

FOR IMMEDIATE RELEASE

MCI releases the 2018/2019 results of SA's biggest HR Recruitment Trend Survey

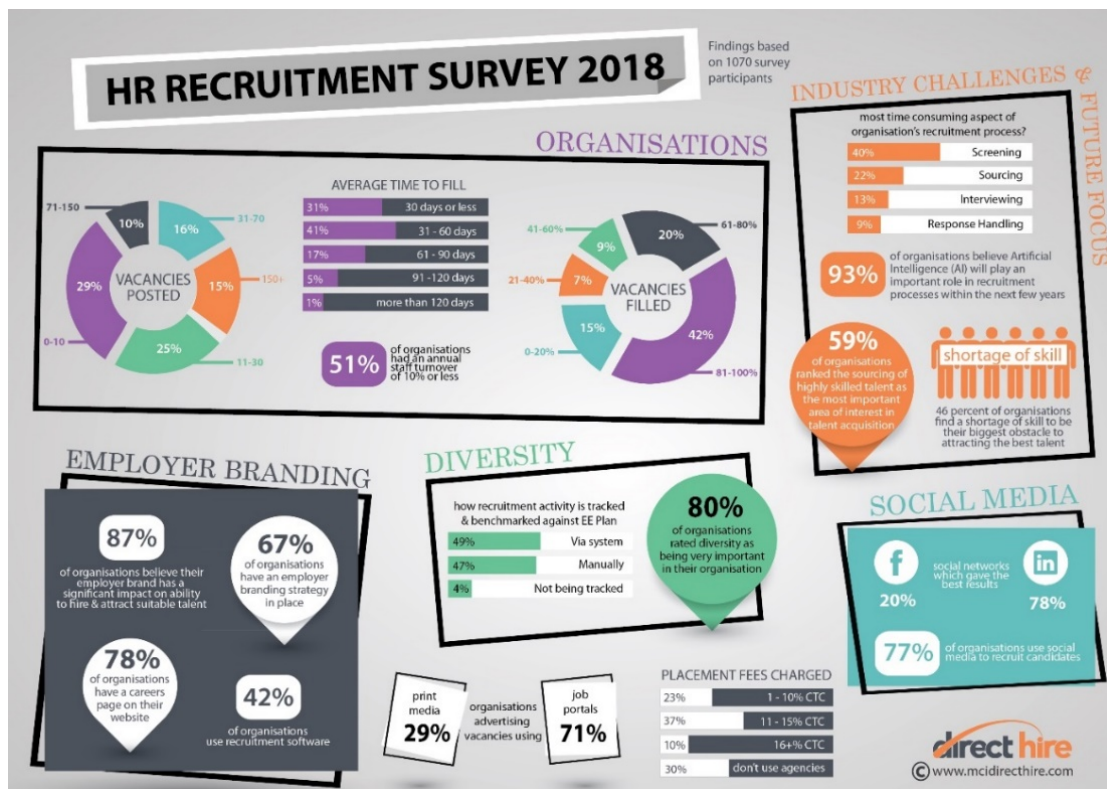
In the 7th Annual HR Recruitment Trend Survey, MCI Consultants, the largest distributor of HR Recruitment Software, polled 1070 HR professionals from a cross section of industries and organisation sizes in South Africa. The survey was sponsored by Direct Hire, a division of MCI.

“This survey maintains its status as being the largest survey of its kind to be run in South Africa and we continue to be amazed by the insights received.” commented Rhett Davies, Partner at MCI. “This year we noticed a shift in the focus areas of organisational talent acquisition strategies, with a major emphasis on transformation, employer branding, diversity and automated technology solutions.”

Some of the highlights from the survey were as follows:

- 93% of organisations believe that Artificial Intelligence (AI) will play an important role in recruitment process within the next few years;
- 80% of organisations rated diversity as being very important in their organisation;
- 77% of organisations use social media to recruit candidates up from 64% last year; with LinkedIn being by far the most successful;
- 42% of organisations use a recruitment management system such as MCI's Direct Hire system;
- 46% of organisations find a shortage of skill to be their biggest obstacle to attracting the best talent.

An infographic summarising the survey is shown below; however, the full results of the survey can be found at: <http://bit.ly/2XG5OC0>



INDUSTRY CHALLENGES & FUTURE FOCUS

most time consuming aspect of organisation's recruitment process?

Screening	40%
Sourcing	22%
Interviewing	13%
Response Handling	9%

93% of organisations believe Artificial Intelligence (AI) will play an important role in recruitment processes within the next few years

59% of organisations ranked the sourcing of highly skilled talent as the most important area of interest in talent acquisition

shortage of skill

46 percent of organisations find a shortage of skill to be their biggest obstacle to attracting the best talent

EMPLOYER BRANDING

87% of organisations believe their employer brand has a significant impact on ability to hire & attract suitable talent

67% of organisations have an employer branding strategy in place

78% of organisations have a careers page on their website

42% of organisations use recruitment software

DIVERSITY

how recruitment activity is tracked & benchmarked against EE Plan

Via system	49%
Manually	47%
Not being tracked	4%

80% of organisations rated diversity as being very important in their organisation

SOCIAL MEDIA

social networks which gave the best results

Facebook (f)	20%
LinkedIn (in)	78%

77% of organisations use social media to recruit candidates

PLACEMENT FEES CHARGED

1 - 10% CTC	23%
11 - 15% CTC	37%
16+ % CTC	10%
don't use agencies	30%

print media **29%** organisations advertising vacancies using

job portals **71%**



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MCI's Direct Hire solution is a powerful, versatile and easy to use e-Recruitment solution for medium-sized and large organisations that has been specifically designed and developed by MCI Consultants to automate the requisition-to-hire process.

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Editors note

MCI is a dynamic business information systems consulting firm based in Johannesburg, South Africa specialising in providing IT solutions to medium and large companies across various industries in South Africa, Africa and abroad.

MCI offers a complete solution, which can include project management, consulting services, installation, training and support, packaged software implementations, hosted solutions and product development.

MCI's superior performance and reputation is attributable to its passionate, dedicated team and dynamic skill pool of consultants.

MCI's approach is to continuously provide solutions to meet its clients' changing requirements. MCI prides itself in delivering excellent customer service and building long-lasting partnerships with its clients.