



A Complete Guide

to

Successful Remote
Hiring & Remote Work



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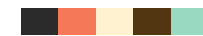
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Part 1

What is *Remote Work*?

Remote work is a method of working outside of the customary, incorporated work environment, as a rule with the assistance of digitized innovation. Truth be told, remote work dates back to the 1970s, many governments including the US have permitted remote work for almost 30 years.

Remote work portrays a professional scenario wherein workers can work from their homes or some other area outside their organization's actual office. In many cases, that includes making a workspace at home. Notwithstanding, working distantly can stretch out past the bounds of your living space.

ACCORDING TO A STUDY BY GALLUP

35%

of U.S. study respondents said that they intend to keep working from home in any event at least part-time. The eventual fate of work will include remote, co-found, disseminated, and borderless workforces utilizing advanced instruments to remain associated and profitable.



Understanding Remote Work

Providing employees with the adaptability to work where and when they need cuts across all companies and industry sizes. Truth be told, a significant number of the present top organizations offer full, half, or fractional remote work. Working remotely doesn't generally signify "from home," possibly; it can apply whenever a representative works off-site—regardless of whether that is at a coffeehouse or an adaptable workspace.

Working remotely considers expanded adaptability and self-governance for representatives. As indicated by Inc, 9 out of 10 employees who presently work remotely plan to do as such for the remainder of their professions. Technology, for example, video conferencing platforms, joint cloud services, collaboration platforms keep individuals associated and permit them to have gatherings and complete projects from anyplace, whenever.



Understanding Remote Hiring

According to Upwork's Future Workforce Report, 38% of hiring managers predict their staffs will be predominantly remote in the next decade. Additionally, World Economic Forum referred to remote work as, "one of the biggest drivers of the transformation of business models."

It's not as though remote hiring is new to the business — it has been around for quite a while, and numerous foundations have had solid organizations of remote workers for quite a long time. Nonetheless, with millennials making up most of the worldwide workforce today, numerous organizations presently comprehend that remote hiring is the fate of work and that there are a large number of advantages to procuring if it's actualized.

What global leaders

have to say about the growth of remote workforce?



Twitter CEO Jack Dorsey has sent out a company-wide email informing employees that they can work from home “forever”.



In an interview with Bloomberg TV, Jacquelline Fuller, head of Google, said: “If we can work remotely if we can work from home, and help take some of the pressure off and flatten the curve, we will do that. We will be using science to guide us in our decision-making.”



Facebook has given full-time employees \$1,000 bonuses to help cover childcare costs and any unexpected expenses that come with remote working.

Practically all jobs can likewise be changed to fit a remote work structure. For instance, most HR experts are accustomed to doing their obligations in an in-person limit. In any case, the brisk adoption of far-reaching virtual meetings and virtual onboarding has implied that this industry can enlist remote talent while they, when all is said and done, are working remotely.

Part 2

Advantages And Disadvantages Of Remote Hiring For *Employers*

There are a lot of advantages for organizations that hire remote workers. With high levels of fulfillment and the capacity to work all the more deftly and flexibly, it's nothing unexpected that remote workers are bound to remain with their organization in the long haul.

Remote workers likewise require less overhead costs with regards to office space, office supplies, and power. Furthermore, remote work has appeared to both increment variety and decrease pay gaps based on gender discrimination.

Probably the most compelling argument for fully remote employees and business are the lowered costs. As Forbes points out, American Express saved \$15 million in real estate costs by implementing a flexible work program where employees could indicate whether they preferred to be "hub" (office-based), "club" (occasionally office-based), "home" (work from home) or "roam" (traveling) employees.

Lower overhead expenses are the ideal situation for start-up companies and small organizations with a plan of action that is amiable to remote-first employing.

More advantages of hiring completely remote teams incorporate variety and admittance to a more extensive talent pool. Work openings based out of enormous, costly urban areas can be a boundary to the section for some, who might be qualified and capable however unfit to move to a new place for quite a few reasons. Completely remote work opportunities can assist with bringing down these hindrances.



4 Major Advantages Of Hiring Remote Employees

The four main advantages of hiring remote employees:



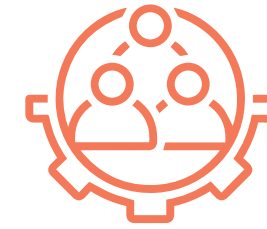
Increased Engagement From Employees

Companies have been pleased to report that the work-from-home model increased the overall level of engagement in their staff. While skeptics worry that working out of the office would make employees too lax or closed off to be productive, it was found in a study by PGI that up to 80% of employees reported a feeling of greater overall morale when working outside of the office as opposed to being in-office and were more productive.



Hiring From An Expanded Talent Pool

It can be challenging to find the right person for the job, and hiring remotely allows businesses to cast a wider net. Instead of hiring a semi-qualified applicant in your area, you can look nationally or even internationally until you get the best candidate for the position. Hiring remote workers allows you to expand your talent pool over a larger geographical area. You no longer have to rely on local talent or forking out relocation packages to attract your most qualified candidates.



More Productive Workforce

In most cases, performance improves when employees are permitted to work from home, even for a portion of the workweek. A study conducted by two Stanford researchers demonstrated that employees take fewer breaks and work longer hours when at home compared to in an office. The biggest reason they cited for their increased productivity was a less distracting environment.



