

A Statistical Analysis to Recruiting Process and Changing Situations of 2021

2020 came up with a sudden jerk of a great pandemic. The graphs of many industries decelerated and the ones who incorporated IT in their fields emerged out better than before. The recruiting industry faced a turn of 180°. For job hunting and hiring, 2020 is a parameter. In 2021, new strategies are made making it to fit the new normal.

Given are the results of few surveys and the statics gathered in 2020 and 2021 highlighting the job seeking and job hiring terms and conditions compared to the previous years. In the end, an analysis will be made looking at how recruiting process will evolve in the future and what measures should be taken to make it successful.

Job search hustling

According to [Jobvite](#), one-third of recruiters reported that job seekers are hustling more than ever before. 28% of candidates are looking for jobs for the past 6-12 months while 23% are searching for over a year. Half of the surveyed candidates are looking for a second source of income. In recent years, 20% of unemployed candidates have applied for 1-10 jobs, and 23% have applied for above 30 jobs. This pandemic realized many employers that their current job isn't their dream job. It seems they have got the opportunity to hunt for their dream job and 2021 has made the situation in their favour.

Negative candidate job search experience

From the past years' candidates are reporting negative job search experience regarding the following subjects:

- 24% of candidates in 2020 and 25% in 2021 reported that the job application process is complicated
- Job seekers are reporting little or no explanation from the company's side about the values, mission, or vision of the vacant post. The percentage of the report increases from 2020 (20%) to 2021 (22%).
- 48% of candidates face a lack of response from the recruiter.
- Due to the change in the situation, the mode of communication changed. Work from home appreciated video and audio interviews but job seekers complained too much back and forth while scheduling the interview.
- 21% of job seekers in 2021 compared to 14% in 2020 found limited availability of the recruiter when it's time for the interview
- All in all, the hiring process is reported to be too long, complicated, and hectic

Trending 'Hashtag' of 2020; Work from Home

2021 brought a change in the mode of working also. Remote work or work from home suits many companies and employees. Candidates now believe that they can work at their dream post

even if it's miles away and companies believe that they can hire the best talent anywhere around the world.

56% of job seekers are reported to decline a job offer to avoid working at a worksite. Currently, 28% of workers are working 100% remotely and 24% are working 50/50 remote and in-office.

Change in mode of communication

Now if you analyse the situation, few things are added

- Hiring the best talent from anywhere around the world in a click
- Adapting remote work as a mode of working environment

This also brought a change in the mode of communication between candidates and companies. 70% of job seekers in 2020 followed online job boards for searching for jobs. In this regard, the communication is followed in three particular ways

Engagement through text messaging

Text messaging has remained a powerful tool for candidate-company engagement. 66% of recruiters reported that they used text messaging to engage with current applicants while 44% used it as a tool to source potential candidates.

Communication on phone calls

60% of engagement is done through audio phone calls. Candidates found phone calls an easy and effective method of communication.

Video- interview conduction

For conducting interviews, more than 50% of the companies used video meetings for taking interviews. 95% of them say that they are comfortable with video interviewing, higher than any other method of interviewing and higher than any other demographic group.

Application tracking system and Automation

With these changes in the situation, the induction of an Applicant tracking system has become a must. Till now, adapting to such change is resulting in negative candidate feedback. AI and automation will help both recruiters and job seekers in searching and making jobs better.

AI is used for

- Job recommendations on career site
- Candidate matching
- Candidate screening with automated messaging
- Candidate engagement scoring

It will help recruiters to

- Communicate with candidates
- Input applications
- Schedule interviews
- Organize candidate database

Replacing traditional recruiting methods by analysing today's situation

Now, you must know why I set 2020 as a parameter. From this position, there is no way back to 2019 or the traditional recruiting process. The adaptations being made today will be set as a permanent mode of recruiting in the coming years. Today, the recruiting process is broken because everyone is struggling hard to follow the traditional recruiting process but the situations are changing drastically that the traditional process no more fits in it.

There is a need for authentic online job boarding platforms that play around with AI and automation. Communication through texting, phone call, and video interviews should be inbuilt within the software. Scheduling interviews, automated messages, immediate responses should be delivered from the software. Resumes must be cancelled and replaced with profile setup. Such authentic and reliable recruiting processes should be modulated and be replaced with the old recruiting method as soon as possible.

01 Hire is a similar platform that follows the recruiting method that suits today's condition and is attempting to eliminate any negative candidate experience regarding job search.