

RECRUIT YOUR TALENT FROM ONE PLATFORM

TODAY, MOST MEDIUM AND LARGE SIZE ORGANISATIONS have formalised means of attracting talent and recruiting. These organisations exploit software to automate and streamline the recruiting and on boarding processes. Over the last decade, we have seen marked maturation in the software employed to recruit talent. Applicant Tracking Systems (ATS) help organisations recruit full time equivalents while Vendor Management Systems (VMS) enable organisations to recruit and manage their contractor talent pools. Whilst organisations benefit greatly from deploying both ATS and VMS, most are failing to capitalise on one stop shopping software that provides both ATS and VMS. As the war for talent progresses and organisations are forced to show more thought and discipline in the sourcing process, those that can do so quicker and with better access to information will prevail.

There are three primary advantages of deploying systems that provide both ATS and VMS functionality:

- **CONSISTENT USER EXPERIENCE:** Your managers shouldn't have to learn one system to acquire full time talent and yet another to source temps and contractors. Your employees are deluged with internal and external programmes to learn. Keeping the 'talent acquisition experience' consistent and simple will lead to better adoption and usage.
- **TOTAL TALENT REPORTING:** Your highest expense is more than likely compensation. Today, most organisations don't have the ability to quickly and accurately obtain data on all of their labour pools. To be competitive in this economy, companies will need to be smart and nimble. Having access to information on every labour type (FTE, contractor, offshore, etc.) will prove invaluable in strategic workforce planning.
- **COST:** Typically, working with a vendor that provides both ATS and VMS will result in lower total cost of ownership as you end up paying for one implementation and can enjoy greater bargaining power since the overall value of the deal will be higher.

For more information go to www.beeline.com or contact Denise Miles, Director of Business Solutions at Beeline International, on 0207 429 5404 or email denise.miles@beelineintl.com

GLOBAL TECH HOTSPOTS: THE LIST



JUST RELAX AND UNWIND

MOST WORKERS ADMIT they'll contact the office whilst on holiday, with one in three taking their laptops with them. A survey by CREDANT Technologies into the growing trend found that paranoia on the part of employees and unrealistic demands from employers mean that people found it hard to switch off.

75% reveal that they will check their emails once a day

65% confess that they will make contact with the office

85% admit to taking their mobile phone or BlackBerry on holiday

STORAGE SOLUTIONS REDUCING DATA HEADACHES

WHILE THE PRICE OF STORAGE-RELATED HARDWARE HAS FALLEN, managing an organisation's storage infrastructure is complex, time-consuming and, as a result, costly. A recent study by the Data Management Institute shows that administration stands for a staggering 80 percent of the total storage cost, with just 20 percent for hardware. With stored data increasing 60 percent annually (according to an IDC report), efficient storage management is a critical bottom line imperative. Conventional approaches to storage management requiring day-to-day manual oversight will continue to exact a steep if often hidden price, unless you can find a resource that can be entrusted to handle – indeed automate – a broad range of storage-related processes.

Most storage management software performs adequately at the macro level, enabling administrators to monitor and manage storage capacity; but no piece of software, no matter how sophisticated its logic, can make value decisions for a user – without which, important data may be at risk. It's all well and good to keep data within reasonable levels – and to filter out non-essential or 'toxic' data – but if users don't have unfettered and on-demand access to the files they need to be productive, you've put your organisation at a disadvantage.

The user-portal built into Northern Storage Suite gives IT departments the ability to manage storage on a global level, while giving users the tools they need to efficiently and responsibly manage their own storage. The portal coaxes more responsible user behaviour by making them more accountable for – and simply more aware of – their storage use. Northern's 'shared' storage management is an entirely new model designed for today's challenges; it is the simplest and surest way of maximising your existing storage infrastructure, while allowing you to plan and prepare for incremental investments over an extended time horizon – translating into significant cost savings, organisational efficiencies and overall productivity.

For more information go to www.northern.net or contact +46 8 457 50 00 or sales@northern.net