Overhead Cost Reduction

One of the more unexpected and significant benefits of remote working model utilization is the reduction in overhead costs. Companies report that the work-from-home model lowers their operational costs. Cisco reported a savings of \$277 million per year from telecommuting employees. Aetna was able to save money on 2.7 million square feet of office space, equating to savings up to \$78 million; currently, Aetna has between 14,500 and 35,000 employees who work without having an in-office arrangement with the company.

Regardless of the numerous advantages for employers to hire remote workers, it's not an ideal choice for all organizations or all people. Truth be told, managers and HRs can confront a few difficulties when managing a conveyed workforce. Luckily, you can conquer these obstructions with a little exertion.

3 Major Disadvantages Of Hiring Remote Employees

Here are a few challenges of hiring remote workers along with the solutions:



1. Attendance Or Results?

Managing remote workers forces companies to measure results, not attendance. Just because someone is present at the office doesn't mean they're productive. Leadership that promotes employees based on performance, initiative, and excellence will send a message to the entire organization resulting in better company performance overall. Managers can measure success by setting clear metrics, setting weekly goals, gathering feedback from team members and clients, and evaluating work performed based on quality and results achieved.



2. Possible Dangers And Precautionary Steps?

Some dangers and concerns are encompassing remote workers. Indeed, even with the very much reported accomplishment of permitting workers to work from home, there are as yet the individuals who have communicated questions. There is the regular fear that a representative working from home probably won't be as slanted to work as determinedly as one who is truly in the workplace.

Industry monsters like Yahoo and Best Buy are noted as being examples of a portion of the potential pitfalls that can be experienced in remote working plans; in any case, there are the individuals who stubbornly affirm that the two business giants' disappointments to effectively implement a remote working model were because of an absence of appropriate management and communication.



3. Building An Efficient Team?

Numerous remote workers battle to build associations with coworkers. Much the same as employee-manager connections, it tends to be hard for remote representatives to associate with one another when they have restricted face-to-face contact. If a group is split between co-located and remote representatives, there is the additional challenge of guaranteeing remote workers aren't avoided concerning spontaneous decision-making and discussions occurring on site.

Building a culture with a remote team of employees can be challenging, however not impossible. Tools from giants such as Slack and Microsoft are helpful for the collaboration and management of a project. However, they additionally have a social angle. It's not difficult to make informing channels for water cooler discussions, share blogs and videos, and have other casual interactions. Chiefs of companies can expect greater inventiveness and better critical thinking from a group that is connected on personal levels.

Part 3

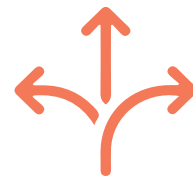
Advantages And Disadvantages Of Remote Hiring For *Employees*

The alternative to working remotely is extremely alluring to numerous employees. 34% of American workers said they would decrease their wages by 5% to work remotely. There are focal points to workers, from better work-life equilibrium to improved profitability. Remote workers, by and large, save money on food, drive, and different costs they may somehow bring about at a conventional workplace.

5 Advantages of Remote Work

Here are the top 5 advantages of working from home for employees:

1. Flexibility



While working remotely, employees can organize their schedules according to their needs, and not around the hours set by the office. They can take breaks at any moment, have lunch whenever they want, and spend more time with their family and friends.

2. Increased Productivity



While working remotely, employees can organize their schedules according to their needs, and not around the hours set by the office. They can take breaks at any moment, have lunch whenever they want, and spend more time with their family and friends.

3. Less Costly



Working from a remote area or home implies you save a good deal on transportation costs, having lunch out, and buying a business closet. Except if you do video conferencing, you can wear casual garments and at this point don't have to have a financial plan for that work closet.

4. No Office Distractions



Working remotely permits you to focus at work close by without the interruptions of mingling with colleagues and office jabber. You can get into the zone and lock in to finish your task.

5. Better Health



Remote workers say they have more opportunity to consolidate actual exercise into their day. Likewise, they are not presented to sick associates. On the other side, in case you're a sick individual, remaining at home permits you to deal with yourself while still being profitable.

There are numerous novel difficulties that remote groups face, and some companies are more qualified for remote work than other companies. Remote workers battle with unexpected things in comparison to their workplace partners. For instance, a new report on remote work found that the top difficulties of these workers are teaming up, battling forlornness, and unplugging after work.

Also, teamwork has an enormous impact on fulfillment for remote workers. The vast majority who wouldn't suggest working remotely are the individuals who essentially work remotely in a group that is not completely remote.

5 Disadvantages of Remote Work

Here are 5 disadvantages of remote work for employees:

1. Self-Disciplinary Measures



It takes a lot of dedication and self-control to work at home and not succumb to distractions. It's easy to lose motivation and focus which are pitfalls to your success. Therefore, it's important to be intentional about how you're using your time. You need to structure your environment in such a way that keeps you engaged.

2. Less Connection With Colleagues



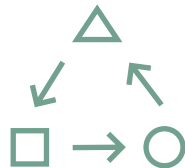
Working from home can at times feel isolated. Even when interacting with coworkers via communication and collaboration tools, it is not the same as being in the office environment. No more hearing colleagues discuss projects, solving problems together, or even eating lunch together. And the ideas that are sparked from those spontaneous interactions.

