

MCI releases the results of its 2013 HR Recruitment Trend Survey

MCI Consultants, one of the largest distributors of staffing software in Southern Africa, today announced the results of its 2013 SA HR Recruitment Trend Survey, which included the participation of 1012 HR professionals from across the country, over a period of 30 days.

“This is the second consecutive year that we have run this survey,” commented Rhett Davies, Partner at MCI. “From the overwhelming response that materialised, we can say, without a shadow of doubt, that this is the largest survey of its kind ever to be conducted in South Africa.”

“The results of the survey clearly indicate that HR departments and professionals of corporate South Africa have become extremely proactive and are managing the bulk of their recruitment internally. Interestingly though, there was an increase of 6% in the number of corporates utilising agencies as their first port of call. This year’s results also showed a remarkable increase of 5% in the number organisations utilising Social Media to recruit staff, a statistic that is in line with the international trend.”

Some of the highlights from the 2013 survey were as follows:

- 87% of organisations attempt to source and place candidates internally before approaching recruitment agencies;
- 74,3% of organisations have a careers section on their Web sites;
- 68% of organisations use job portals to advertise vacancies, as opposed to 65% using print media;
- 61% of organisations have an employee candidate referral awards program in place;
- 59% of organisations had an annual staff turnover of less than 10%;
- 58% of organisations use social media to recruit candidates, up from 53%; with LinkedIn being by far the most successful one utilised;
- 56,4% of organisations do not primarily make use of recruitment agencies to satisfy their requirements;
- 43% of organisations use a recruitment management system; and,
- 40% of respondents have between one and five recruitment agencies on their preferred supplier lists.

Overall, recruitment agencies and internal referrals gave the best quality candidates; whilst print media gave the worst, observations that were identical to those made last year.

The full results of the 2013 survey can be found at <http://bit.ly/hrsurveyresults2013>

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 Rhett@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.

Prepared by: Paul Booth
Global Research Partners
Tel 082-568-1179
e-mail pabooth@mweb.co.za

On behalf of: Aliko Droussiotis
MCI Consultants
Tel 011 454 3420
e-mail aliki@mci.co.za