



Case Study - Commerce One

Pamet helps streamline the human-resource process.

Challenge

Commerce One, known for its e-Marketplace software, was looking to streamline its hiring processes after experiencing an extended period of dramatic growth. The recruiting department could simply no longer keep up with the internal demand for new employees and the mass of resumes that were being received for hundreds of open positions in varying formats, via email, the Web, fax or regular mail. A collaborative software for the web based recruiting process was necessary to run this operation efficiently in both job posting and resume/interview processing and workflow management.

Pamet's Solution

The breakthrough application, HR Publicist, centralizes every aspect of the hiring process into one easily accessible, online location. Job seekers are guided by a wizard from resume submission all the way through to job placement. Commerce One recruiters can post jobs, review resumes, and respond to candidates online. HR Publicist even automatically updates job postings on all major job-related Web sites with which Commerce One has established relationships, as jobs are modified and filled. At the same time, the system provides a full Web based interface for job search, resume submission and candidate interview directly on the Commerce One web site.

In the process, HR Publicist centrally manages all resumes that are received from the job-related Web sites. Human resources managers have their own special access to HR Publicist, enabling them to oversee and guide every aspect of the hiring process. Whether they are in the office, at home, or on the road, HR Publicist is always accessible through its easy-to-use Web interface.

Benefits to the Client

HR Publicist streamlines hiring, making human resources operations more efficient, thus reducing the organization's workload for recruiters and allowing them to focus more of their time on finding the right employees.

"That's why we're glad we chose HR Publicist. It presorts the candidates, tracks responses and results and organizes everything into easily manageable electronic files. So that candidates that make it to our 'hot list' are already pre-qualified based on the criteria we set up."

*Ed Sayson
Chief Talent Ambassador
Commerce One*

