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Compute Media

Applicant Tracking

Over 140 software vendors offer ATS (applicant tracking systems) for the desktop or browser, yet most recruiters, hiring managers and candidates communicate on their smartphones.



Human Capital Management

Structural barriers to talent management can build up over time. Break free by mobilizing data across server and geographic boundaries. Build HCM credibility using the mobile web and shared services to quickly identify and match open positions with qualified applicants.



The recruiting activity provides an excellent illustration of the mismatch between packaged software and the way hiring teams work inside and outside the office.

Applicant tracking systems (ATS) are developed without mobile user productivity in mind. What looks good on paper, may be a headache outside the office or on the road. Users complain of slow response times, multiple layers of complexity, frustrating workflows and excessive data input. Most hiring managers and recruiters don't have the luxury to receive training on packaged software. Applications must be intuitive.

No ATS application is an island. The typical enterprise has numerous HR-related applications running on widely distributed servers. Medium size businesses draw on multiple SaaS applications and service providers. For HR managers, the goal should be to make HR more productive, not turn every hiring or re-organization activity into a data entry exercise.

Platform vendors earn their revenue by selling licenses and maintenance for complex application solutions. Complexity is the vendor's friend. But complexity is the enemy of operating budgets. The nature of business is dynamic, not fixed. Platform implementations create rigidity and inflate costs. Their proposed layers of command and control benefit the vendor, but merely lock-in customers. Studies prove that so-called "best

practices" actually create serious barriers to innovation and profitability. A best practice is truly the one that works best for your company, not every other company.

A Path To Productivity

Most businesses have substantial hiring and candidate data but don't make optimal use of it. Typical integration projects have long timelines, are overly complex, and fail to deliver usable interfaces.

Employees and recruiters are mobile. Candidates are mobile. The key to good hiring is networking and information. Recruiters, managers, employees and candidates need to interact intensively over short timeframes. Information sharing is vital to a good hiring outcome, but difficult to achieve when tethered to a PC. It is better to deliver properly formatted data to a smartphone. Compute Media can aggregate multiple data sources to allow users to create, read, update and delete information through the mobile web --- the path to higher productivity.

Make better use of your recruiter and interview time by providing candidate background, scheduling and feedback through Compute Media smartphone applications for any handset.

Mobilize