

# Hiring Millennials Through HR Technology

*Meet the Generation of  
Go-Getters!*





# What You Can Expect

- **The Millennial Concept**
- **Who are Millennials?**
- **The Millennial Behavior**
- **Why Employers Need Millennials?**
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# The Millennial Concept

Organizations find it challenging to recruit candidates of younger generation (under age 35) because of their different needs, thought patterns and behavior. This generation is popularly known as 'millennials'.

They are

- *tech-savvy*
- *socially aware*
- *and represent a major part of corporate workforce.*

Being a part of the change social media has brought, they make use of this platform to fulfill their recruitment needs.



Organizations are looking at hiring such individuals who can make a difference to their company. The best approach for doing so is hiring them with the help of technology.

Want to know how AI can help in recruiting millennials?  
Continue reading...

Source: [Snagajob](#)



About 1 in 3 workers today falls into  
'Millennials' group.

Source: [Snagajob](#)



# WHO ARE THE MILLENNIALS?



Millennials are **individuals born between 1980 and 1995**, a time-period when human beings accepted technology and it was gaining pace. They had access to internet since childhood and had grown with it.

As compared to previous generations,

- In economic terms, millennials are facing a tough time.
- They have lower income levels and higher debt levels.
- They bring more ethnic and cultural diversity.

Source: [Snagajob](#)

By 2025, Millennials will form 75% of the total U.S. workforce.

Source: [Snagajob](#)



# The Millennial Behavior

Millennials have typical opinions and attitudes which make them different from the rest.

- **Need instant recognition and gratification** from what they do.
- **Like to work in a team** and enjoy building relationship with them.
- **Work-Life balance** is important to them.
- They choose a job only if they see **career growth** in the same.
- A **transparent relationship** with the company is what they look for.

Source: [LinkedIn](#)

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42% of Millennials feel they took their new role because the company offered more opportunities to advance their career.

Source: LinkedIn





91% of Millennials are open to hearing about new job opportunities.

68% of them feel flattered when a recruiter reaches out to them.

*Source: Inside the Mind of Today's Candidate*

## Why Employers Need Millennials?

Check out the reasons:

**Multi-taskers-** Millennials have the ability to handle multiple responsibilities together.

**Tech-savvy-** They are well-versed with technology, be it using mobile phones, surfing the net.

**Well-connected-** A strong presence on Facebook, LinkedIn, Twitter etc keeps them in touch with every new development.

*Source: Inside the Mind of Today's Candidate*



# How to Hire and Attract Millennials?

## Social Recruiting

Millennials use social media to connect with colleagues and friends. Using social media as a recruitment tool is one of the best options. Choose an effective [resume enrichment solution](#) to recruit relevant candidates.

- *Updates candidates' resume information by taking details from their social media profiles*
- *Identifies confusing information given by candidate*
- *Know candidate's behavioral pattern*
- *No need of conducting background checks*



## Mobile Recruiting

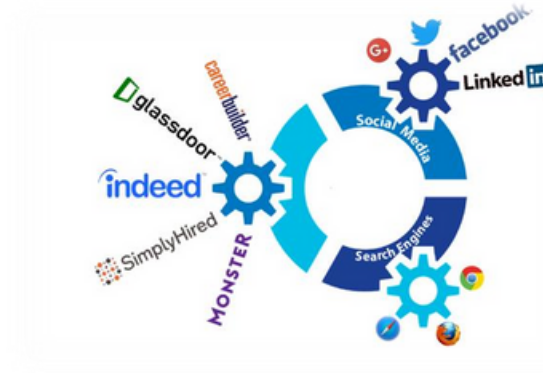
As more and more millennials are active on their mobile phones, companies should target them through mobile recruiting. Developing a mobile-friendly website is a prerequisite for hiring the right fit.





## Make Use of Job Boards

When millennials search for jobs, the first thing they do is visit a job board. Post jobs on this platform to fetch quality candidates.



## Promote Your Work Culture

Apart from an attractive pay package, millennials are concerned about the culture of an organization in which they have to work.



## Provide Career Advancement Options

Millennials would be attracted to a job if they find themselves progressing in the job profile.

Organizations should show potential career path to job seekers to make them interested in the job.



# How to Retain Millennials?



## **Provide Training**

Organizations which offer training programs to employees have more stable employees.



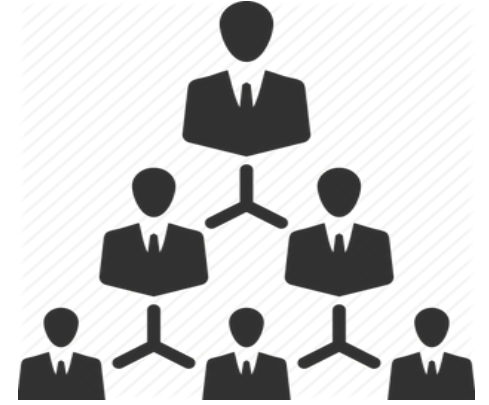
## **Regular Feedback**

Millennials prefer timely feedback on their performance instead of an annual performance review.



## **Flexible Timings**

A 9 to 5 routine is not made for millennials. Flexible timings and work from home options are a must.



## **Eliminate Hierarchy**

Millennials like to work in a flat-hierarchy system.



# About RChilli

RChilli is the trusted partner for parsing, matching, and data enrichment, providing companies, in 50+ countries, with solutions built for the future of technology and recruiting. RChilli's innovative products, backed by an industry-leading tech stack, power the processing of 4.1 billion+ docs a year for 1600+ top global recruiting platforms. Enabling companies to hire better talent faster since 2010, RChilli is ISO 27001:2013, SOC 2 Type II, and HIPAA certified and GDPR compliant.

RChilli also has its multilingual resume parsing app available on Oracle Cloud Marketplace and Salesforce AppExchange.

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