CASE STUDY

The perfect fit as a success factor

Integration of online assessments from e³ skillware
into softgarden to find employees offering
the perfect fit

(softgarden)

Reliability and good partnerships – Hanseatic virtues that are highly valued at Grossmann & Berger. In January 2020, they integrated the online assessments from e³ GmbH hr software + consulting into softgarden to find employees offering the perfect fit.

Grossmann & Berger

In a high-cost industry with demanding customers, Grossmann & Berger needs employees who are a perfect fit to build customer relationships in the spirit of partnership.

'**Good and long-standing cooperation**, be it with customers or employees, has always been a hallmark of Grossmann & Berger and is an **important success factor**. In this respect, the online assessment from e³ skillware provides us with valuable information about the most important skills of our applicants, such as sales aptitude. We use this to objectively assess whether trainees are a good fit for us. Through the **seamless integration in softgarden**, we also have all the information in one place.'

Dana Gotzhein, HR Manager at Grossmann & Berger

Locations:
Hamburg, Sylt, Ahrensburg, Buxtehude, Lüneburg, Norderstedt, Berlin

Desired job profiles:
Trainees as estate agents and advisors in the commercial, investment, and residential sectors

Business sector:
Residential and commercial property service provider

Employees:
190

Challenge: To find long-term employees who are passionate about the property industry.

For Grossmann & Berger, a long-term relationship based on a partnership between property consultants and clients is the fundamental prerequisite for trusting cooperation. Property consultants must deal with the **acquisition and consultation of customers**, the **further development of their expertise**, and **working towards a long-term goal** in their daily tasks. **The company has therefore identified that good-fitting applicants are essential** – and that also applies to trainees.
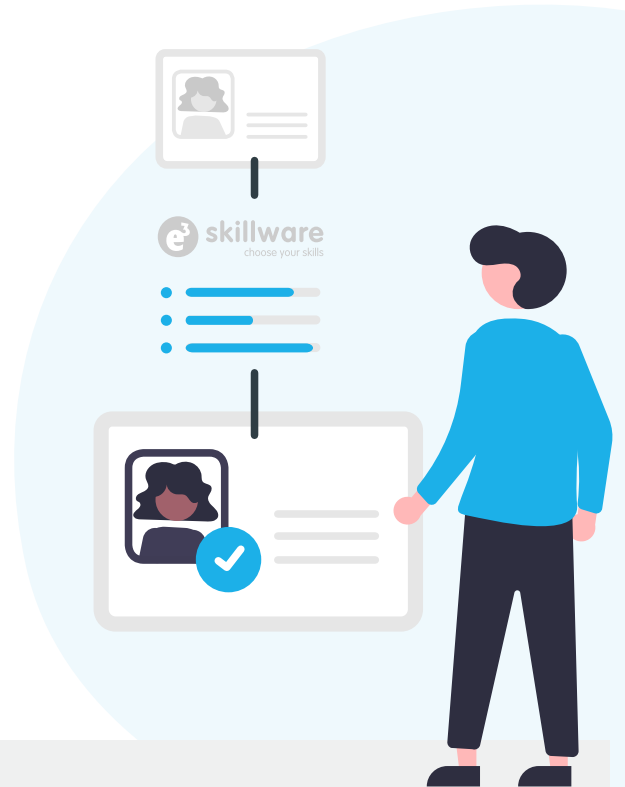
(i) More objective decisions with online assessments

Thanks to the analysis of e³ skillware, you can identify applicant's skills instantly. In this way, you not only choose the best-suited candidates for the position but also reduce your recruitment effort
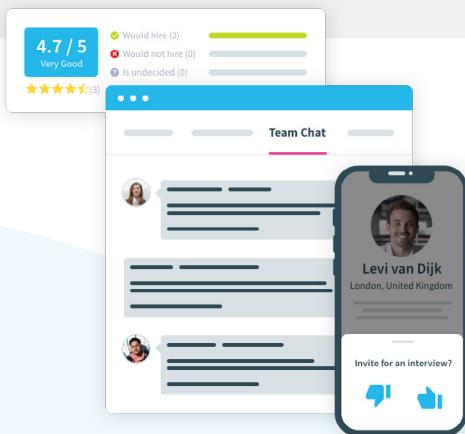
As a result, Grossmann & Berger can make recruitment decisions more objectively with the online assessments from e³ skillware. At the same time, the assessments are uncomplicated and varied for the applicants. **Instead of making decisions following the initial interviews, specified skills are screened for before the interview process** to ensure that the future trainee is the best fit.

