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HR TECHNOLOGY SPECIAL

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20 Most Promising HR Technology Solution Providers - 2016

The Bureau of Labor Statistics has projected that in the year 2025, the U.S. corporate workforce would be composed of around nineteen million millennials. Across the board, hiring managers have long since pronounced the downside of having to hire and retain the millennial crowds. The rapid advancement in mobility and the ubiquity of the internet has left the millennial workforce dependant on technology as the primary means for managing work and related tasks.

Surrounding this necessity around the human resource management space, several technology providers have risen to reinforce the correspondence between employees and their human resource managers. From the elementary shift of paper-based data management to cloud hosted repositories, the solution providers have come a long way to providing interactive and engaging employee portals, time and labor management, analytics tools

that mine for employee recognition details, and integrated mobile-based self-service software that drive engagement. These software suites are adding a whole new dimension to the way human resource managers manage employees and the corporate, in the bigger picture.

In an effort to help HR managers nurture a more productive and engaging workforce, a panel of prominent CEOs, CIOs, CHROs, analysts, along with the CIO Review's editorial board has assessed scores of HR technology solution providers and picked out a list of prime choices.

We have considered the vendor's ability in building solutions that can effectively manage people and practices, and account for an efficient and productive workforce environment.

We present to you CIO Review's 20 Most Promising HR Technology Solution Providers 2016.



Company:
AcquireTM

Description:
A software consulting firm offering Acquire as its flagship talent acquisition solution

Key Person:
Dennis Barnett
Managing Partner
Jason Barnett
CTO & Co-founder

Website:
acquiretm.com

AcquireTM

Talent Acquisition Simplified

To ensure success, businesses need to ensure they have the right talent on board. While every organization has unique needs in recruitment, the scarcity of personalized hiring solutions, lack of automation, and the ever-growing complexity in meeting compliance requirements in talent acquisition is posing a stiff challenge. Companies that are spread geographically require one simple solution which helps them to easily audit, report, and manage their recruitment processes. With its roots as a software consulting firm developing custom solutions, the Las Vegas-based EON Applications, Inc. developed AcquireTM as an answer to the demand for a comprehensive talent acquisition suite.

“
**Our solution provides a
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 from creating a job requisition
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 ”

AcquireTM lets users define their own unique recruitment workflow where each and every process can be customized according to the user's needs. “Our solution provides a seamless experience right from creating a job requisition and approval, to job posting, applicant tracking, personality assessment, background screening through onboarding,” says Dennis Barnett, Managing Partner, EON Applications, Inc. As a one-stop solution, businesses can manage their talent acquisition

processes electronically in a single system without having to bank on any other tool. AcquireTM's automation-based workflow helps businesses to move away from spreadsheets and leverage intuitive tools and integrations to drive decision making. AcquireTM generates detailed reports that provides transparency into the overall recruitment process. “From a compliance perspective, recruitment processes for geographically-spread organizations can be managed within a single system,” says Jason Barnett, CTO and Co-founder, EON Applications, Inc. The compliance mechanism in AcquireTM is designed to support Federal compliance requirements such as EEOC and OFCCP and AAP.

AcquireTM helps clients build a positive hiring experience, while improving cost-per-hire. One of its features, the Career Center, can be seamlessly integrated to the client's corporate website to attract more candidates. These efforts are supported by integration to leading social media websites and job boards extending a company's reach to a greater number of candidates.

AcquireTM's extensible and open API allows third-party integration that brings greater capabilities such as background screening and personality assessment into the system. The company's recent collaboration with Spark Hire means an organization can setup screening questions for its open position and ask the candidates to share their answers over a one-way video. Once the videos are shared, AcquireTM's users get the notifications about the video interview submissions helping them to drive recruitment efficiency while reducing cost. “We don't settle for easy, we make it easy and effective,” points out Jason.

For instance, one of their clients wanted a new prospective hire to be



Jason Barnett

instantly moved into a project. While the client's recruiting team was in India, the management team was in U.S. AcquireTM automated the end-to-end process by triggering actions such as background screening, onboarding and routing the candidate information across teams in the organization for verification, approval, and initial setup of the credentials for the new hire. The client wanted to double check the candidate's source information and Acquire acknowledged this need instantly. “There is no custom programming or script writing, we are just using the tools that are already built in,” affirms Dennis.

Reflecting on his team's efficiency, Dennis says, “If you are successful in bringing together diverse people who work cohesively, then you can produce a product that is well received.” Building on its expertise in managing talent acquisition, the company is looking to impact the HR arena by expanding its talent acquisition platform to a full human resource information system. “Since we have the information and technologies for the employee file, calendaring, scheduling, document collection and e-signature, HRIS is a natural progression for us,” concludes Jason. **CR**