

MODERNIZING RECRUITMENT

TRADITIONAL TOOLS TO NEW-GEN

HIGHLIGHTS TRADITIONAL TOOLS

Traditional recruitment methods are **slow and labor-intensive**. Limited reach.

Traditional recruitment struggles with **efficiency and scalability**.

Traditional hiring processes often become “**long, drawn-out**”, taking weeks or even months

DRAWBACKS

Limited Reach and Diversity

Conventional methods usually tap a narrow candidate pool. This leads to homogeneous applicant streams and make it *harder to find specialized talent* or improve diversity



Time-Consuming Process

From manually sorting resumes to coordinating schedules for in-person interviews, each step takes significant time slows down the recruitment cycle

Scalability Issues

When hiring needs ramp up (e.g. opening a new branch, seasonal hiring), traditional methods may buckle under volume



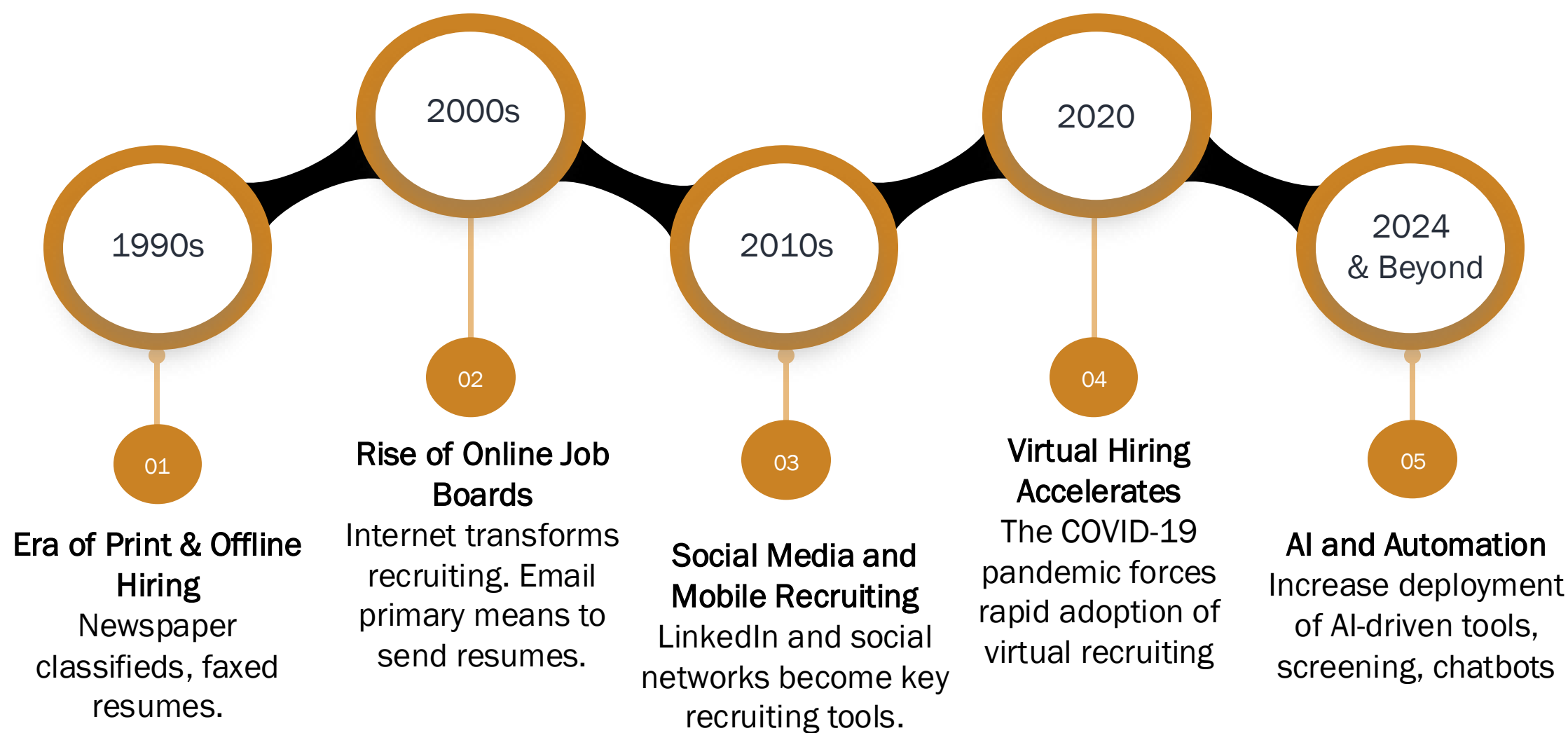
Lack of Data and Analytics

Decisions in traditional hiring rely heavily on human judgment and limited information – a stack of resumes and interview impressions



