

Human Resource **Executive**[®]

Top Products

Human Resource Executive editors announce their selections for this year's top HR products.

Top Of The Line

In this issue, the editors of *Human Resource Executive* once again recognize 10 HR products that stand out from the pack. Not surprisingly, technology continues to dominate this year's list of winners. Indeed, only a handful of entries received don't sit on a server somewhere. Further, the selections address a wide array of HR issues—from pre-employment screening and workforce management to compensation planning and performance management. In most cases, the products are entirely new; in a few cases, they represent a major overhaul of an existing application. In each and every case, however, we believe they deliver real value to the marketplace. As always, if you decide to evaluate these products, we strongly recommend you conduct the necessary due diligence before making your selection.

Product: Hiring Gateway

SUPPLIER: Yahoo! Resumix, Sunnyvale, Calif.

DESCRIPTION: A Web-based recruiting and hiring process that takes companies from job requisition through the onboarding of new hires. The software creates a self-service environment that allows hiring managers to create requisitions, permits candidates to automatically upload and edit their resume information and allows recruiters to use its "Patented KnowledgeBase" to create qualifications that are weighted to each individual job as well as apply screening questions and keyword searches, among other filters. The system offers analytics that can be used for benchmarking and analysis. It also provides a recruiting overview, individual job tracking as well as approval routing abilities tied to e-mail to keep the process on track. It is designed to interface with HRMS systems. A typical installation will cost about \$100,000.

COMMENTS: For more than two years, Yahoo! Resumix researchers analyzed the step-by-step behavior of a multitude of recruiters in a laboratory as they created job requisitions, searched for candidates and made job offers. That hard work has paid off in Hiring Gateway, an applicant tracking system so intuitively designed that an operating manual is unnecessary. The system is also designed around the knowledge (based on research) that if it takes more than three screens to complete a process, there is a 75 percent abandonment rate. That's why Hiring Gateway is completed in three easy steps—a fact that will pay off in increased usage of the system by hiring managers who, in the past, may have been offered other self-service systems but were turned off by the difficulty in doing so. In addition, the system offers sorely needed analytics, including hard data on where the best candidates are coming from and the performance levels of individuals and departments.

Hiring Gateway



YAHOO! Resumix