of the Internet. In many ways the Internet has created more confusion than solutions for the world of recruiting and talent management. It has certainly made things more complex. HR professionals and even company presidents have become desperate for clarity on the future of talent management—Allan Schweyer's book provides that clarity and establishes him as the authority on web-based hiring and talent management. No major implementation decision should be made without this invaluable guide." — Graham Donald, President, Brainstorm Consulting "Talent management has suddenly gone from being a nice idea to a core business function. No one knows more about this new function, and the technologies that make it possible, than Allan Schweyer." — David Creelman, Senior Contributing Editor, HR.com, and Independent Human Capital Analyst "Once again, Schweyer has produced the best writing in North America on this subject, which I've covered for fifteen years." — Bill Kutik, Technology Columnist, Human Resource Executive "As corporate executives quickly come to the shocking realization that the global workforce—and how that talent is managed and developed both locally and globally—will almost

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