3. Overlooked For Promotions



There's a danger of being overlooked for promotions or career development opportunities when working remotely. Those visible employees in the office who are aggressively campaigning for the position will probably have the edge. You can try and counter with regular visits to the office and open lines of communication. You need to express your interest in the upward mobility you want.

4. Total Dependency On Technology



As a remote worker, you have to rely on email, smartphones, laptops, etc. to stay in contact with the office and clients. You are dependent on the right technology to be in business. It's also up to you to keep up with technology that evolves so rapidly.

5. Data Security At Stake



Cybercriminals never rest and might leverage businesses' precarious situation by targeting individuals' computers. Staff may also be exposed to security threats they wouldn't otherwise be exposed to if they work from the office using company computers that are relatively better protected.

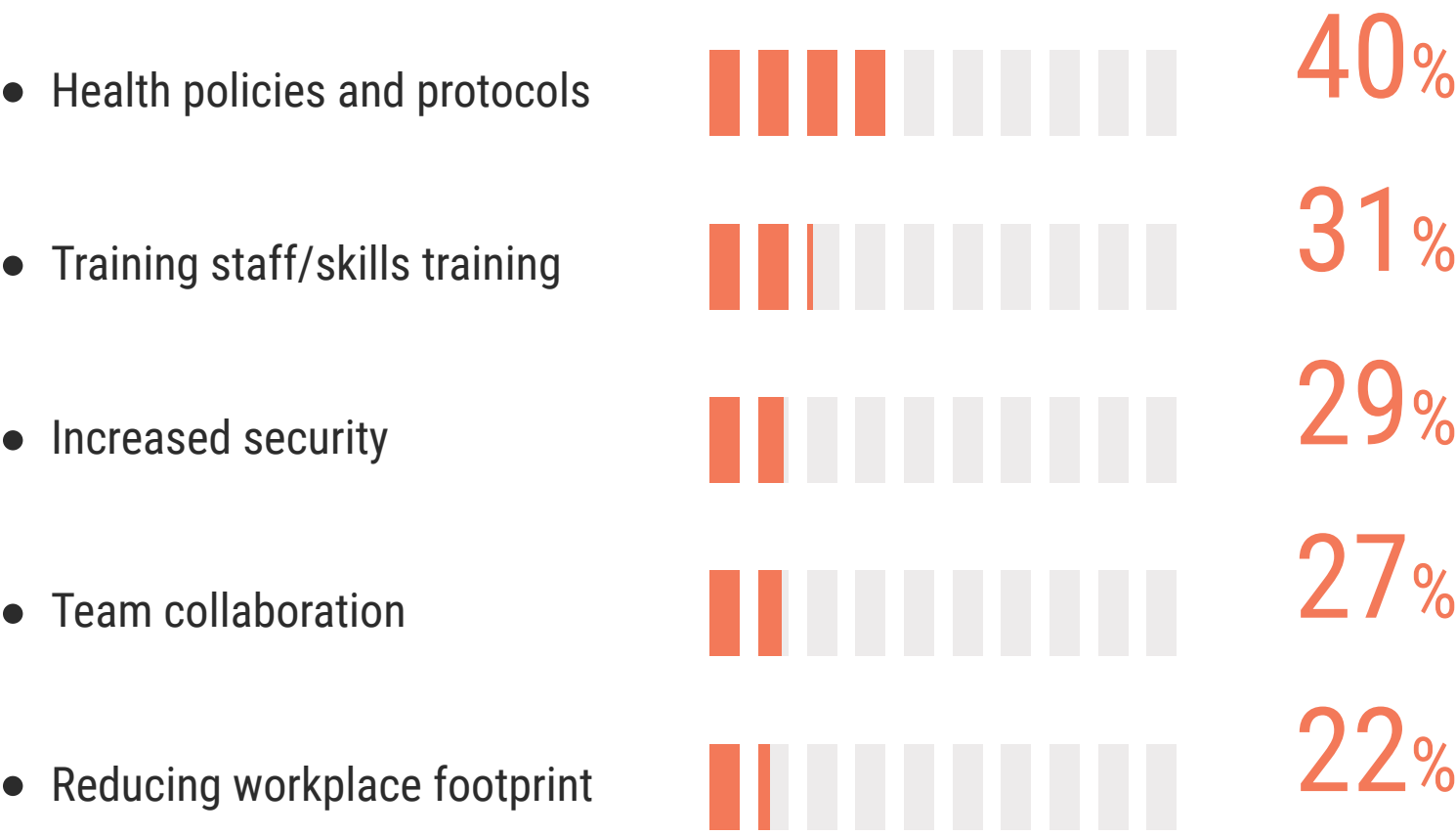
There's no uncertainty that remote work is on the ascent. It's simpler than at any other time to remain associated in our time of emails and advanced mobile phones and numerous workers trust it builds their satisfaction. Even though there are numerous preferences of remote working which are advantageous, for some, a mixed way to deal with remote working can be best. With groups working from home 3-4 days of the week and working from the workplace on different occasions, the experience of remote working can be distinctive for every person and the company as well.

What makes it simpler is having the correct equipment, both at home and in thmeeting rooms of offices.

