

Analysis of talent seek

Business, Marketing



Analysis of Talent Seek

For a recruitment process to bear desirable outcomes, it needs to be comprehensive and reflective of the needs of the clients. Also, the characteristic processes should be efficient and fast. This helps in saving time for both the employer and the prospective employees. This is noteworthy especially considering that the most competent work force greatly appreciates efficiency and courtesy. Thus if Talent Seek recruitment agency does not review its operations, it is unlikely to meet its organizational goals and objectives.

Talent Seek's recruitment process is very comprehensive and undoubtedly, candidates that are employed through the firm meet all the expectations. Notably, it has an elaborate review process that ensures that candidates reaching the final stage and those that are ultimately employed are competent. According to Alex (2005), this is elemental in ensuring that client needs are addressed accordingly. However, the lengthy process is bureaucratic and to a great extent, it prevents the organization from keeping up with the market pace. For instance, the number of times that screening of final candidates is done is unnecessarily high. The company needs to provide a single comprehensive guideline that can enable it undertake two screening tests at most. This will help it save time and resources without compromising the quality of its services.

After the first interview, the company needs to prioritize quick feedback to its clients. Information provided in a timely manner would enable the clients to make timely decisions regarding the next course of action. Talent Seek also needs to explore electronic approaches while seeking for eligible

applicants before the first interview. Compared to paper forms, this is more efficient. Customized programs can ease relative operations and attract competent applicants. Then, the recruitment manager needs to establish definite ways of seeking for vacancies. He can attain this by establishing and nurturing viable relationships with potential clients. Through these relations, he can be able to get relevant information regarding available vacancies in a timely manner. Any follow up for clarification should then be done through phones. Compared to mails, this is more reliable and provides sufficient information, thus saving time and resources.

Talent Seek also needs to develop a comprehensive applicant's database and store relevant information therein. This should also include the information of applicants that do not meet the particular job expectations in the first instance. When future opportunities arise, these applicants need to be given first priority. Besides saving time, this will enable the company to deliver desirable outcomes within the shortest time possible. According to Alex (2005), this gives it an upper hand and enhances its competitive edge. Such an approach also enables the company to maintain positive relationships with the applicants. Put differently, it improves its image and ultimately enhances its performance.

In sum, Talent Seek is an upcoming company whose performance in the market is satisfying. However, it needs to improve on certain areas for it to maintain a competitive advantage against its competitors. Currently, it has a comprehensive recruitment process that enables it to provide competent staff to the clients. However, this process is compounded by a host of complexities. As it has come out from the evaluation, the process is

bureaucratic and utilizes minimal technological options. If the identified weaknesses are addressed accordingly, the organization will be able to deliver optimal and desirable results.

Reference

Alex, D. (2005). The recruiter's guide book to corporate recruiting, contract recruiting, agency recruiting, headhunting, diversity recruiting, college recruiting, sourcing and interviewing candidates. USA: Fable Press