**Video Title:**

**Video URL:** <https://www.youtube.com/watch?v=uEap1xI5QvI>

**Run Time:** 3:29

**Source:** BambooHR /YouTube

**Close Caption Available:** Yes

Applicant tracking systems are mentioned at several places in the textbook but featured on pages 317-318. The ATS refers to software that provides recruiting and hiring tools for companies. Finding the right people for your organization can be more difficult now than ever before, even with an applicant tracking system in place. The problem intensifies during a labor shortage. BambooHR hiring relieves that pressure by helping you find and hire the right people for the job, right away. This video explains how BambooHR helps in every phase of the hiring process, including creating job openings and job board postings, hiring team collaboration, candidate emails and offer letters, among other services. BambooHR helps you find the right candidates, right away.

BambooHR points out that it can post jobs anywhere including the major job boards, job engines, and social media. The ATS tracks a wide net. As do other recruiting services, BambooHR claims to find the best candidates. The recruiting company needs to make a quick hiring decision on strong candidates because of the strong competition for these candidates.

Questions for candidates can be customized.

BambooHR even sends a job offer letter for the client. Using applicant tracking software a company can become more efficient. The ATS can track job candidates by race and gender, and also supports female-dominated companies. In addition, BambooHR offers the advantage of helping a client analyze what it is doing right in terms of selection and recruitment.

*Questions for Thought and Discussion*

1. Why would an organization employ the services of BambooHR when it has its own HR department?

2. If a firm such as Indeed or Zip Recruiter claims to offer “great candidates,” and BambooHR includes these job boards and job engines in its search, why bother with BambooHR?

3. Can ATS firms really be that good, in the sense of implying that the client can be assured of hiring a “great” candidate?

4. What would you see as a challenge in identifying candidates by race?

5. How advisable would it be for a company to have the ATS outsourcing firm take over the entire recruitment and selection process by even holding the final job interview?