The result: More suitable recruiting – and faster too.

Grossmann & Berger implemented the softgarden applicant management system in 2017. In 2020, the integration of the online assessments from e³ GmbH hr software + consulting was completed, allowing Grossmann & Berger to test personal, social, cognitive, and leadership skills. As an online analysis tool, it can be used to select suitable candidates even before the first interview. At Grossmann & Berger, the tool is primarily utilised to select trainees. Especially for those candidates, the company needs to identify skills such as analytical thinking, independence, and sales ability so that a trainee develops into a long-term employee.

ⓘ Hire talent faster with lean processes

Thanks to the softgarden Applicant Tracking System, employers slash the duration of the application process by more than half. More than 1,500 customers of all sizes and industries have already been impressed by the cloud-based softgarden Applicant Tracking System. softgarden has developed a range of solutions, e.g. the Hiring app, which allows departments to coordinate quickly and easily, thus shortening the time-to-hire. The Applicant Tracking System is beneficial for companies that want to attract new talent with an excellent candidate experience while at the same time making the recruitment team's work more efficient. softgarden works in accordance with the GDPR and has multiple DEKRA and ISO certifications.
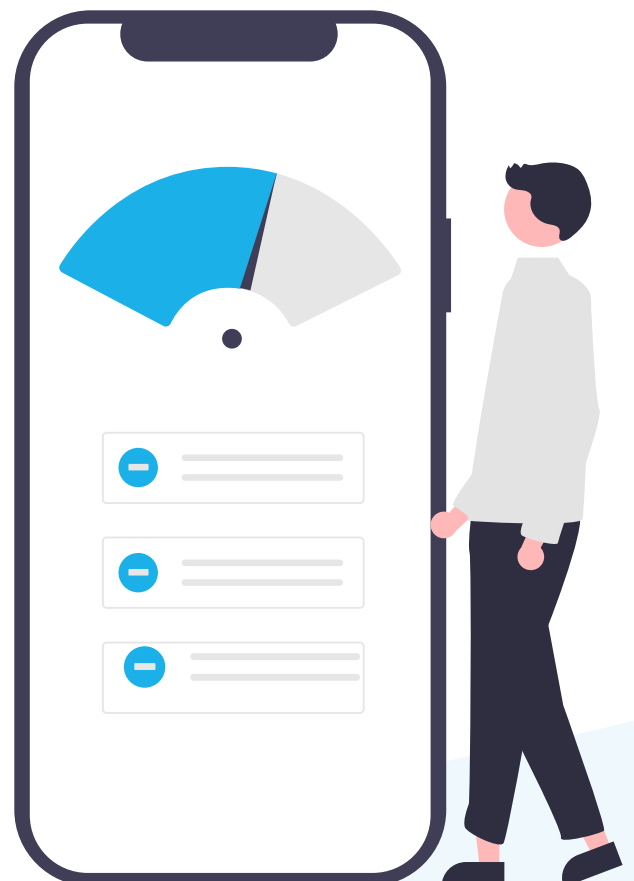
[↗ **Go to the Applicant Tracking System**]

Integrating e³ skillware in the softgarden Applicant Tracking System is seamless; it allows an invitation to an individually assembled or preconfigured online assessment to be sent directly from the system. All the data collected online is consolidated here and presented clearly in a results report. Grossmann & Berger values both the ease of use and the additional objective information gained about its candidates.
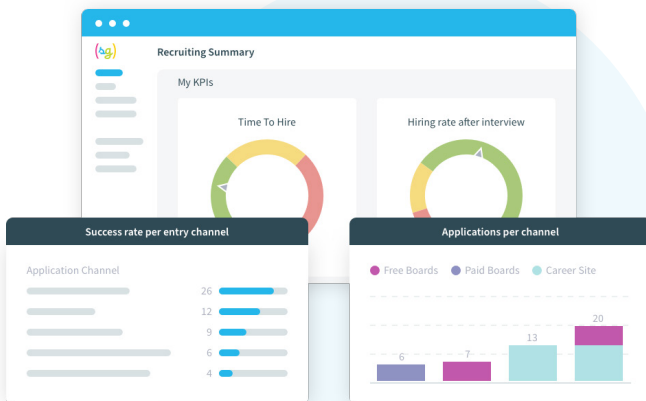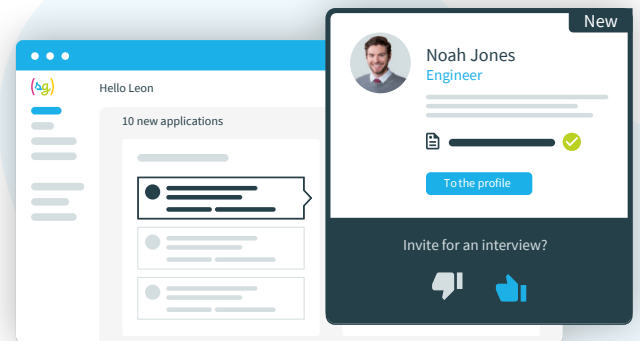
This allows the company to reduce its time-to-hire enormously and invite suitable candidates to an interview in a flash. The interview guidelines can then be used to conduct and assess structured interviews. Thanks to the **standardized application process**, Grossmann & Berger can **compare its candidates better** and select the most suitable.

