

# Human Resources

iHR.sys - Progress through Innovation



## The Situation:

A couple of years ago we were approached by the Human Resources department of a large healthcare organization for whose marketing department we had developed multiple websites. HR needed a better, faster, more efficient way to fill their open positions. Getting applications wasn't the problem, every time they advertised open positions in the newspaper and on Internet job boards, they were inundated with applications. How to handle them was the problem. They were coming in by fax, mail and walk-ins. Stacks of handwritten applications. Mountains of them. Even with the best of intentions, it was taking weeks to weed through them for the best candidates and contact the applicant. By then, many had moved on to other jobs.

Another problem common to non-automated application systems was the massive, inefficient duplication of paperwork, effort and confusion over who had what, who did what and what needs to be done now...

There had to be a better way...

## The Solution:

Of course we immediately recommended they sell their fax machines and let us design an on-line application system. They kept the fax machine but did commission an on-line application system. Which moved mountains of handwritten, paper applications to hundreds, then thousands, of neatly organized data files.

After completing Phase I, we analyzed how the applications should be handled. Together we began developing a back-end tracking system for their recruiters and managers. Today, the system is the lifeblood of the HR department, keeping track of all applicants, applications, job openings, interview schedules, communications between recruiters and managers, communications between recruiters and applicants, and orientation schedules.

*"Methodist Healthcare Human Resources has had a very pleasant and productive working relationship with the staff at nuMedia for over three years. We prefer to think of our relationship as a partnership because nuMedia has taken such an intense interest in our projects and we have worked so closely for so long. Some characteristics of nuMedia's work that we value include their consistent quick response to any and all of our needs, tremendous flexibility, and their ability to understand and analyze our needs and contribute realistic suggestions. We began our project with somewhat modest goals, however the finished product has exceeded all of our expectations. The systems designed by nuMedia have enabled us to streamline multiple processes and attain a much desired higher level of effectiveness."*

**Brenda Carlson**  
Employment Manager  
Methodist Healthcare  
San Antonio, TX

## Features:

### Applicant Tracking System

Job Postings

Internally

Main web site

Distribute to outside job boards

Job Search

On-line Applications

Applicant Tracking

OIP - Orientation Scheduling

Automatic Background Checks

Applicant Portal

For complete details of this solution, visit <http://nuMedia.com/iHR>.

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