

# THE 15 BEST RECRUITING & HR Tools for SMMEs

3.7%

UNEMPLOYMENT



Source: NCSL.org

3.7M

JOB OPENINGS



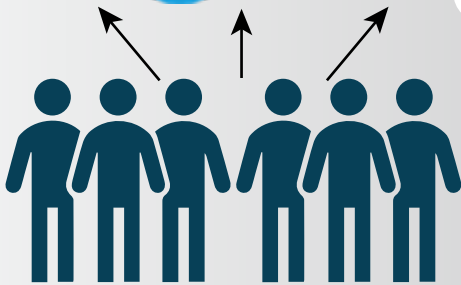
Source: BLS.gov

salesforce



VS

SMMEs



What gives  
SMMEs a hiring  
edge?

3 Tools for Recruitment and Applicant Tracking

75%

of recruiters use ATS

Source: Jobscan

75%

of recruiters use ATS

Source: Capterra

94%

of recruiters say it helps  
with hiring

Source: Capterra

**JazzHR**<sup>TM</sup>

**Customizable**  
**Post jobs to multiple sites**  
**Rank, track, and discuss candidates**  
**Candidate communication**  
**Less paperwork**

Intuitive

Post jobs to 200+ sites

Source talent

Assessments

Manage recruitment

Candidate scorecards

Interviews



workable

bambooHR™

"people, not paperwork"

Recordkeeping

Onboarding

Autofill templates

Engage all stakeholders

Performance management

...and more!

Jobvite

Zoho Recruit

Hire

## 3 Tools for Hiring and Onboarding

80%

of candidates find job search stressful

Source: Jibe

60%

of applicants give up on complex applications

Source: CareerBuilder

69%

of candidates want faster employer response times

Source: JobVite

Video interviews

View and re-view

Pre-record questions

SPARK HIRE 



**Chatbot responses**  
**Keep applicants engaged**

**Automated onboarding**  
**Welcome emails**  
**Key materials**



## 3 Tools for Company Culture

**55%**

of jobseekers  
don't apply to  
**badly-reviewed**  
companies

Source: TalentNow

**59%**

use **social**  
**media** to  
research  
employers

Diverse  
companies perform

**35%**

Source: McKinsey

**95%**

believe the  
**interview**  
**experience**  
**reflects**  
company culture

Source: TalentNow



workstyle

**Coaches for employees**

**Better relationships**

**Advancement**

**Fight harassment**

**Personality tests**

**How people work**

**Strengths and weaknesses**



Bravely



# vohtr

## Surveys Real-time feedback

### 3 Tools for Payroll and Benefits

48%

of employers  
are **raising**  
starting  
salaries

Source: CNBC

31%

will give  
employees  
**discounts**

Source: CareerBuilder

25%

will offer  
**remote work**

Source: CareerBuilder

21%

will offer **sign on**  
**bonus**



**GUSTO**



**Payroll management**  
**Scheduling**  
**Timekeeping**  
**Employee dashboard**  
**More affordable than ADP**

**Track PTO**

**Integrates with Slack**

**Simple interface**



**vacation Tracker**



**Track alternative benefits**  
**Supplemental health insurance**  
**Pet insurance**  
**Student loans**  
**Employee discounts**  
**Auto insurance**

## 3 Tools for Productivity and Performance

**35%**

are **gig workers**

Source: Forbes

**50%**

of workforce will be  
**millennials** by 2020

Source: MRI

**8 months**

for **new hire** to reach  
**full productivity**

Source: HBR



**Messaging as easy as social media**

**Great for remote workers**

**“Channels” for topics/departments**

**Works with Google, Dropbox, more**



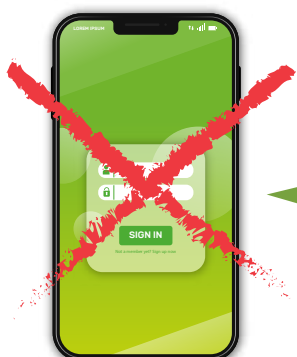
**Performance management**  
**Team productivity**  
**Project profitability**  
**Recognize top performers**  
**Clarity for new hires**



Ongoing education  
Professional development  
Annual fee for unlimited access  
3500+ courses



# Your Hiring Values and Priorities



There's NOT an app for that!



1

**Good Candidate Experience**

67%

say candidate experience affects their job interest

**Communication**  
**Timely action**  
**Quick decisions**

**Productivity**

**Fulfillment at work**



2

**Great Onboarding**

20%

of employee turnover occurs in first 45 days



3

### **Robust Company Culture**

58%

would leave a job with a negative work environment

Source: Randstad

**Harmony and bonding**  
**Minimal friction**  
**Recognize great work**

**Clear and on time**  
**Industry standard**  
**Creative benefits**



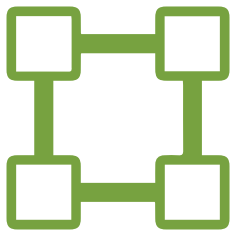
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### **Attractive Pay and Benefits**

51%

would change jobs for better flextime

Source: Gallup



5

### **Employee-Friendly Tools**

61%

are feeling burned out

Source: CareerBuilder

**Performance management**  
**Meeting goals**  
**Report unfair treatment**

**Background checks**

**Criminal history**

**References**

**Employment and**

**education**

**Qualified hires**



6

**Safe  
Workplaces**

51%

would change  
jobs for  
better flextime

Source: Gallup

85%

have lied on a  
resume

Source: INC

**Don't wait to verify new hires**



**Find SMME vetting success with [backgroundchecks.com](https://backgroundchecks.com)**