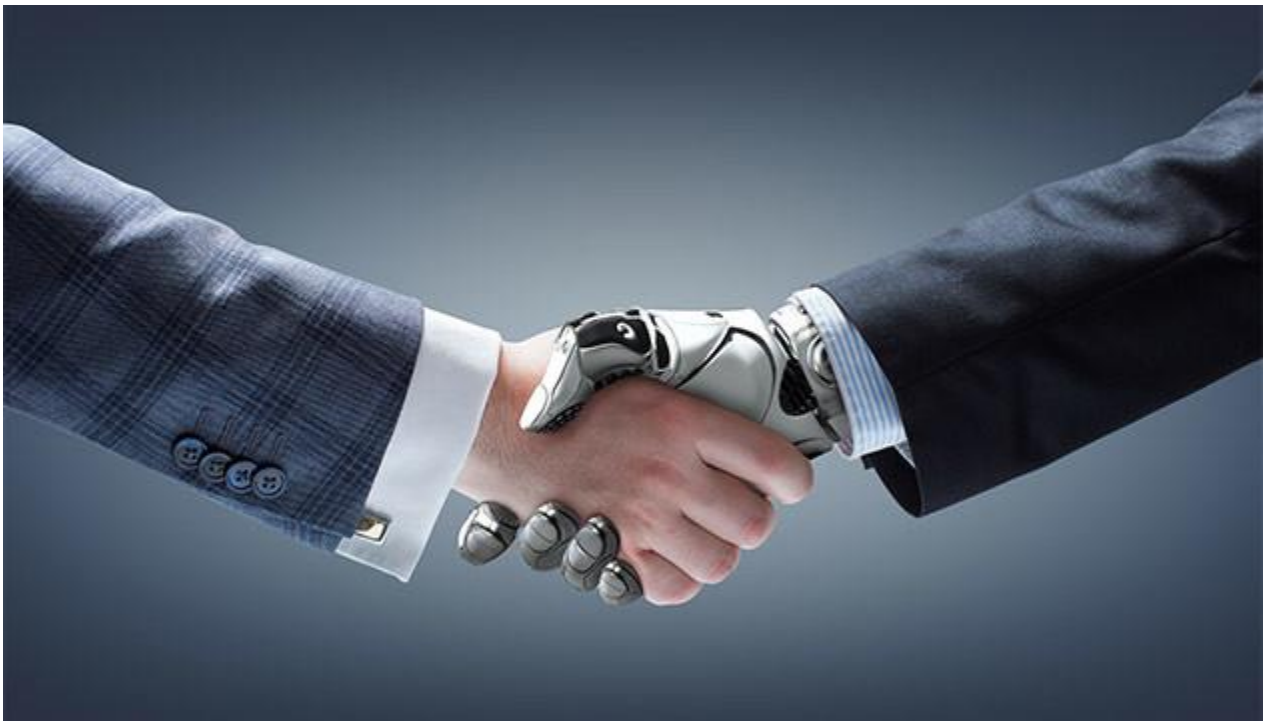
RISE OF MODERN RECRUITMENT TECHNOLOGIES

ONLINE AND TECH-DRIVEN RECRUITMENT



54 %
INCREASE

in productivity with AI adoption.



44 %
REDUCTION

in hiring cost after implementing AI driven tools..

73 %
HIRING

Is done through some social media channel

70 %
APPLICATION

Are received via mobile devices

TRADITIONAL VS. MODERN

A COMPARATIVE SUMMARY

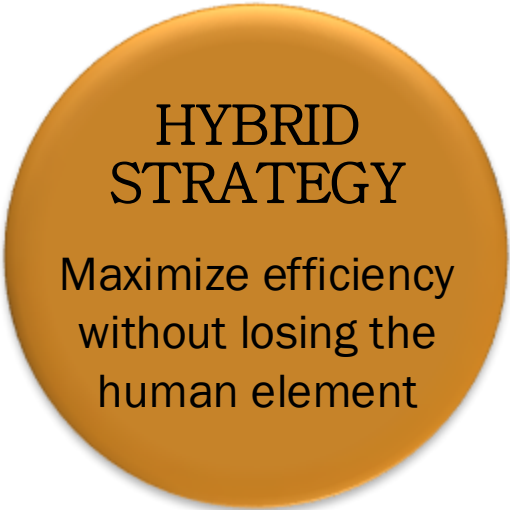
COMPARING TRADITIONAL AND MODERN RECRUITMENT APPROACHES

Aspect	Traditional Approach	Modern Approach (New-Gen Tools)
Talent Reach	Local or limited networks; print ads and referrals attract a mostly regional pool → <i>Narrower candidate lists.</i>	Global reach via online job portals & social media → <i>Broader, more diverse candidates.</i>
Speed & Efficiency	Manual screening and scheduling; hiring can take weeks or months → <i>Slower time-to-hire.</i>	ATS, AI, and automation fast-track screening and communications → <i>Faster filling of roles.</i>
Cost	Costs accrue from advertising, travel, agency fees, and extended vacancies → <i>Higher cost-per-hire.</i>	Tech investment upfront, but automation cuts operating costs → <i>Lower cost-per-hire in long run.</i>
Data & Insights	Limited data (mostly resumes and interview notes); decisions based on recruiter intuition → <i>Less informed choices.</i>	Rich data capture at each stage; analytics on applicant sources, performance, etc. → <i>Data-driven hiring decisions.</i>
Candidate Experience	Formal, requires more effort (travel for interviews, etc.); periodic updates → <i>Potentially frustrating wait times.</i>	Convenient (mobile apply, video interviews); frequent automated updates → <i>More engaging and transparent for candidates.</i>
Bias & Fairness	Relies on human judgment; prone to subjective bias or old habits (e.g. affinity bias) → <i>Risk of discriminatory screening.</i>	Tools like blind screening and standardized evaluations aim to reduce bias → <i>More objective filters</i> , though AI must be monitored for bias.
Personal Touch	High – direct personal interactions throughout → <i>Stronger relationship building.</i>	Lower – many steps handled by software → <i>Candidates may feel less personally connected.</i>
Scalability	Difficult to scale; recruiter workload rises sharply with volume → <i>Hard to manage mass hiring.</i>	Easily scales; systems handle large applicant volumes with minimal added effort → <i>Supports high-volume hiring needs.</i>

TRADITIONAL METHODS
High on per personal engagement and simplicity



hello@quantisol-ai.com



MODERN METHODS
Reach, Speed, Data utilization and cost effective.

Works best– for instance, using digital tools to cast a wide net and handle initial filtering, then applying a personal touch in the later interview stages.