Part 4

7 Global Brands Implementing Remote Work Model

Most organizations needed to amend working arrangements because of the COVID-19 pandemic that began in March 2020. 42% of worldwide employers started offering adaptable work plans. Companies revealed rolling out these changes in the following areas too



A study found that organization size affected the sorts of strategy change that was ordered with huge firms well on the way to offer remote flexibility, employee help projects, and decreasing office time while medium-sized organizations were bound to offer salary production and paid family leave.

Here are 7 globally established organizations that are encouraging remote work post-pandemic:

1. Microsoft

Microsoft has delivered a new “hybrid workplace” policy that spreads out how representatives can have a more adaptable remote work plan and even move somewhere else in the country as the tech monster keeps on acclimating to changing necessities during the progressing pandemic.

Kathleen Hogan, Microsoft’s Chief People Officer said in a post on the Official Microsoft Blog, “We will offer as much flexibility as possible to support individual work styles while balancing business needs, and ensuring we live our culture.” The Verge first reported on the internal messaging Microsoft will allow employees to work from home freely for less than 50% of their working week, and managers will be able to approve permanent remote work.

- Some highlights of Microsoft’s Work From Home (WFH) policy:
- Employees who opt to WFH permanently will give up their assigned office space, but can still use “touchdown space” at Microsoft offices.
 - Employees can move across the country for remote work, but compensation and benefits will change and vary depending on the company’s own pay scale. Those who move will need to cover their own relocation expenses.
 - Microsoft will cover home office expenses for permanent remote workers.
 - Flexible working hours will be available without manager approval.

2.



In a TIME interview with Alphabet CEO Sundar Pichai, the chief executive said that the search engine goliath will be more “flexible” with its workers and offer a “hybrid” model that will incorporate a mix of both remote and in-office techniques for working.

Pichai, who was perceived by TIME as one of the world’s most powerful individuals, recognized that his representatives have particular requirements, as it identifies with their work style and inclinations.

Pichai has been at the cutting edge of the work-from-home and remote-work plan for some time. Toward the finish of July, Google permitted its representatives to proceed working from home through June 2021, according to Forbes.

3.



Amazon was among the global giants to approve remote work when COVID-19 hit the U.S. Amazon representatives would now be able to work from home until June 30, 2021.

A company spokesperson said in a statement “We continue to prioritize the health of our employees and follow local government guidance, Employees with work that can effectively be done from home can continue to do that work from home through June 30, 2021.”

4.



In April 2020, Mark Zuckerberg said to CNBC, because most Facebook employees are able to do their jobs remotely, the company felt “a responsibility to allow people who don’t have this flexibility to access shared public resources first.” Zuckerberg also announced that the company would not hold any gatherings of more than 50 people until at least July 2021.

The social media company will allow any employees who can do their work remotely to continue to do so. They are still determining which employees will be asked to come in when the offices reopen. Facebook was among the primary tech organizations to request that its employees start working remotely. From that point forward, the organization has done a considerable amount to help its employees because of the post-lockdown scenario. Facebook gave representatives \$1000 bonuses for their work from home and child care needs. It likewise gave to them portal video-calling tools and permitted employees who needed to take time off to do as such.

5.



Twitter said: “The past few months have proven we can make that work. So if our employees are in a role and situation that enables them to work from home and they want to continue to do so forever, we will make that happen.” Jack Dorsey sent an email to Twitter staff, notifying employees that they will be able to continue working from home as long as they see fit. The CEO notes that Twitter was an early adopter of a work-from-home model, though — like much of the rest of the world — that push has been accelerated by COVID-19 stay-at-home orders.

6.



Spotify is getting on board with the remote work trend amazingly. It will allow its representatives to pick where they'd like to work, both for their inclination of coming into the workplace or remaining generally at home and their geographic area on the planet.

Spotify is calling the activity Work From Anywhere and it portrays it as a "new way of collaborating that allows Spotifiers to work from wherever they do their best thinking and creating." "Through this distributed-first mentality, we are giving employees the opportunity to elect a Work Mode that is whether they'd prefer to work mostly at home or in the office as well as their geographic location," the company's blog post reads. Spotify says it will execute the new choices this late spring, and the decision of how frequently, if at any time, a worker gets back to the workplace will be chosen by the representative in discussions with their supervisor and team members. Spotify's decision comes on the heels of an announcement from Salesforce earlier in February 2021, in which the cloud computing giant said it would give employees the choice to work mostly from home from now on and also give workers more flexibility around their daily schedules for taking care of children or attending to personal matters.

7.



TCS announced in 2020 that only 25% of their employees would be required to be working in TCS offices by 2025. As their Chief Operating Officer (N Ganapathy Subramaniam) said last year, "We don't believe that we need more than 25% of our workforce at our facilities, in order to be 100% productive." In fact, by mid-2025, 75% of their 448,000 employees will be working remotely. Given that TCS is India's largest infotech and outsourcing company, this advancement of a remote working policy makes it particularly noteworthy. In March 2020, TCS launched Secure Borderless Workspaces (SBWS), based on their own shift to remote work, giving company's at-home workers remote access to corporate applications and data. They were also provided cybersecurity services that protect workers and company data/systems; project tracking to make sure that work (especially that of teams) were progressing with abundant communication about the revised standard operating procedures and sufficient touch to manage the change seamlessly.



