



About Telkom

Telkom is Africa's largest integrated communications company, providing communications solutions to an entire range of customers. The role of Human Resources is to keep pace with the changing demands of its workforce as Telkom expand and diversify as a company. Telkom's business strategy strives to translate world-class workforce capabilities; maximising Telkom's employees' contributions toward the company success; developing leaders to manage cultural and organisational changes; and providing world class human resource expertise to their in-house customers. Telkom required a system to support their business in recruiting, selecting, placing and retaining people with the requisite competencies to available jobs.

Benefits Of iTalent

Telkom has had phenomenal success using iTalent as an Online Recruitment solution. As a company that strives to always stay ahead of technological trends, iTalent was an obvious choice for Telkom. They found that iTalent met with the recruitment needs in terms of an external recruitment system and found the iTalent system to be the most cost effective solution in the market place. "After investigating other recruitment technologies,

we found that iTalent was the best fitting solution for our business" says Carl Munnik at Telkom. Carl Munnik has found that after making many placements by using iTalent, the main benefit is that the process is automated and that there is less need for admin staff and time.

The extended reach of their Job Advertising on CareerJunction is another benefit that Telkom has seen since using iTalent.

"CareerJunction is a popular recruitment website. We have received just over 12 000 responses to our position so far which can be accredited to their aggregated reach model. We are able to achieve a far broader advertising range through the CareerJunction Network of partner websites," says Carl Munnik.

Telkom have also noted a huge reduction in advertising costs, "a normal print advert costs an average of R19 000 but by placing one advert on CareerJunction it only costs R406 per advert no matter how many CareerSeekers apply," says Carl Munnik.

By utilising iTalent's competency based profiling tool - Prof!ler - Telkom have reduced the number of Resumes that have to be short listed. They also take advantage of the automated responses and in doing so, they have reduced the time consuming process of having to manually contact each

CareerSeeker that has applied. By making use of the qualifying questions, they are also able to filter out what they term "chance takers" and concentrate on the CareerSeekers that pass the filter.

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