Conclusion: Recruit perfect candidates fast.

Perfect interaction of the softgarden Applicant Tracking System with e³ skillware. Hiring employees who are a perfect fit and so there long-term is Grossmann & Berger's trump card.
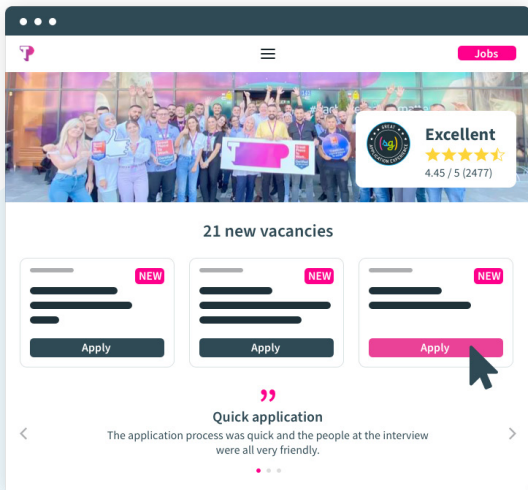

ⓘ **Expand your recruitment processes with the softgarden Marketplace**

Alongside softgarden's solutions, the softgarden Marketplace offers seamless integrations with specialized partner solutions. With just a few clicks, you can order these additional options and optimize your HR and recruitment processes in no time.

[⧉ **softgarden Marketplace**]
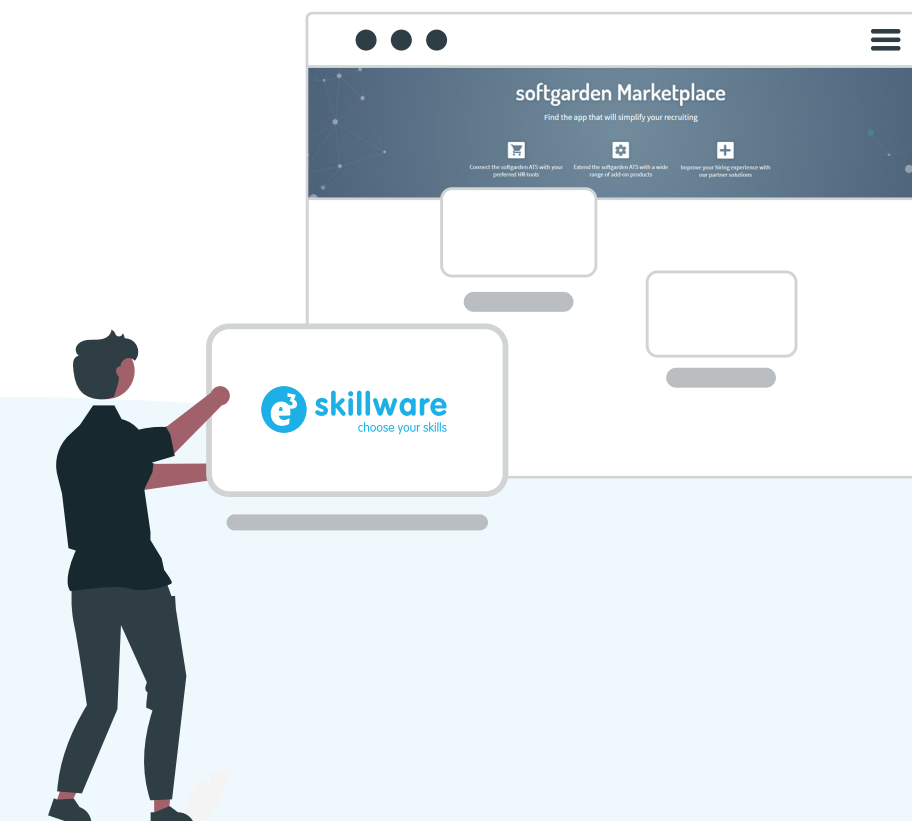
Time savings thanks to higher quality talent:
You can identify whether an applicant matches the job profile before the first interview. Pre-selection means only the best are invited to an in-depth interview.

