HR Scheduling Software

A Powerful Tool for the Recruitment, Interviewing and Onboarding Process

An AppointmentPlus Case Study
There’s nothing quite like the feeling when a talented new hire starts their first day on the job. For busy HR professionals, that moment can be the big payoff after weeks, or even months, of tedious back-and-forth communications with the candidate over email and voicemail.

In today’s competitive job market, HR teams spend hours each week casting a wide net of recruitment emails and follow-up phone calls, and even then may never get the satisfaction of actually scheduling that hotshot candidate for an interview. When there is real interest from an applicant, the process of finding an available interview time, vetting it with the hiring team, and confirming the meeting with the candidate can literally consume hours a week.

Unfortunately, the pain doesn’t end once a job offer is made. HR teams can’t rest until they dive back into another rigorous round of scheduling rigmarole, this time for new hire orientation and onboarding. Consequently, the days and weeks eaten up by the hiring process incur significant costs, not to mention gaps in productivity. The result? Too often, top talent will choose to pursue an opportunity with another firm, rather than wait around for an HR team to send yet another email inquiring about availability.

When surveyed by Careerbuilder, candidates stated that they would react in the following ways to a negative application experience*:

- **42%** would never seek employment at the company again
- **22%** would actively tell others not to work for that company
- **9%** would not purchase products and services from that company

*www.careerbuilder.com/share/aboutus/pressreleasesdetail*
About AppointmentPlus® Scheduling Software

AppointmentPlus scheduling software is devoted to making the hiring process easier on both candidates and human resources professionals. Replacing employees is costly — a study from the Center for American Progress noted that “the typical (median) cost of turnover [is] 21% of an employee's annual salary” — so AppointmentPlus has developed a feature-rich, easy-to-use system that allows a hiring team to minimize labor costs and save time, in the process filling positions quickly and effectively.

How does AppointmentPlus scheduling software benefit an HR team? It increases staff productivity, reduces candidate no-shows, and improves an applicant's view of company culture, right from the very first interaction between a job seeker and an organization. By automating scheduling, HR professionals find that they have more time for other key interactions, like checking references, conducting thorough, in-person interviews, and answering follow-up questions.

“When you automate the right tasks, then it frees up time to do the in-person ones better.”

- Sharlyn Lauby, President of HR consultancy ITM Group, to Inc. magazine.

On the other side of the coin, candidates appreciate online scheduling software as much as recruiters do. Today’s job seekers are not only highly mobile, they also have less tolerance for time-consuming processes, like the lengthy back-and-forth communication found in the traditional recruitment cycle. A sobering survey conducted by CareerBuilder revealed that 60% of applicants bow out of an application process if it takes too long. Using software to quickly engage and empower candidates gives a hiring team the competitive edge, while also offering recruiters additional insights into candidates' interests, initiatives, and levels of responsiveness.
A Solution for Recruiting Top Talent

AppointmentPlus software takes the administrative pain out of the recruitment process, replacing a once labor-intensive workflow with one that is truly scalable. The application builds in an array of one-click engagement tools — like allowing candidates to pick their interview time at the push of a button — that make a big difference when it comes to engaging job seekers.

There's no doubt that automation drives results in the HR landscape. In a recently highlighted case study by Recruiting Daily, one company showed an increase in candidate applications by 200% over four months after automating its hiring processes. Developed with flexibility and functionality in mind, the AppointmentPlus online scheduler allows hiring professionals to quickly and easily set up their calendars, and facilitates seamless two-way communication with interested applicants. It’s a smart, streamlined process that gives companies a leg up with talented candidates looking to work for innovative brands.
Raising the Bar in Efficient Interview Scheduling

AppointmentPlus offers a powerful scheduling tool that transforms the interview process. HR professionals simply enter their available interview times into the online scheduler, email interview invitations with scheduling links to their candidate pools, and watch their calendars populate with interested applicants ready to take the next step. Monitoring and following up on the interview schedule is simplified by the application’s real-time integration. A built-in email and text reminder system keeps all stakeholders on track, and the system’s rule-based structure is designed to “talk” to all participating calendars, eliminating the tedious back-and-forth involved when compiling schedules and confirming interviews. When a hiring rep needs to make a quick adjustment, he or she can simply drag and drop to change their availability with the click of a mouse, or handle it from their smartphone in seconds.
The Onboarding Process Made Simple

The benefits of the AppointmentPlus application don’t end once a candidate accepts an offer. With its complete workforce management capabilities, AppointmentPlus software helps HR teams streamline the onboarding process. Training managers can easily populate their calendars with slots for one-on-one orientation, group trainings, fingerprinting, security clearance, and much more. A new hire receives a scheduling link, then simply selects from a drop-down menu to schedule all of his onboarding tasks in one quick, digital interaction. The software does the logistical heavy lifting, so onboarding staff can focus on welcoming new teammates, and new hires can focus on hitting the ground running.
We're here to help. Call us and speak with a Scheduling Software Expert who will answer any questions you might have.

800.988.0061

Questions? Call us.

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