Data Challenges: The #1 Issue for Talent Acquisition Teams

When your business grows, time becomes your biggest asset, you can't waste it struggling with data challenges. Saving time becomes your priority, starting with the recruitment process.

The challenge is to ensure your recruitment process is time-efficient and optimized even with the increasing volume of data you must handle every day. A recent survey shows that on average, talent acquisition professionals waste 2 days of total work time for each new hire.

Talent recruitment teams get burned out, and when they do, they are unable to cover the entire lifecycle of an application.

Many candidates, especially those who didn't make it to the interview rounds, are left in the dark with minimum, or no communication at all regarding application status for weeks or months.

Let's do the math. On average, every corporate job posting receives between 75-100 applicants, and only 4-6 of those applicants get interviewed. What happened to the remaining 71-94 applicants? The most common answer is nothing. This is where the data challenges begin. The process of collecting information, standardizing, and then reconciling data is too time-consuming. The recruitment team can only focus on those who qualify.

Imagine having 5 different profiles for the same person, each created at a different time and with a different version of the applicant's name and owning the manual process of making sure all these profiles have the same information.

Inefficiency at the early stage of the recruitment process eventually bleeds into the entire system, resulting in poor communication between talent and the recruiter, poor brand reputation and dissatisfied applicants. In the competitive War of Talent, this means significant disadvantages.

Data challenges, therefore, remain the no.1 challenge for recruitment teams in this age of digital transformation. With various platforms used to reach out to applicants, recruiters are hit with a constant influx of information without a tool to collect, sort and store such data. Eventually, that information influx becomes a bottleneck and throttles the workflow. Talent recruiters spend more time managing data than having conversations with prospects.

If you are looking to increase your headcount this year, solve this data challenge first to build not only a strong workforce but also a healthy, sustainable pool of talent.

Watch our video series on optimizing the recruitment process with automation and discover solutions to data challenges in talent acquisition.

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