Part 5

Growth Of Remote Hiring *Post Covid-19*

With a large number of the world population moving to work remotely recently, the work scene has changed significantly. What's more, with that, so too has the view of remote work as the advantages for managers and representatives alike have become exposed.

Having a decision in the work environment and area is presently a critical factor for some work searchers while looking for a superior work-life balance and assessing new job openings.



4 Globally-recognized Insights To Show The Growth Of Remote Hiring Post Covid-19

Exactly what amount has remote work affected the idea of the same old thing? Here are some interesting remote work insights that offer a by-the-numbers look at where things stand.

1. Companies Are Starting To Prefer Remote Hiring

The enormous change to remote work during the pandemic was a need for office-based organizations that needed to look after activities. Be that as it may, most organizations want to proceed with some type of remote work post-pandemic.

A Gartner survey of company leaders found that 80% plan to allow employees to work remotely at least part of the time after the pandemic and 47% will allow employees to work from home full-time. In a PwC survey of 669 CEOs, 78% agree that remote collaboration is here to stay for the long-term.

2. Remote Hiring Is Better From Business Perspective

Research by Global Workplace Analytics shows that businesses lose \$600 billion a year to workplace distractions and that remote workers are 35% to 40% more productive than their in-office counterparts.

Among performance-based remote work statistics in 2020 by CNN, 94% of surveyed employers report that company productivity has been the same (67%) or higher (27%) since employees started working from home during the pandemic.

3. Remote Hiring Means Retention Of Best Candidates

In a new FlexJobs study, 65% of respondents report needing to be full-time remote representatives post-pandemic, and 31% need a half remote work environment—that is 96% who want some type of remote work.

Furthermore, 27% of workers say that the capacity to work from home is so imperative to them that they will take a 10% to 20% compensation cut to work remotely. Also, 81% say they would be more faithful to their companies if they had adaptable work alternatives.

Tata Consultancy Services recently announced that by 2025, 75% of its employees will work in remote mode. Shashi Kumar, a TCS employee told Indian Express, “The office work culture has more cons than pros, as the additional time spent apart from working hours never helps in an employee’s productivity. In work from home mode, even if you are spending more hours than your scheduled eight-hour work, it adds to your productivity and company’s growth at large.”

The remote working society is going to develop as it has proven to be an efficient remedial arrangement during times of crisis. It is also proving to be a de facto course of action for employees and companies. With advancing innovation execution, work from home is indeed becoming prevalent even after the Covid-19 pandemic.

4. Remote Hiring Is Not Leaving Anytime Soon

As indicated by Upwork, 41.8% of the American workforce will keep on working remotely. Although an expected 26.7% will, in any case, be working from home through 2021, 36.2 million Americans (22% of the workforce) will be working remotely by 2025. This is an amazing 87% expansion from the number of remote workers before the pandemic.



Technical Aspects And ***Successful Ingredients*** Of Remote Hiring

Regardless of whether it's permitting remote work on specific days consistently, opening up a couple of jobs to remote working, or setting up 100% remote teams, organizations of all sizes are currently investigating the "remote hiring" style.

Admittance to better-skilled candidates, a cut on expenses, and improved profitability make constructing a remote workforce appealing to businesses. Also, competitors, then again, love the adaptability, independence, and the better work-life offset that accompanies remote working.

You'll be surprised to know that about 43% of U.S. workers are already working remotely to some degree (with the number only expected to grow!), and a whopping 86% of people believe they would be less stressed in a flexible job, according to a study by FlexJobs.

However, recruiting remote representatives — it doesn't make any difference if it's for a solitary job or a full workforce — needs an alternate methodology. You're not just searching for the correct skills required for the job, but also the general appropriateness in a remote working environment of the company.

4 Technical Aspects To Keep In Mind While Hiring Remotely

Here are some aspects to keep in mind while hiring remotely:

1. Defining Characteristics Of Qualified



Finding the right person to work as a remote worker can be a tough task for a recruiter. Not only do you have to ensure that the candidate is a good fit for the job role (i.e. that they possess all of the relevant skills and technical abilities to do the work), but you also need to ensure that that person can be effective and productive while working independently out of a typical, regimented working environment.

Remote workers require a separate set of skills than the average office-bound worker. They need to be self-disciplined with an unparalleled ability to focus on tasks to be successful in their job.

At TurboHire, the AI technology compares the candidate skill sets with the ideal candidate required and provides a job compatibility score along with behavior analysis which gives the recruiter an idea about the personality traits of the candidate. In interviews conducted by TurboHire, situational or behavioral questions can be asked for a better understanding of the candidate. This will save the recruiter's time and increase candidate experience, which is a win-win.

