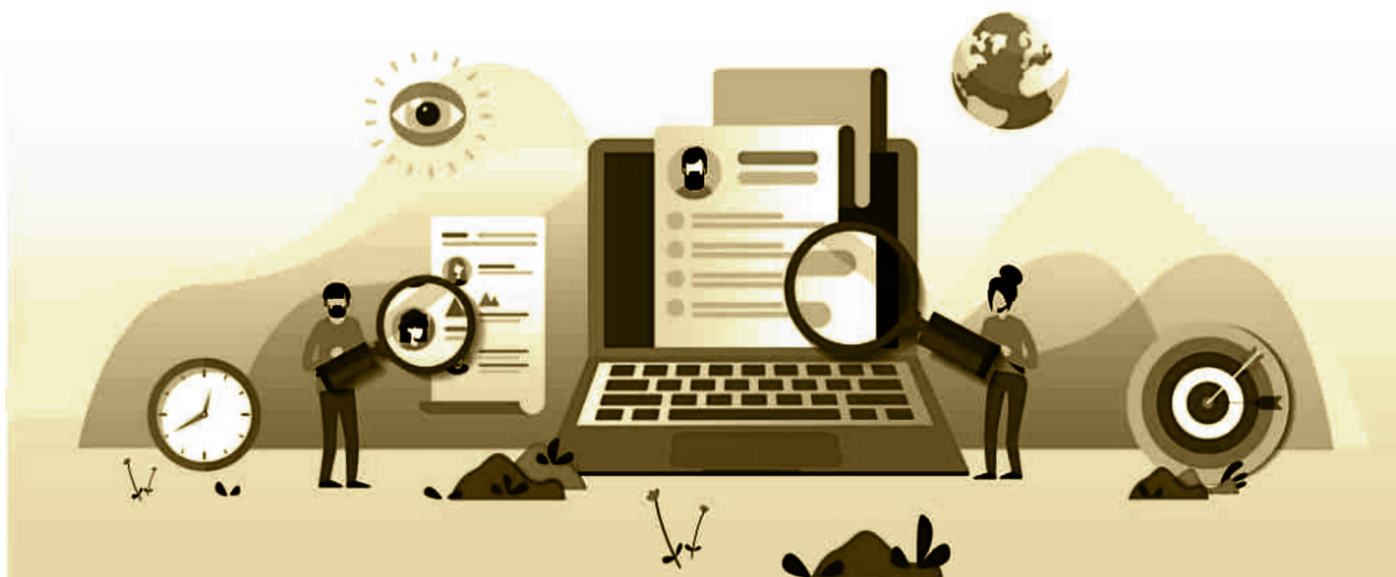


# HARMONY

*Connecting the human element with business..*



## What Are Some Modern Recruiting Techniques Firms Can Implement?

**R**ecruitment Industry has been transformed by the advent of digitization. There's been a huge shift from traditional job websites to entirely new and innovative recruitment tools and techniques.

But what are the game-changing recruiting techniques that'll shape your hiring strategy in the future?

### 1. AI

When it comes to recruiting techniques, Artificial intelligence is already playing a huge role in the way businesses find new talent.

Its rise has been so meteoric it's being reported in the world's leading media publications. Forbes, for instance, ran an article in January titled How AI is Changing The Game For Recruiting. In this piece, it acknowledges recruitment is one of the toughest jobs modern businesses have. AI could alleviate a large proportion of the hard work.

Streamlining the process is essential. That's one thing AI is exceptionally good at.

### 2. Virtual Reality

VR is an exciting prospect. Some industries have VR headsets designed to engage with candidates to a greater extent than ever before.

Utilizing VR shows your business is an innovator at the cutting edge of technology. It sends out positive messages, even if it's timely and expensive to integrate into your recruitment strategy.

Many brands are trying out distinctive experiences to shake up their hiring process. Candidates have remote access from anywhere in the world and can get a feel about the place they are going to work in. more,

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The beauty of VR lies in its flexibility, allowing the scope for unique interpretations for whichever industry you happen to be in.

### 3. Passive Candidates

A previously unknown source of potential candidates has emerged in recent years. It's the talented workers in roles who aren't considering a career change.

Targeting them with tempting new possibilities, such as a higher wage and more responsibility may be enough to gain their interest. The popularity of securing "passive" candidates has shot up in recent years, as it can help to target workers who aren't jumping from role to role.

Or you could just outright snag a top talent tempted by what you have to offer, or at least place you on their radar for the years to come.



### 4. Video Interviews

Distance is no longer a big issue while scheduling interviews.

Whether a candidate lives 200 miles away or in another country entirely, the practice of video interviews has eliminated the concept of distance.

It's a waste of time and money when we all have access to Skype, FaceTime, Google Hangouts, and various other forms of instantaneous communication.

It's a time saver for all concerned, you can remove the less suitable candidates after a brief screening call and then bring in your top selection once you have one or two you're really set on.

This is particularly useful if you have potential candidates abroad, who might not be too keen on getting a flight in for a first stage interview.

### 5. Open Ended Job Posts

Standard job descriptions are also changing. Some recruiters are trying out new tactics, such as leaving off job titles. Others have even left off specific specifications.

The idea behind it is to encourage all concerned to hire people above skills.

## SYMPHONY SAMACHAR

- "Quess Corp launches QJobs, a platform for blue collar recruiting" - **Economic Times**
- "ANSR acquires AI driven recruitment firm FastNext" - **Economic Times**
- "Pandemic could cause a rise in recruitment frauds in the e-commerce sector" - **KPMG Report**
- "Covid proof FMCG companies are recruiting even more students than last year" - **Economic Times**
- "In tough times recruiters look for future-ready leaders who can deal with uncertainty" - **Economic Times**
- "Hiring in IT sector least impacted by COVID 19 disruptions" - **Naukri.com**
- "Manufacturers to step up hiring at IIMs, IITs as business recovers" - **Economic Times**
- "Bengaluru, Hyderabad lead in contract job opportunities" - **Techfynder**
- "India technology units of MNCs on a hiring spree" - **Economic Times**
- "Global in-house centres in India revive pre Covid-19 hiring plans, grow headcount" - **Economic Times**