



Trends in Job Application Medium

A White Paper by Taleo Research

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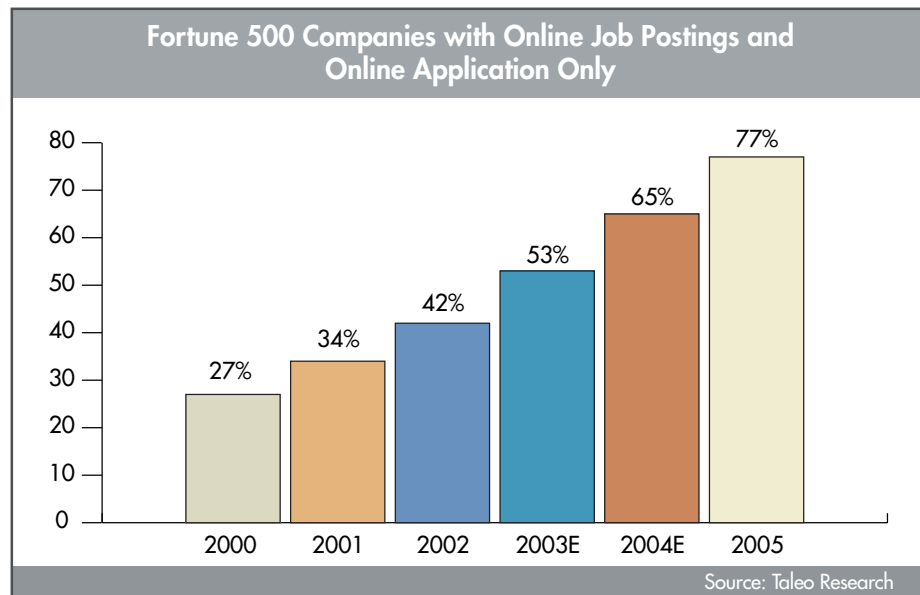
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Analytics & Strategies for Global Workforces

The Careers section has been a key standard component of corporate websites. In 2000, 73 percent of Fortune 500 companies already had a direct link from their home page to the Careers section. In 2005 it has barely increased to 79 percent. Although that data do not indicate a major change, a closer analysis reveals an important evolution, specifically in the preferred method for accepting job applications.

Online Response Only

In 2000, 27 percent of the Fortune 500 directed all candidates wishing to respond to job positions posted to the corporate Careers website through a purely online response mechanism. In 2005, 77 percent of the Fortune 500 do not give jobseekers the option of responding offline to job positions posted to the corporate Careers website.



Today a fully integrated front-end/back-end approach prevails with close to 80 percent of Fortune 500 companies not offering the choice to apply any other way than online. This is a clear sign that organizations have streamlined their processes to an integrated digital channel. The vast majority is avoiding steps such as fax, traditional mail and scanning resumes into their digital software, which slow down the application process. The inability to act quickly on offline applications can lead to the loss of quality candidates to the competition.

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Job List
Use the search controls below to identify the job you are looking for and click **Search**.

Job Search

Job: Category
All

Location: Country
All

Keyword or Job Number Search

Job List

Jobs 1 to 20 of 286 at Merck

Posting Start	Job Title	Location	Schedule
07/19/2005	Associate Director Scientific Staff	US - PA - Blue Bell	Full-time
07/19/2005	Director, Business Solutions	US - NJ - Whitehouse Station	Full-time
07/19/2005	Director, OD	US - NJ - Whitehouse Station	Full-time
07/19/2005	Information Security Engineer	US - NJ - Whitehouse Station	Full-time
07/19/2005	Instructional Designer	US - PA - Lansdale	Full-time
07/19/2005	Manager, EA Center of Excellence	US - NJ - Whitehouse Station	Full-time
07/19/2005	Pharmaceutical Specialty Sales Representative - Respiratory - Cincinnati, OH	US - OH - Cincinnati	Full-time
07/19/2005	Pilot - Helicopter	US - NJ - Trenton	Full-time
07/19/2005	Research	US - PA -	Full-time