Fitting employees & cost savings:
The best fit is the basis for long-term employee retention. Save the cost of vacancy for restaffing a position.
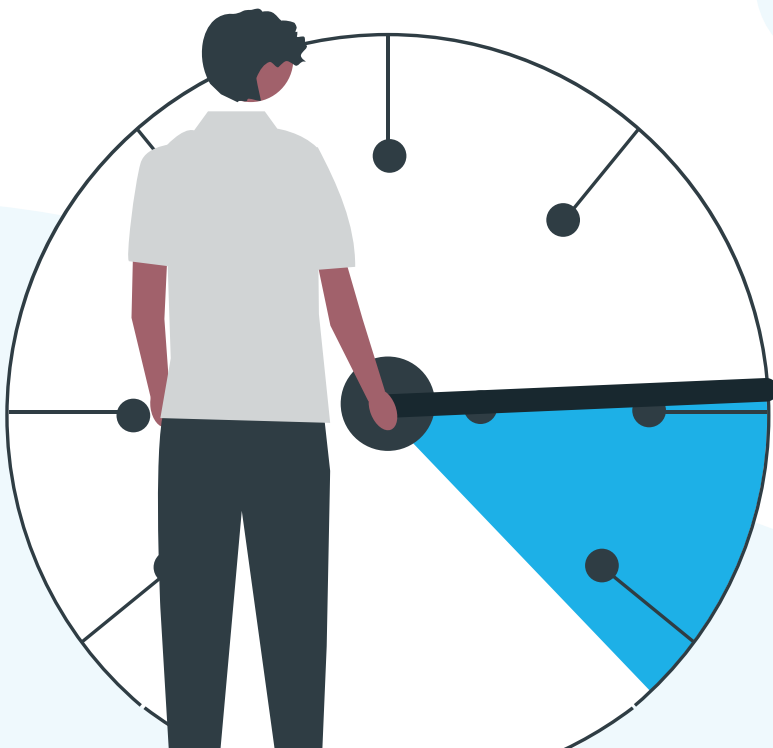
Quick, easy processes:
Thanks to the 100% integration, assessment invitations, evaluations and decisions can be made quickly in one tool – then it's just one more click to the interview stage.

About softgarden e-recruiting GmbH

softgarden is one of the leading European HR-Tech solutions for innovative recruiting. According to the Fosway 9-Grid™ Recruiting Report 2022, softgarden is one of the core leaders among European providers of Talent Acquisition Suites. More than 1,500 employers of all industries and sizes attract the best candidates with the help of the cloud- based Talent Acquisition Suite. It includes applicant management (ATS), a search engine optimised career site, automatically generated employer ratings and a tool for employee recommendations. As a result, employers reduce their time-to-hire by more than half and increase the quality and quantity of incoming applications. In this way, they achieve the necessary speed in recruiting to successfully hire highly sought-after talent in an increasingly competitive market environment. Thanks to the acquisition of absence.io in 2021, softgarden now also offers its more than 3,600 customers solutions for internal HR processes. softgarden is active in the DACH region and the European markets Spain and France.
www.softgarden.com/en

Further success stories
of softgarden customers

secret source.

CASESTUDY

We treat each candidate
as a guest of a 5-star hotel

~(softgarden)~

Testronic

CASESTUDY

"45% of our hires are from our
own career page"

How Testronic hired 800 professionals
within 6 months

~(softgarden)~

STAPLES

CASESTUDY

How the B2B retailer optimises its key figures,
becomes more candidate-oriented, agile and
at the same time reduces its costs in talent
acquisition

~(softgarden)~

sunfire

CASE STUDY

More power in recruiting
Twice the speed and
better employer ratings

~(softgarden)~