VIDEOS

th

gen

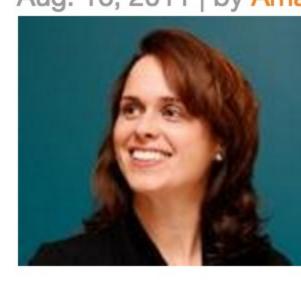
of I

mai

M

Drive productivity, compliance and revenue through automation

Aug. 16, 2011 | by Amanda Richardson



The use of too much paper cuts hiring efficiencies and weighs down your business. In fact, when reviewing the hiring practices of a publically traded restaurant chain, we found it spends \$76,000 a year just to print applications.

Automation, on the other hand, isn't the future. It's now. Within the

That's roughly 76 tons of paper.

hourly hiring and talent management space, automation technology is responsible for flipping turnover and trimming HR waste.

An August 2010 study by the Aberdeen Group found organizations that either fully or partially automated their hiring processes experienced 9 percent greater time to productivity compared to groups with manual hiring procedures. This means that employers that automate hiring have employees who become productive faster—helping to increase sales and improve other business metrics more quickly.

There are, of course, the obvious reasons for these gains -- the speed and quality of the matching process between employer and employee, as well as the time savings created by reducing repetitive data entry. The upshot is that talent is managed faster, at a lower cost and in a more effective manner. Today, about 65 percent of businesses use a partially or fully automated talent management

system (TMS). And while they're commonly used for the HR heavy lifting, such as sourcing via online job postings and applicant filtering via assessments, there are other, less obvious ways to plug into automation and power your business. For example, compliance and on-boarding are two of the biggest paper wasters within your

talent management processes. You can now ensure compliance on W-4s and state forms

manually enter each new employee. And 90 percent of compliance paperwork can be eliminated through a TMS. But paper is just one source of savings; fine avoidance is the other. Between 30 to 40 percent of I-9 forms completed manually are incorrect. And when errors go unnoticed, fines register between \$100 and \$1,200 per offense.

through a TMS, and instantly verify I-9s through the federal E-verify program. According to KMS

software, a pioneer in automated on-boarding, most organizations spend as much as \$1,600 to

Don't think for a moment that fines are rare wags of the finger. Burrito chain Chipotle recently had to jettison hundreds of illegal workers after an investigation by Immigration and Customs Enforcement (ICE). The legal price tag related to these incidents was \$1.3 million, according to

Automation isn't just a best practice for playing defense; hiring technology can also help you play offense by creating a brand-new profit center for your organization. By tapping into a TMS to screen for tax credit eligibility, you can quickly identify top candidates who qualify for federal and state tax credits.

The most popular of these programs is the federal Work Opportunity Tax Credit, or WOTC,

individuals. But WOTC is just one of more than 170 incentive programs. Because of the tedious paper processes, government red tape and constant updates associated with qualifying workers for these programs, about from 90 to 99 percent of these tax credits go unclaimed. In 2009, \$3.9 trillion was left on the table. We've found that with the help of a TMS, about 15 percent of hires qualify for these government

which encourages hiring from groups such as the recently disabled, veterans and lower-income

Automation doesn't just look good on paper. TMS-driven automation has a proven record of raising employer productivity, and ultimately, your bottom line. But sometimes the potential windfall of time, revenues and efficiencies automation can yield your organization come from some unexpected places.

incentives. Employers can potentially claim up to \$3,000 per hire. Do the quick math with your

workforce numbers, and you'll be able to easily envision an attractive new revenue stream.

Happy hiring.

Where do you look? Just follow the paper trail.

Reuters.

/ Legislation, Staffing & Training, Systems / Technology

Topics: Human Resources, Legal Issues, Loss Prevention, Operations Management, Policy



product development of Snagajob's business solutions making it easier for hourly employers to source, hire, manage and train workers. She is also responsible for business development efforts. Oh, and she loves brunch. Linked in profile Like 264K

Amanda Richardson / As SVP of Product and Marketing, Amanda manages

Sponsored Links:

Restaurant Suppliers

Own a Franchise

Display Technology

Digital Menu Boards

Related Content







brewing franchise

deals

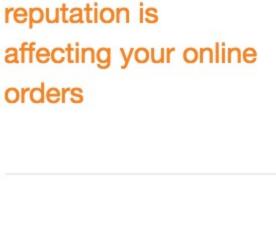




Pokemon GO, go?

