

# Drawbacks of the hire.com system and how might they be addressed

[Business](#), [Human Resources](#)



Clean Up the Resu-mess Question1. What impact do you think Hire. com screening tools have had on the HR department of Southern and Plantronics

Reviewing thousand of resumes is quite stressful. The major impact of Hire. com screening tools on the HR department of Southern and Plantronics is the speed and accuracy in choosing the right person. It lessens the time of screening the thousand of resume submitted in the company. Southern and Plantronics selected Hire. com to put up the system in their company for the purpose of not finding the applicant for them but to help them narrow down the number of applicant that is fitted for the position they were looking for. They both use the software testing functions to pre-screen candidates. The screening tool has helped the HR department to function effectively. Usually the best candidates are among the first one who are being hired, if the company does not have the capacity to screen resume in a faster and accurate way the company would end up hiring someone who are the least qualified. The significant impact of using the Hire. com screening tool is that you will be able to hire candidates with qualities that you really prefer. Southern has able to increase the number of resume they screened from 40% to 65%. While the Plantronics sometimes screens out resume as many as 95%.

Question 2: What competitive advantages do you see in using online screening tools to screen applicant

In any business the most important component to succeed are their employees. One of the competitive advantages of using online screening tool is that you will be ahead of other companies in hiring best employee. The company will become more competitive since you will be hiring employees

which are competent and effective in the position that the company need. Since the resume will be stored in the company's database, hiring again in the future will be easy. All you need to do is to review the database and pick the best for the position. Using the online screening tools the company will be able to access applicants from all locations. Another advantage of the software is the cost. Posting ad in the newspaper or other means of advertisement cost a lot and can reach only limited number of people. The company will be able to speed up the process and will consume a shorter period of time in hiring the needed employee. The system will eliminate countless hours of manpower and paperwork.

Question 3. Do you see any drawbacks associated with the Hire. com system, and if so, how might they be addressed

One of the drawbacks that I see in this system is the question in the security of the identity of the person applying for the job. In this modern age people commit cyber crime by stealing the identity of the others. Since the application form being filled up by the applicant contains data that should be confidential it is best that Hire. com should assure the applicant that their identity will be safe. Company asking the assistance of online services should bear in mind that they must be particular in choosing the right system. It was not mentioned in the case of Southern and Plantronics that Hire. com is safe and can ensure that the identity of each applicant is secured. Hire. com should focus on this to avoid further problem in the future.