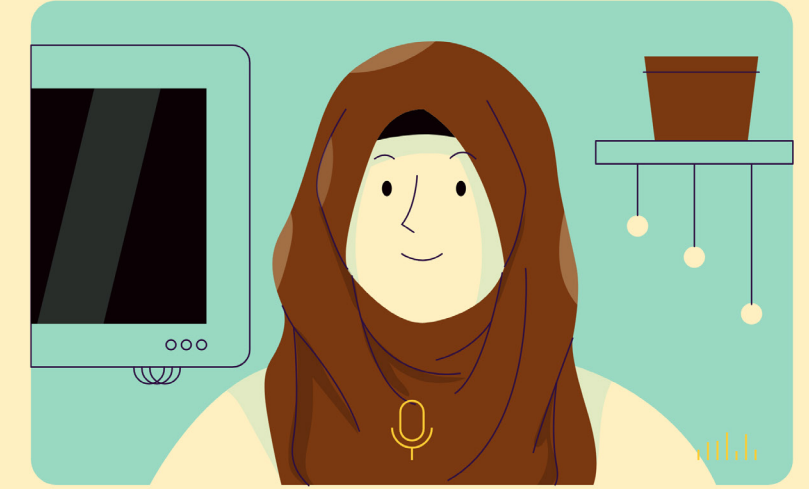
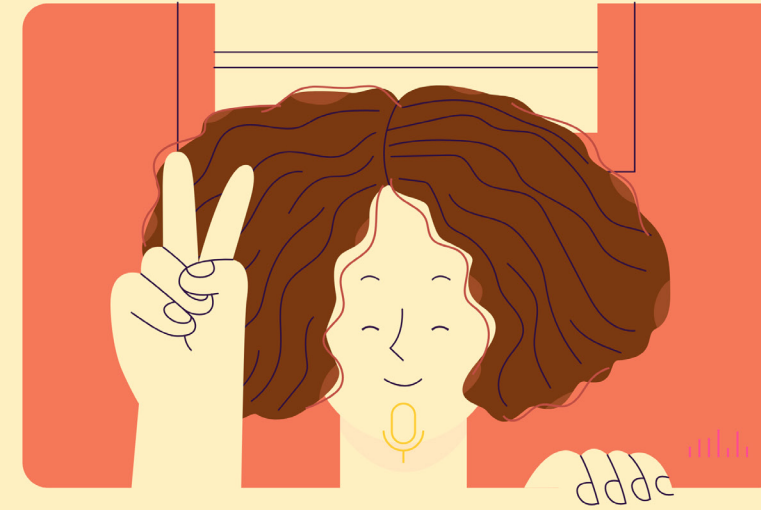
2. Right Recruitment Marketing When Posting Jobs



Consider marketing your open jobs on social media sites and job boards devoted to remote work. Huge worldwide job boards, like Indeed and Monster, can likewise be viable, as long as you state in the job title that you're employing remotely. On the off chance that you need to enroll applicants in a particular city or country, it very well may be a smart thought to promote your open jobs on the local job boards.

■ How can TurboHire help you with your Recruitment Marketing?

TurboHire has integrated with Job Boards like Indeed, DICE, and CareerBuilder to market your jobs on Social media handles like Google Jobs, Facebook for Jobs, and LinkedIn. TurboHire uses Facebook pages to talk to candidates who have visited your company's career page. TurboHire's Re-Discover algorithms can re-target past candidates automatically.



3. Sourcing Remote Candidates



Sourcing remote candidates has always been a subtle art. It would typically take keen intuition to separate the strong remote workers from the ones who just aren't right for a job opening. While many traditional principles apply, there are unique qualities of remote hiring that you have to account for if you want to find the best candidates. And sourcing is one component that can't be overlooked.

4. Conduct Virtual Interviews



Holding virtual interviews can help candidates feel more comfortable, allowing them to offer more natural answers. Virtual interviewing allows you to accommodate a variety of schedules. Virtual interviews can allow you to speak with candidates all over the world. This is especially important if you are looking to hire for remote positions or a position that is not in your home office.

■ How Does TurboHire's Candidate Sourcing System Work?

- TurboHire converts resumes into SmartCards so it is easy to look into the whole profile of a candidate.
- It uses proprietary company datasets to search for candidates based on the company's context.
- TurboHire Smart Search allows you to do Google-like searches on your candidate database.
- TurboHire builds a LinkedIn-like candidate network for recruitment.

■ How TurboHire Conducts Virtual Interviews?

- TurboHire allows Automated Interviews to avoid Phone Screening, Integrated Live Interviews, and structured evaluation with evaluation templates.
- TurboHire also has tools like screen sharing and recording for an integrated live interview platform.
- These interviews are automated along with AI-based analysis.

6 Ingredients Of A Successful Remote Work Setup

The ability of organizations to adapt to the demands of a virtual office plays a big part in their overall productivity. The key to a successful remote team set-up lies in understanding what's different and what needs to be done about it.

The 6 most important ingredients for a successful remote work setup are:

- Communication
- Inclusivity
- Organization and Delegation
- Prioritize results, not activities
- Use of technology
- Feedback Culture

Every aspect of work must be taken into account and communicate in a clear and actionable manner. Communication is one key aspect of remote work. It is also overwhelming. You must accept this and prepare for it. Always have a checklist of relevant topics and be prepared for virtual team meetings. You will figure out the ideal meeting schedule in practice, but team communication has to be well-structured and comprehensive for maximum workflow.

Build A Feedback Culture In Your Team

Undoubtedly, leadership's quality to take feedback must be the most significant aspect under the current remote working circumstances. Feedback is an opportunity for our leaders to ultimately deliver on a promise they have been making for quite some time now.

