

## **MCI releases results of its HR Recruitment trend survey**

MCI Consultants, the largest distributor of staffing software in southern Africa, today announced the results of its 2012 SA HR Recruitment trend survey that ran for just over 30 days and received 812 responses from HR professionals from across the country.

“We believe this to be the largest survey of its kind ever to be conducted in South Africa,” commented Rhett Davies, Partner at MCI.

“The interest shown in this survey took us all by surprise and clearly indicates that recruitment is an area that is causing many headaches for companies as they seek to grapple with the skills shortage that exists in this country.”

Some of the highlights from the survey were as follows:

- \* 73% of organisations have a careers section on their Web sites;
- \* 52% of organisations use a recruitment management system;
- \* Only 58% of organisations had an annual staff turnover of less than 10%;
- \* 93% of organisations attempt to source and place candidates internally before approaching recruitment agencies;
- \* 40% of respondents have between one and five recruitment agencies on their preferred supplier lists;
- \* 58% of organisations do not primarily make use of recruitment agencies to fill their requirements;
- \* 53% of organisations use social media to recruit candidates; with LinkedIn being by far the most successful; and,
- \* Overall, recruitment agencies and internal referrals gave the best quality candidates; while print media gave the worst.

The full results of the survey can be found at <http://bit.ly/hrsurveyresults>.

MCI's Direct Hire 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.