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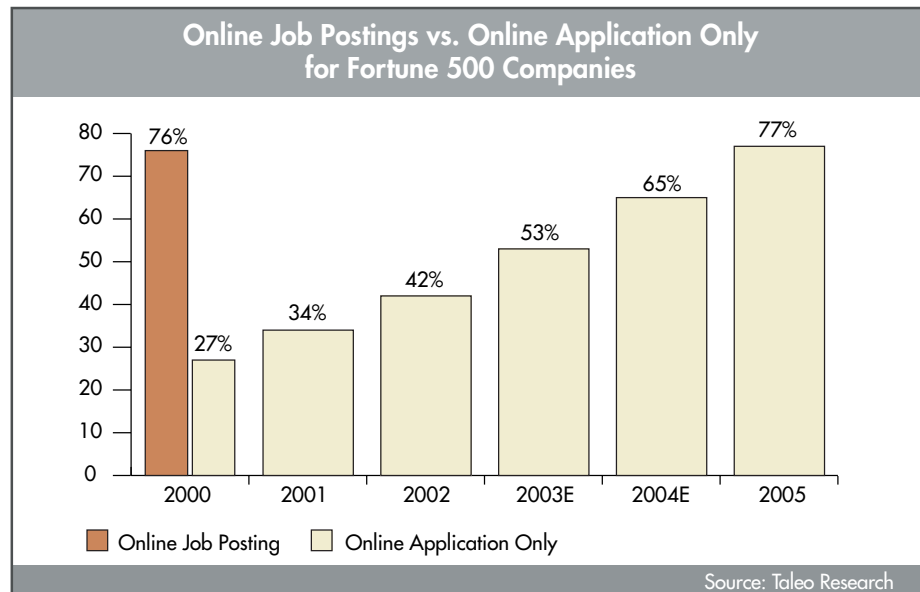
All job applications must be received through this website. Merck will not accept any resumes that are mailed or e-mailed directly to the company. After applying on-line, you will receive an e-mail confirmation that your application was received. If you are considered for a position, you will be notified directly.

Thank You

Corporations can gauge the real dollars saved by avoidance of costs associated with the processing (handling and scanning) of paper resumes. Savings equal the volume of paper the corporate Careers website ordinarily generates multiplied by the processing cost per resume. Since the volume of applications for many large companies exceeds one million, this is certainly substantial.

Additionally, the online response only practice increases the speed of the hiring process, thus reduces the opportunity costs of unfilled positions, by eliminating the wait for candidate data to return from a cumbersome resume scanning process.

Five Year Trend



Notably, in 2000, 76 percent of the Fortune 500 were already displaying jobs online but only 27 percent were accepting exclusively online applications to online job postings. It took five years to reach the same level of digitization for job posting and the medium for response.

Five Years Forward?

What will the next five years bring? The trend in the Fortune 500 to an entirely online recruiting process is evident when considering the number of companies for which the online channel is now the only way to express interest in a job position posted to the Careers website. The goal of digital recruiting is to transform the recruiting process into a paperless, consistent business process. The Internet represents a revolution in recruiting not so much because it is the single largest source of candidates ever, but because the information stream coming from that source has the potential to be put into a uniform electronic format. The benefits to a corporation of online response derive from the efficiencies accrued from the digital formatting of candidate information. In short, the conventional resume format will disappear within five years.

As Fortune 500 corporations became more fluent in capturing candidate qualifications online and not just advertising online, we believe the future will concentrate on competency profiling and data mining refinement. To accomplish this, the basic requirement is the format of the candidate information and the platform and database in which it resides. Although digitizing the resume is a positive step towards a more efficient process, capturing candidate qualifications in a systematic and structured way powers a more effective staffing process as well as providing the basis for all associated talent management activities such as workforce planning and performance management.

Increasingly over the next five years, corporations will focus on key data predictors. Online applications will be combined with online assessment tools, providing a more accurate method of identifying the right candidate and driving additional value. Talent management will be viewed holistically and include talent inventory and development, talent sourcing and retention, talent monitoring and assessment. Systems that support talent management will align with and become central to corporate goals. This evolution is made possible by the switch from analog information (paper resumes) to digital candidate applications through the medium of the Internet.

As a practitioner today, the key for success for the next five years is to have data-rich systems that enable the foundational platform to deliver the tools for an integrated talent management solution.

Methodology

This paper is based on a survey of the corporate websites and Careers websites of the Fortune 500 group of companies, the largest publicly traded companies in the United States by revenue as listed by Fortune magazine.

Data collection for this study took place in Q3, 2005 based on those sites with job postings in the US, professional positions in the corporate office. Excluding companies that did not meet these criteria (e.g. no Careers section) produced a sample size of 465 companies.

About Taleo Research

Taleo Research analyzes the best practices and economics of talent management for organizations of all sizes, worldwide. The specialty research practice focuses on business analytics that tie talent management technology and process improvements to financial results.