Whether you're a manager or a worker, giving and receiving feedback can be uncomfortable or even rather scary. You might worry about hurting someone's feelings, looking like a whiner, or hearing hard truths you'd prefer to ignore. An effective way to make exchanges easier is to concentrate on the ultimate goal—improving the company.

Presenting feedback in terms of how changes or ideas will help the company acknowledge common ground and keeps statements from seeming like affronts. Workers who see themselves as valued contributors can welcome specific suggestions on improving productivity, and leaders can hear employee frustrations as important signals about what the organization must investigate. And this safe, connected remote workplace will ultimately beget the most important ingredient of genuine feedback—trust.



Part 7

Advent Of *Artificial Intelligence (AI)* In Remote Hiring

Recruiting is perhaps one of the main functions in any organization and has the ability to make or break any company. While hiring, there are numerous measures or boxes that you should check against prior to inviting onboard a new member of the team. Normally, the quality of the up-and-comers positions the highest on this list.

Other significant elements incorporate the time and energy that it takes to hire a single candidate. All things considered, employers take somewhere in the range of one and four months to hire a fresh recruit, with just 30% of organizations having the ability to fill an empty spot inside the 30-day mark. As should be obvious, these numbers aren't actually positive and can truly cost your association over the long haul.

Conventional strategies for recruiting don't permit us to be proficient in both of these pursuits.

Regarding quality tests, despite the fact that hiring experts put forth a valiant effort to channel the best talents through thorough meetings and numerous tasks, in all actuality human work can never coordinate to the measure of refinement or the sheer degree of understanding that an upgraded technology can offer.

As the quantity of individuals working distantly is on the ascent, AI-based recruitment platforms have made hiring employees who desire to work remotely simple for companies by utilizing its enlistment stage to quicken their onboarding cycle.

With HR groups particularly tied for time and assets as of late, they have inclined vigorously on technological and smart innovation, for example, AI. To meet this demand, for example, we at TurboHire have our Talent Acquisition Suite, with advancements in our AI-powered features. This means improving effectiveness, conveying more qualified applicants and lessening cost per competitor by as much as 72%, and increasing the quality of hiring by 60%.

How Is AI Reshaping Remote Hiring?

1. Recruitment Marketing



Recruitment Marketing exploits digitized marketing strategies, for example, data analytics, social media platforms, hyper-targeted messaging, omnichannel communication, and automation. It is a combination of tools and strategies utilized by a company to connect with and sustain potential talent in the pre-candidate stage. This strategy means promoting work value for the association and building up an organization's culture or brand to pull in deserving candidates.

According to g2.com, in the category of Recruitment Marketing, TurboHire has been rated 4.9/5. The score has been calculated by real-time data acquired from verified user reviews so far.

2. Career Portal



A career portal, otherwise called a job portal, is a modern name for an online employment board that assists candidates with securing positions and helps recruiters in their journey to find ideal candidates. A career portal contains direct links for work. Most career portals permit you to go after positions online promptly, or they give links to do as such. At times, a job portal may give extra data, for example, an organization's site or an immediate contact number for the HR office. TurboHire set up an AI-powered modern Careers Page called Talent Network to attract candidates. This career portal works for the benefit of both companies and applicants. TurboHire's Talent Network aims to help candidates looking for jobs by connecting them with growing companies with open positions.

3. Hiring Report / Assessment



Companies lately invest a gigantic measure of time, money, and different assets in promoting and hiring techniques to pull in the best applicant since the hiring managers have comprehended that one of the main drivers for the success of an organization is talented employees. Therefore, it is critical to choose the right Hiring Assessment Tool for enlisting the best and most splendid candidates.

Organizations should avoid utilizing inferior quality tools during the recruitment cycle and should receive the correct procedure for recruiting the best applicants.

TurboHire incorporates decreased administration, instant candidate analysis, symptomatic reports and a scoring system for each candidate. TurboHire additionally furnishes the hiring process by integrating a proper Applicant Tracking System and provides round-the-clock support to the organization.

4. Social Recruiting



Recruiters go through the social media profiles of potential candidates to have an accurate assessment of if they would correctly fit into the company's culture. They take a look at an applicant's social media profile in order to get to know about their real personality and to discover facts about them beyond their resumes.

About 92% of employers use social media, particularly Facebook, Twitter, and LinkedIn, to look and screen for candidates.

TurboHire allows you to learn more about the social behavior of candidates using their social activities. Social media profiles of candidates are scanned by TurboHire to discover any existing personality traits. Companies assessing a candidate's social image beyond their resumes is a growing trend that TurboHire profoundly satisfies.

5. Boolean Searching



While sourcing candidates on the web, social profiles alone may not give a balanced perspective on somebody's abilities and experience. Sourcing resumes with Boolean search causes you to better assess passive applicants. Furthermore, if there is a candidate already on your mind, you can utilize the Boolean search to find their resume on different platforms.

With the help of Boolean Search, TurboHire is able to source the best candidates faster. This feature enables you to find the candidates as per your requirements like skills, education, experience within a very short span of time. It can source candidates from Google, Yahoo, LinkedIn, Facebook, Twitter, resume databases, and directories.

