

MCI releases the results of its latest HR Recruitment trend survey

MCI Consultants, the largest distributor of staffing software in Southern Africa, today announced the results of its 2014 SA HR Recruitment trend survey that ran for just over 30 days and received 1263 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. This year’s survey resulted in similar but not identical results to that which was conducted in 2012 and 2013.”

Some of the highlights from the survey were as follows:

- 74% of organisations have a careers section on their website;
- 52% of organisations use a recruitment management system;
- 64% of organisations had an annual staff turnover of less than 10%;
- 88% of organisations attempt to source and place candidates internally before approaching recruitment agencies;
- 53% of organisations rely on internal staff to refer candidates to HR for hiring consideration;
- 46% of organisations have an employee candidate referral rewards program in place;
- 46% of respondents have between 1 and 5 recruitment agencies on their preferred supplier list;
- 60% of organisations do not primarily make use of recruitment agencies to fill their requirements;
- 66% of organisations use social media to recruit candidates; with LinkedIn being by far the most successful;
- 70% of organisations use job portals and 59% use print media to advertise vacancies; and,
- Overall, recruitment agencies and internal referrals gave the best quality candidates; whilst print media gave the worst

The full results of the survey can be found at <http://bit.ly/HRsurvey2014> .

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.

For further information, please contact Rhett Davies, MCI: tel 011 454-3420, fax 011 454-3417, e-mail r.davies@mci.co.za

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, product development, including e-commerce and mobile solutions, hardware supply and network and communications services.

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.