sage

Texas Farm Bureau recruits a winning solution
Sage HRMS Cyber Recruiter speeds and simplifies hiring process

TEXAS FARM BUREAU®

Texas Farm Bureau, often referred to as the "Voice of Texas Agriculture," represents the interests of its more than 500,000 member families throughout the state. In addition to providing political representation, news, and education, the organization and its affiliated companies offer an array of services to members, including auto, home, farm, and life insurance. Texas Farm Bureau and its affiliated companies hire an average of 60 new employees each year, and have vastly streamlined and simplified the recruiting, applicant tracking, and onboarding processes using Sage HRMS Cyber Recruiter by Visibility Software.

Integrated solution
"When we implemented Sage HRMS and learned that there is an integrated recruiting solution available, we quickly moved to adopt it," recalls Penny Anderson, director of personnel for Texas Farm Bureau. "The integration between our recruiting and human resources applications makes all the difference. It saves us a tremendous amount of time and duplicate data entry."

Go paperless
Like many organizations, Texas Farm Bureau's hiring process involved a series of paper-intensive tasks. It was always a challenge to know the status of a requisition, or who was actively working on which requisitions at any given time. "From requisition through final hire, our process was very manual," says Anderson. "There are numerous tasks, multiple forms, and many people involved in each hire. We routed an interoffice envelope with the various forms inside from desk to desk and from office to office. Just locating the envelope was a challenge."

Sage HRMS Cyber Recruiter has transformed the way Texas Farm Bureau handles its hiring process. "We've moved from a manual process to an entirely electronic, paperless process," says Roslyn Melde, director of information technology for Texas Farm Bureau.

Customer
Texas Farm Bureau

Industry
Membership organization

Location
Waco, Texas

Products
Sage HRMS
Sage HRMS Cyber Recruiter
by Visibility Software

Challenge
Texas Farm Bureau and its affiliated companies hire an average of 60 new employees each year. The previous manual recruiting and applicant tracking process was time and labor intensive. Bottlenecks often ensued as paper forms were routed through various offices and across the desks of multiple reviewers.

Solution
The combination of Sage HRMS Cyber Recruiter and Sage HRMS are proving to be a winning solution for Texas Farm Bureau.

Results
Requisition turn-around time dropped from two weeks to mere minutes. Automated alerts and reminders ensure that the hiring process keeps moving. Comprehensive applicant tracking helps identify the best candidates for each position. Integration with Sage HRMS eliminates manual data entry.

"We've automated previously manual, time-consuming tasks, allowing us to focus our time and attention on hiring the best applicants for each position."

Penny Anderson, director of personnel
Texas Farm Bureau

She continues, "We create a requisition in Sage HRMS Cyber Recruiter, route it through the appropriate approvals, and once approved, the position announcement is uploaded to our website's career page automatically. Applicants can attach their resume and cover letter to their application. At any time we can see who has applied and begin prescreening the qualified applicants we identify."

Anderson appreciates that the organization was able to match the look and functionality of Sage HRMS Cyber Recruiter to the organization's website branding and internal workflows. "It's highly configurable and flexible," she says. "We added fields to collect and track information specific to our organization."

"Sage HRMS Cyber Recruiter is very straightforward and efficient," notes Melde. "It allows us to automate what once was a very manual process."

Complete applicant tracking

Flexible filters enable the recruiting team and hiring managers to view only new applicants, those under review, or those meeting specific criteria.

Resumes for prescreened candidates are routed to the appropriate hiring manager along with any notes that Anderson and her team may have gathered during the prescreening cycle. Automated reminders help ensure that no task is overlooked or delayed.

Interviews, often performed through an online service such as Skype™, are scheduled within Sage HRMS Cyber Recruiter, and notes of the interview are stored associated with each candidate for easy recall.

Onboarding efficiency

Anderson says that the time spent preparing, approving, and posting a requisition has gone from an average of two weeks to just minutes with Sage HRMS Cyber Recruiter. "We've automated previously manual, time-consuming tasks allowing us to focus our time and attention on hiring the best applicants for each position."

Once a candidate is selected, a single keystroke adds the individual to the Sage HRMS database as an employee. "The integration with Sage HRMS completes the circle for us," says Anderson. "It's simple, seamless, and it works."

Rapid implementation. Rapid results.

Texas Farm Bureau had a tight timeline to implement the software, and Melde says they were able to go live on time and right on budget. "We received great service both from Visibility Software and from Sage. They were easy to work with and responsive to our needs."

"My favorite aspects of Sage HRMS Cyber Recruiter are its tight integration with our website and with Sage HRMS," concludes Anderson. "It's made such a positive difference in how we work. I would never go back to managing recruiting the old way."

About The Sage Group, plc

We provide small and medium-sized organizations with a range of easy-to-use, secure, and efficient business management software and services-from accounting and payroll to enterprise resource planning, customer relationship management, and payments. Our customers receive continuous advice and support through our global network of local experts to help them solve their business problems, giving them the confidence to achieve their business ambitions. Formed in 1981, Sage was floated on the London Stock Exchange in 1989 and entered the FTSE 100 in 1999. Sage has over 6 million customers and more than 12,700 employees in 24 countries covering the UK & Ireland, mainland Europe, North America, South Africa, Australia, Asia, and Brazil.

For more information about Sage in North America, please visit the company website at Sage.com. Follow Sage North America on Facebook, Facebook.com/Sage, and Twitter, Twitter.com/SageNAmerica.

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