

# WHAT IS DATA MIGRATION?

The process of data migration involves transferring data from one system to another while maintaining data integrity and accuracy. Successful data migration entails careful planning, a thorough understanding of the source and target systems, and effective testing and validation measures.

## WHO NEEDS DATA MIGRATION?



### FIRST-TIME USERS

When new clients start using ATS for the first time, they must upload old Resumes/Jobs into the new ATS.

### MIGRATING USERS

When new customers of an ATS want to migrate data from an old ATS, they want to migrate Candidates, Jobs, Notes, Users, Interview schedules, and other information.



## CHALLENGES IN DATA MIGRATION

1

### Data Loss

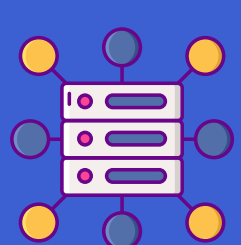
While migrating data, data loss or corruption is possible.



2

### Data Mapping

Data mapping is challenging and time-consuming, especially if the data structures differ.



3

### Time Constraints

Data migration is time-consuming due to the several steps involved, such as planning, analysis, and testing.



4

### Cost

Organizations may need external consultants or purchase new software to facilitate data migration.



5

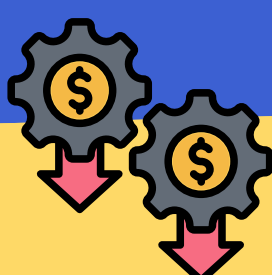
### Data Security Risks

Data migration poses significant security risks, especially involving sensitive or confidential data.



## BENEFITS OF DATA MIGRATION

Reduces data migration cost for the recruiter



Quick synchronization of candidate and jobs data



Saves recruiters' time that can be invested in other business activities



Simplifies the complex data structures and migrates with ease