Latest Content







experience





increase spending

on food

Login -Sort by Best ▼



0 Comments

Recommend

Start the discussion...

Share

Fast Casual

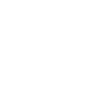
Privacy Add Disgus to your site

Be the first to comment.



Subscribe Subscribe





DISQUS

Subscribe To Our Newsletter

Enter your email address

NEWS

Subscribe





Sponsored by:

AhiPoki Bowl opens 6th location

Yogurtland stirs up some new talent

pods sold ... and counting Jamba Juice hires new chief marketer

300 million Keurig Dunkin' Donuts coffee

A new restaurant guide with all the EGGStras

Cicis reports massive 17-state data breach

Jimmy's Egg announces 52 new restaurants in 6 states

Recommended for you Why training is first step in Mobile Payments State of the Industry **GET IT NOW** mobile @ paymentstoday

2016 Fast Casual Top 100

WHITE PAPERS

[WEBINAR] Food transparency and simplified ingredient lists: Trends and tips for understanding the "clean" eating movement

Programs How Big Data is Revolutionizing the Restaurant Industry

Consumers in Mobile-Enabled Loyalty

The Disconnect Between Brands &

See More »

The Ultimate Guide to Restaurant Marketing

Huge journalistic error puts Chick-fil-A in the

satisfaction

3rd straight year

TRENDING

hot seat

GO, go? 80-year-old yeast + 3D printer = instant pizza

Where in the restaurant world will Pokemon

How can a 3D-printed pizza change the world?

Boo(ze)-hoo! Restaurant liquor sales fall for

EXECUTIVE SUMMIT 2016 October 9-11 | Dana Point, CA Learn More

FEATURES



Mason's Famous Lobster Rolls diving into franchising

Why the streets outside Los Angeles are suddenly bleeding pink ...

5 Tried-and-True Technologies that Improve **Restaurant Operations**

Drive the moment: How the connected car can drive your business

TOPIC CENTERS

Marketing / Branding / Catering Coffee / Specialty Promotion **Beverages** Menu Boards

Summit Food & Beverage

Food Cost Management **Food Safety**

Franchising & Growth

Health & Nutrition

In-Store Media

Management

Insurance / Risk

Why training is first step in enhancing customer experience www.fastcasual.com Restaurant Design /

Layout

AddThis

■ AddThis

Recommended for you

Sustainability Systems / Technology Top 100 Trends / Statistics

Staffing & Training

Restaurant kiosks and the

'Goldilocks Zone'

Sponsored by: (Business Solutions

Signage



Digital Display Technology: An Introduction to Digital

Recommended for you

Restaurant, retail customer



Why training is first step in enhancing customer experience www.fastcasual.com

Marketing / Branding /

Online / Mobile / Social

Operations Management

Promotion

Menu Boards

Online Ordering

PCI Compliance

POS

FEATURED

STRATEGIC PARTNERS

NEC



Editorial Policy

Privacy Policy

Terms Of Use

Site Map

Subscribe

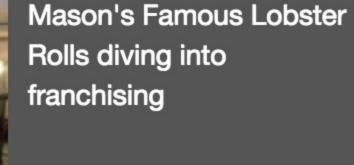
Subscribe To Our Newsletter

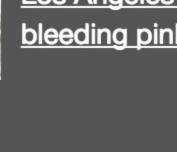
LG Business Solutions











bleeding pink ...

Catering

Restaurant Design / Layout Staffing & Training Sustainability Systems / Technology Top 100 Trends / Statistics

Why training is first step in enhancing customer experience AddThis www.fastcasual.com

Why the streets outside Los Angeles are suddenly

in Cali for Fast Cas Exec Summit Experience

Early bird gets the worm:

Top 5 reasons to meet us



Fast Casual Executive Summit

Insurance / Risk

Management

Food & Beverage Food Cost Management **Food Safety** Franchising & Growth Health & Nutrition In-Store Media

Recommended for you

NETWORLD Copyright © 2016 Networld Media Group, LLC. All rights reserved.

Casual Casual

Enter your email address

FOLLOW US

Media Kit / Editorial

About Us

Bloggers

Calendar

Contact Us

COMPANY INFO

Visit Other Networ

Featured Topic Display Technology



SpeedLine POS

TOPICS

Coffee / Specialty Beverages Customer Service /

Digital Signage **Display Technology Equipment & Supplies**