Taleo Research conducts primary research on critical issues of talent management and maintains a valuable library of talent management resources. Published reports and studies include Quality of Hire, Internal Mobility, Economics of Candidate Relationship Databases, Corporate Careers Site Value Creation, Jobseeker Surveys, among others.

The Taleo Research team has presented at numerous industry conferences and published extensively on talent management best practices, economics and metrics for nearly a decade. The team includes sought after experts in talent management and has been cited, along with its research, in leading publications worldwide including Investors Business Daily, Harvard Business Review, BusinessWeek, The Wall Street Journal, The Financial Times, and Human Resource Executive.

Founded in 1997 as iLogos Internet Intelligence, Taleo Research is the talent management research division of Taleo.

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About Taleo Corporation

Taleo delivers on demand talent management solutions to leading companies worldwide. Taleo enables organizations of all sizes to assess, acquire and manage their workforce for improved business performance. For the first time, Taleo arms HR executives and staffing directors with the capability to wring out talent management costs, respond more quickly to organizational demands and drive workforce quality. Taleo turns talent management into a source of value, competitiveness and workforce performance management. Taleo serves the world's most demanding businesses and is one of the world's largest Software as a Service Providers with more than 400,000 users across 88 countries and 24 million candidates from virtually all countries in the world.

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Taleo Research Talent Management Resources Library

Taleo Research conducts primary research on critical issues of staffing management, and provides a valuable library of staffing management resources.

Contingent Workforce Management White Papers Series

Three comprehensive white papers detail effective and successful Contingent Workforce Management programs for large companies. The white papers focus on: Benefits & Best Practices; Strategies for Results; and Service Delivery Models. (Available by Request)

“We’re Always Accepting Applications”: Hourly Job Applications Methods at Top 100 Retailers

A study examining the hourly job application methods used by the Top 100 Retailers in the United States finds that major opportunities exist for retailers to better leverage technology in recruiting and staffing processes. (Free download)

Quality of Hire

Quality of Hire: The Next Edge in Corporate Performance is an important white paper that examines quality in a workforce: how it is defined, how it is measured, and how a company can drive quality into its staffing process. (Free download)

Internal Mobility

A groundbreaking report that articulates the key strategies for leveraging and optimally deploying the existing employee base. (Available by order)

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A report that models the financial benefits of implementing a candidate relationship database. (Available by order)

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An interactive tool that generates a free RFP for a staffing management solution, customized to your business objectives. The accompanying [whitepaper](#) and [webinar](#) help HR executives know what to ask vendors to become informed decision-makers. (Free e-tool & download)

Corporate Careers Site Interactive Benchmarking

A free interactive tool that creates a custom study benchmarking your company's Careers site recruiting effectiveness against the Fortune 500. (Free e-tool)

Value Creation Through Corporate Careers Websites

Report focuses on the impact of Careers website best practices on value creation, and reviews adoption rates and trends in the Fortune 500. (Available by order)

Trends in Fortune 500 Careers Web Site Recruiting

This report presents a view of the ongoing levels of implementation of careers website recruiting best practices among the Fortune 500 in 2001. As well, the report gives a clear explanation of the nuances and implications of the adoption of specific best practices. (Available by order)

Best Practices for Fortune 500 Career Web Site Recruiting

A groundbreaking benchmark study of recruiting practices on the Web sites of North America's leading companies, measuring them against the ideal standard set by the twenty Taleo Research best practices. The report also makes predictions for future career Web site practices and recruiting trends. Also available: [Best Practices for European 500 Career Web Site Recruiting](#) and [Canadian Top 100 Companies](#). (Available by order)

Where The Jobs Are

Survey of the job posting practices of Fortune 500 companies on the corporate Careers website and major job boards. (Available by order)

Perception vs. Reality: Jobseeker Behavior Online

This report is the industry's first comprehensive survey citing valuable observations about online candidate behavior, preferences and expectations to large corporations offering employment. (Available by order)

Global 500 Web Site Recruiting Surveys

Now in its sixth year, the survey reports on online Web site recruiting activities for large global corporations, analyzing the data regionally and by industry. Also available: Archive of past years' [Global 500 Survey reports](#) (Free download)

Lessons from the Global 500

Comprehensive 1999 white paper analyzes Internet recruiting developments including branding, active and passive candidate recruitment, and identifies best practices. (Free download)

Achieving Results with Internet Recruiting

Detailed Internet Intelligence Report published in 1998 evaluates early adopter Internet recruiting techniques, including online and offline advertising and job board use, and assesses associated costs and efficiencies. (Free download)

Studies, e-tools and a library of articles are available at www.taleo.com.

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