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## HRIS and ATS **integration:** expertise and experience

*Implementing online assessment with HRIS and ATS  
to create a seamless candidate experience*



# The need for integration

Having an ATS (Applicant Tracking System) or HRIS (HR Information System) to support recruitment and HR needs is commonplace; the argument for their resource savings, accuracy of data and candidate experience has won. The drive now is to integrate online assessments used within recruitment and post-hire situations with these systems.

Two significant factors drive the desire by organisations for a seamless integration between deployed ATS and assessment systems; the increasing importance of the candidate experience and the inherent standardisation of HR processes that such integration provides.

Recruiting organisations recognise the significance and impact that their recruitment processes and candidate experience have on their employer brand and positioning. Candidates want to join a company with professional, organised, transparent and relevant selection process and, at each touchpoint, connect with the business. As such, companies want to offer candidate self-registration or application within the same system as their online assessment – and of course for this to reflect corporate branding, livery, language and process.

From an internal perspective, integrating online assessment with other IT systems allows the defined recruitment process to progress without the need for manual intervention; candidates are invited to complete and submit tests based on defined criteria and managers are able to access test results as needed.

## So what does integration require?

Successful integration requires, typically, the ATS or HRIS platform to 'call' into an assessment system, deliver the assessments and reports, and store the results – based on your pre-defined assessment process.

Unlike many assessment providers, we are able to do this and provide an apparent seamless experience for the candidate; with a SSO (Single Sign-On) he or she only interacts with the one system with one verified sign-on, thereby not requiring multiple URLs and log-ins. In such a situation, the HRIS or ATS platform provides the workflow, and *cut-e* the assessment content. For some organisations, we integrate our assessment both with an ATS (as part of a selection process) and an HRIS (as part of post-hire 360 degree feedback).

Successful integration also requires a strongly defined assessment process, and proven knowledge and experience in the technical standards of data interface HR-XML, security and data protection issues that these projects face – whether this is for assessment for initial hiring or post-hire – which can be overlooked.

Last but not least, integration is successful when the system does what the client wants and enables relevant assessments for the different career paths required: ideally a range of tests and questionnaires per job type, level, skill, ability and personality dimensions important for the job. Success means working with an assessment provider who actually provides the assessments you want to use – or may want to use in the future. Even pre-application testing, such as Realistic Job Previews and Situational Judgement Questionnaires, can easily be integrated – if your process requires it – and your provider knows how to do it.

# Expertise and experience

## cut-e experience

Our experience has been gathered over many years and dozens of implementations. We know what works and we know the pitfalls. We have integrated our online assessments with all of the major HRIS and ATS vendors – as well as many smaller sized suppliers: we have yet to find a vendor with whom we are not able to integrate our tests and questionnaires. We have confidence in our system's flexibility and customisation and our ability to define and implement integrations with all robust and fit-for-purpose HRIS and ATS tools. We have pioneered the application of HR-XML and advise clients on how to future-proof integrations with this standard. Our clients comment on the apparent ease to make the integration a reality.

### Some of the partners we have integrated with:



## cut-e expertise

We bring experience, but we also bring our expertise; expertise in understanding client requirements, the process needed, and the technical and psychometric knowledge to make it happen. Our expertise in project management and project realisation and in delivering a seamless candidate experience, makes us often the only real choice of assessment provider for those looking at integrated testing for the first time.

At *cut-e* we provide our clients with the flexibility to choose and combine from a wide range of specific assessment modules in order to get the most relevant psychometric data in the least possible time – and of course all seamlessly interfacing with the ATS system.



# The way we work

Our integration teams combine the IT and technical experience and know-how, the HR and assessment consulting knowledge of assessment processes and the project management skills needed to keep the programme on track.

The key to successful implementation is a clear and defined process detailing how and when candidates are invited to complete assessment, how the scores are judged, and how this feeds into the next steps and overall process. At the outset, the *cut-e* team will work with you and the HRIS or ATS vendor to understand the technical aspects of the integration and typically your own IT or HRIS team will lead on this.

*"At last there is a genuine connection between the online assessment and the interview – a good range of tools you can go deeper with and the integration of all the components in the application management system is first-class. With these new tools I'll save time as any unsuitable applications are filtered out. The new online assessment really does the business and the new interview guidelines, which are based on the online assessment results, are excellent."*

Attendee at the *cut-e* online assessment implementation seminar, Allianz

*"The integration between the software from the ATS provider and the cut-e assessments was a smooth process due to the openness and co-operation between the two main partners. We benefited from their experience and track record across similar projects."*

Christina Applanat, HR IT Director at Crédit Agricole

*"We are very satisfied with the new online application process that rexx and cut-e have prepared for us. We are able to select the most suitable applicants in an efficient and valid manner whilst also presenting ourselves as a modern, innovative employer. The feedback from the applicants is also very positive."*

Sabine Haidlas-Keil, Team Leader and Specialist for Trainee Selection, Frankfurt am Main



There is no single right way to implement an integration project as all organisations have their own processes and requirements. In order to help you as you consider how to extend your HRIS or ATS to integrate with online assessment we have drawn up a document with key issues and questions to consider. Request a copy at: [www.cut-e.com/integration](http://www.cut-e.com/integration)

*cut-e* is a world leader in the design and implementation of innovative online tests and questionnaires for recruitment, selection and development. *cut-e* helps companies identify people with the right capabilities and cultural fit to deliver optimal business results. *cut-e* carries out over 12 million assessments per year in over 70 countries and 40 languages.

