

EBSCO:

Pompeo, P. (2018). **WHERE RÉSUMÉS GO TO DIE: Seven reasons to think twice about applicant-tracking software**. *Lighting Design & Application*, 48(5), 22–24.

<https://discovery-ebsco-com.nec.gmilcs.org/c/5lhlqz/details/ujmo4twvi5?q=Applicant%20Tracking%20Software>

This article discusses Application Tracking Software used by HR teams to track and process job applications/resumes. The writer mainly puts forth 7 reasons why using an ATS is not in the best way to attract best talent. 1. ATS usually allows one resume per candidate, so rejects any new referrals for the same candidate even if the position and qualifications might have transformed significantly 2. Job seekers have been known to prefer to write to the company directly and prefer not to go through ATS. 3. ATS takes upto 45 mins of process to clear ones resume and this actually puts off potential talent 4. ATS is not user friendly as even the brighter profiles too get lost in the process. 5. Some bright folks do not want to work for companies that chose to go with ATS as they feel when one cannot spend time on reading resumes and selecting candidate is not worth working for. 6. Quality over quantity is important but some consulting firms are known to fill up ATS with resumes 7. ATS is usually shared. Confidentiality is compromised, so potential talent will not want to post their resume where their own HR can view it or their direct competitor.

ProQuest:

Milligan, Lauren (2016). Work advice: **Resumes, part 1: Getting past the machine: Don't let applicant-tracking software reject you for a job you're qualified for**.

<https://www.proquest.com/docview/1842818443/citation/CFCB975A49D44686PQ/1?accountid=42685>

This is a Washington Post Op Ed, about how most resumes get rejected by ATS even before a human has a chance to peruse them. A surprisingly high number of good candidates are filtered out thus! This article suggests a few approaches to pass through the ATS filters: ATS are designed to scan resumes for keywords relevant to the job position. It is important to spend time to identify these keywords and include them in one's resume. The resume needs to comply with the format requested by the situation, as the ATS are coded to reject format's not in line. It is also important to stick to classic headings like 'Work History', 'Education' rather than using fancy terms like 'Milestones' etc. Most of the times these terms are hard coded into the software. Getting past the machine gatekeeper is the first step in any job search, impressing humans is next!

ACM:

Sameep Mehta, Rakesh Pimplikar, Amit Singh, Lav R. Varshney, and Karthik Visweswariah. 2013. **Efficient multifaceted screening of job applicants**. In *Proceedings of the 16th International Conference on Extending Database Technology (EDBT '13)*. Association for Computing Machinery, New York, NY, USA, 661–671.

<https://doi-org.nec.gmilcs.org/10.1145/2452376.2452453>

This research paper details an algorithm to help HR professionals to increase efficiency in the recruitment process - An **Applicant Tracking Software!**. The design presented by authors proposes a screen and select algorithm that not only takes into consideration the potential candidate's competency and skill to determine a fit for the job, but also calculates the probability of a candidate accepting the offer, and the probability of them continuing with the organisation for a long time. This is done using Data Mining and analytics of past history and extrapolation of large aggregates of data. This ranking system helps companies cut costs, as interviews are long drawn and expensive and control Attrition. The ranking algorithm rates the candidate as High, Average

and Low. It also proposes different pathways to get through the screening to offer process, Conservative, Moderate and Ambitious, with the target being help client companies become a magnet for top talent.