

# Making of a Sourcing Tool

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In the job market scenario, Productivity, Innovation and Efficiency are the foremost active factors for the expansion of an organization. To realize these factors organizations should specialize in the human resource department. There are various challenges that the Talent Acquisition Team OR Sourcers in Human Resource Department of an organization face and thus the challenges concerning them are given wider attention as an organization cannot sustain or survive if it overlooks the challenges faced due to the rapid advancement within the company needs and skills. As a result, Talent Acquisition team will have to be compelled to get before the match by understanding these major future demographic, technological and societal shifts, ever-growing huge data to process, then preparing themselves accordingly. Varying demographic changes across the developed and developing world will place greater pressure on both the govt. and private sector to initiate and implement creative solutions to show, integrate and retain a rapidly changing and diverse working population.

## Literature Review

Bria Adams Published an article on October 29, 2021 "7 of the biggest recruiting problems & how to overcome them" mentioning - Recruiters have a tough time filling specific positions with specialized skills due to archaic sourcing methods: the Boolean keyword search.

No matter how seasoned hiring managers are, the workforce is always evolving, and recruiters and the sourcing tools they use need to evolve with it.

Cat DiStasio published an article on May 04, 2022 "Top 5 Challenges in Attracting and Sourcing Qualified Candidates" saying - 30.24% of respondents citing this as their top challenge, is the difficulty finding worthwhile sourcing channels and partners. One of the key reasons for this problem is that too many TA teams are stuck in a rut with sourcing—they're overusing the same channels they've always used while expecting better results. It's (long past) time for a major update

Lauren Shufan, Content Strategist, wrote a blog on October 17, 2019 explaining Talent Acquisition importance.

Rather than being distinct from recruiting, sourcing is a subset of the recruiting function. If your organization hasn't made sourcing talent a specialized role, it should at least recognize sourcing and recruiting as distinct activities.

Searching for qualified talent through public databases such as LinkedIn, online communities, social media profiles, competing companies, and more. This demands a working knowledge of search strings and data mining.

Bhavesh Koladiya , Digital marketing expert , wrote an answer to "What are the biggest problems you face when hiring new staff?" on Quora. A big challenge I see for recruiters in today's evolving world is technology. While technology is supposed to help them achieve more and better, it's actually making them overwhelmed. Mobile, Social, new tools every day, modern ATSs, to a variety of sourcing tools, and the list goes on and on. Talent sourcing courses are made and taken by sourcers to invest time and efforts to understand how they can source candidates better

## Scope of the work

Build a Sourcing Tool using Technology for TA Teams/Sourcers to source quality candidates. We want to reduce the time to find the quality candidates by talent scouts. Reducing the efforts required by sourcers to source good quality talent from a ton of unstructured data available out there. Narrow Down the sourced search results exponentially from Millions/Billions when compared to a regular google search engine sourced results. Making it easy for sourcers to communicate their outcomes with recruiters. To use technologies like Programmable Search Engine, Advanced Google Search Techniques, Data Scring / Web Scrapping, Web Application Development ( ReactJS ) etc. to achieve mentioned objectives.

## Materials and Methods

This study used a Focus group research methodology to analyze the challenges faced by the Sourcers. Research into TA challenges is largely dependent on the day to day work in Recruitment process. Perceptions are generally acquired through subjective self-reports or opinion and the recruiter's own work experience.

A Literature review of various popular articles, blog posts, websites, and survey research papers was done to verify the authenticity of the problem faced and to come up with a desired goal in mind to solve the specified problem in Sourcing Talent across the globe in recruiting field.

Secondary Data comprises of the data which was collected through books, journals, articles, magazines and websites.

Literature Review is to situate your research in an existing body of work, or to evaluate trends within a research topic.

A survey was driven by Ms. Babitha Lucin Rani, A Study On Challenges Of Recruiters On Sourcing The Right Candidate With Special Reference To Skills Hr, in May 2020.

Given that Skills HR is a specialized Human Resource Consultant company with a population (n = 120) all employees were approached to participate. Electronic survey links were sent to the entire population and 92% response rate was achieved where all of the respondents completed all of the surveys. This concludes that industry changes and advancements are creating impacts on sourcing methodology.

S.NO	SURVEY QUESTIONS	RATINGS GIVEN BY THE RECRUITERS IN RANK WISE				
		SA	A	N	DA	SDA
1)	Industry changes and Advancements are creating impacts on sourcing methodology.	71	5	3	12	3
2)	Passive Recruitment and Candidate engagement is difficult.	72	9	5	6	2
3)	Understanding client needs is very much essential.	20	27	32	5	10
4)	Follow-up candidates are very tedious work.	48	18	10	15	3
5)	Transparent to candidate is very important	42	19	18	6	9

Fig. 1. Survey of Employees in an HR firm over Sourcing

## Result and Discussions

We Built the Bot Flow, UI/UX with ReactJS, and ReduxJS to interact with Sourcer Embedding Programmable Search Engine. Implementation of Advanced Google Search Techniques including X-Ray Search, Boolean Search etc. to automate the bot flow and Customize Programmable search Engine was done successfully. To Save / Persist the Sourced Inputs using the bot for later reference and use, we used web storage. Combining Permutation and Combinations with Programmable Search Engine was efficient in providing rich sets of results to the user.

Data Scrape / Web Scrape Sourced Candidate Profiles and Download in Structured format, can be a really helpful feature for the further process followed in sourcing. Blocking Google Ads was done with DOM manipulation for easier access. Architect is a position in technical department who have some experience have already built and experienced creating products at scale. So we used XML models which is ideal for HRs to find candidates for this specific position.

## **Conclusions**

In conclusion, A Bot for automating sourcing process for talent scouts is successfully created. It is providing fine grained results to make the sourcing process seamlessly easy. The research contains the knowledge across the internet concerning this as a meaningful need.

## **Reference**

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