



New Directions in HR Technology

**Integrated Web Based**

Aspiration  
E-Recruitment



# E-Recruitment & Selection

Immediate improvement of the quality of the people you recruit

Recruiting the right person for the right job is the most critical aspect of human capital management. Starting with high calibre people is the first step. Only then can this be followed by effective performance management and employee development. Aspiration E-recruitment simplifies this process by providing a sophisticated web based solution that manages the process of recruitment from start to finish.



Using a job centric design with multiple position linkage, the Aspiration E-Recruitment module provides features such as job advert generation, online applications, applicant matching, interview question database and letter of appointment generation.

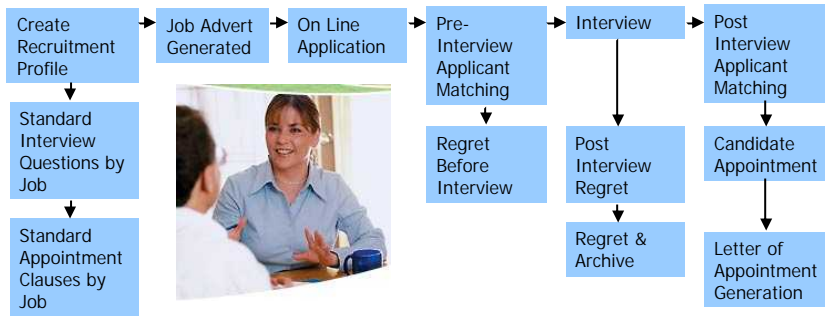
The recruitment monitor shows at a glance the status of organisational recruitment and provides reports that compare candidate suitability to the job profile.

- ### Key Features
- Recruitment profiles managed on line
  - On Line Job Ad Generation
  - On Line Application Handling with CV and Psychometric test upload functionality
  - Comparison of Applicant to Profile (pre and Post interview)
  - Database of interview questions with a facility to link questionnaire by job
  - Regret letters sent directly from system
  - CV Archive facility with search engine capability
  - Letter of Appointment database and facility to assemble appointment letters on line
  - Recruitment monitor report to track vacancy progress

- ### Benefits
- Immediately improves the calibre of people that are recruited
  - Manages the quality of recruitment for the organisation
  - Immediate comparison of best candidates as compared to job profile
  - Interview database improves the consistency and standard of interviewing
  - Improves Company image by effective regret management and quick applicant handling processing time.
  - Keeps High Calibre Candidates on archive file on database
  - Cuts recruitment costs
  - Ensures Standardisation of Employment Clauses



## E-Recruitment Process



- ### Benefits For HR
- One Stop Management Solution for In House Recruiters
  - Handles high volume recruitment efficiently
  - Integrates seamlessly with other HR Software modules
  - Improves candidate matching to job specification
  - Variety of Recruitment Reports available



*Aspiration*

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Aspiration has been able to provide some of South Africa's leading companies with effective web based HR software tools

Other Modules available from Aspiration include

- E-Performance Management
- E-360 Appraisal
- E-Succession & Retention
- E-Training Administration
- E-Learning Resources
- E-Skills Management
- E-Salary Review
- E-Employment Equity
- E-Leave
- E-Discipline

Any two or more of these modules can be combined into a single seamless offering at any stage

Aspiration offers the choice of Intranet or Internet installations

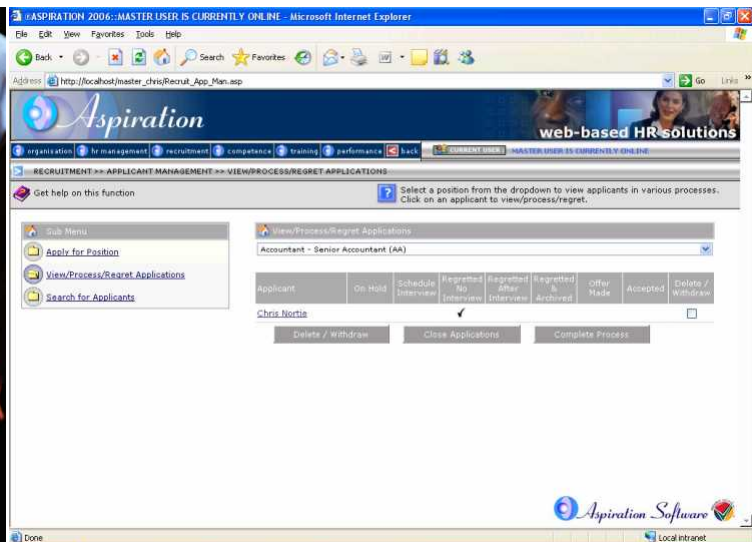
Aspiration is a Registered Training Provider with the ETDP SETA



Aspiration is a Proudly South African Company



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## TECHNICAL SPECIFICATIONS

The application software code is written in ASP (Active Server Pages), JavaScript and VBScript.  
The database engine used is Microsoft SQL Server 7 or later.

The Aspiration Software runs on a centralised server connected to the client's network (or Intranet), and will be located on the client's premises, or for the Internet option, at an agreed Internet Service Provider.

For the client side hosting option the following Microsoft software products and components are required:

- Microsoft - Windows NT Server 4.0 (or later) or SBS 2003
- Microsoft SQL Server 7 or later

For the Internet Service Provider option an Internet connection is the only requirement

The software is configured for Internet Explorer 5.5 (or later).  
The system is a web based application.

Aspiration provides the option of automatic employee downloads from existing payroll, HR or ERP Systems e.g. SAP & PeopleSoft



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