6. Candidate Smart Cards



TurboHire converts the resumes into a structured smart card like a LinkedIn profile. These smart cards are AI-enhanced to give true power in the hands of recruiters. TurboHire makes use of Smart Cards in order to go over candidate profiles in a quick and efficient way that is customizable as per the company's needs.

Given a resume of any shape or form, TurboHire converts them into structured Candidate Cards. TurboHire then contextualizes it with education and company datasets. Further skill matching is done by deducing candidate capabilities from the resume.

7. Employee Portal



Employee portal / Intranet portal, is a secure website where information is shared and discussed within a company or organization, which keeps all the staff on the same page. Employee Portal is a platform that interfaces everybody in an association under one head. Having an intranet makes an efficient work process and improves employee commitment.

TurboHire creates an internal portal for employee referrals and internal job postings. The most important goal of an Employee portal is to share effective knowledge. With TurboHire, clients can customize their portals according to their needs and contribute by adding pages.

8. Resume Parsing



Resume parsing is a process that changes over an unstructured type of resume information into an organized arrangement. Resume parser, additionally named as CV parser, is a program that analyses resume/CV information and extracts it into a format that is readable by machine languages, for example, XML, JSON. With the assistance of resume parsing software, storing resumes becomes easy and the data is analyzed automatically.

With over 1.5 million resumes parsed, Turbohire provides various APIs as services to help build intelligent solutions. TurboHire's Resume Parser is the best parser for English resumes. It is 98% accurate in competency detection. AI scanning, accurate analyzing, and seamless extraction of candidates' information for quality hiring. The AI-based resume parsing engine and AI filters help the recruiters find quality candidates with a perfect match in qualification skills and experience in a similar industry.

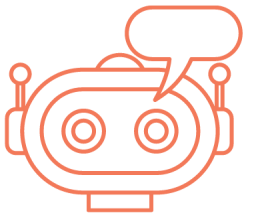
9. Job Recommendation



Recruitment is a worthwhile region for recommender frameworks. In light of the suggestions, candidates can be coordinated to the most appropriate positions. Artificial intelligence isn't really utilized in such frameworks, yet it can bring mind-boggling benefits.

TurboHire's Job Recommendation feature encourages you to match your applicants to the appropriate jobs naturally, giving you suggestions of the most suitable abilities. This feature is intended to make your hiring process more productive and increment objectivity. The Artificial Intelligence algorithm behind this compares the resume of the candidate and the description of the jobs most suitable for that candidate.

10. Chatbot Assessment



Chatbots are basically an intuitive programming application, so we can assess them from human variables or usability points of view, and spotlight on measures, for example, task completion, client fulfillment, and so on. A chatbot assessment is merely an attempt to present a human-like interaction and analyze the conversation with AI.

50% of businesses plan to spend more on chatbots than on mobile apps.

TurboHire's Chatbot Assessment helps you to have an interactive conversation in natural language with your applicants with the help of artificial intelligence and is successful in handling most of your routine tasks and most frequently asked questions at job assessments. Chatbot Assessment facilitates your employers' weight by being a constant computerized right hand for all candidate inquiries and questions.

Good *Candidate Experience* And *Automated Interviews* In Remote Hiring

Great Candidate Experience shouldn't be forfeited in an online environment. Remote employing is turning out to be standard practice in current organizations, and considering the importance of Candidate Experience, it's an ideal opportunity to optimize your company's digital etiquette.

If we envision a recruiting process extraordinarily created in an online space, we need to begin by tracking the Candidate Journey Funnel. The stages that form it include both active and, considerably more critically, inactive candidates. We have to examine what kind of experience each stage delivers to the candidate and start enhancing the positive experiences.

The candidate experience straightforwardly affects your image, your potential candidate pool, and even your primary concerns. Studies found that 70% of candidates who gave their experience a high appraising said they would build their buying relationship with the business. The candidate's initial impressions of your brand are framed early and affect their choices all through the recruiting channel.

4 Tips To Deliver Good Candidate Experience

Here are the 4 most important tips on how to deliver good candidate experience in remote hiring:

1. Communication Is The Key!

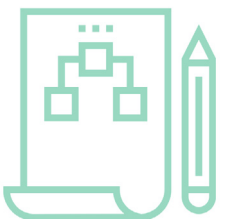


Don't leave your candidates waiting and wondering. A survey by HRTechnologist found that 63% of candidates were dissatisfied with communication from most employers. If they're good enough to interview, they're good enough to receive a clear and timely answer from you, whether or not you're going to hire them.

One way to do this is using an automated recruiting software that can help you deliver a better remote candidate experience by scaling communication for you. The platform gives you a way to tailor invitation, progression, and rejection emails, and easily notify all candidates on their progress.

Send follow-up correspondence to let candidates know if they are or are not still in the running, or if they're moving onto the next step in the hiring process. Clear communication makes all the difference when someone is interacting with your hiring team entirely virtually.

2. Prepping The Candidate!



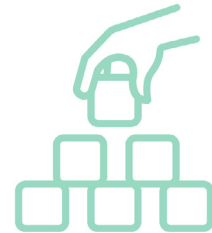
A pretty important part of the hiring process at the best of times, but prepping your candidate is especially important when the hiring process is entirely remote.

While the recruitment industry is swinging between freezes and high volume hiring, it's important to let any candidates (who may have applied before your company moved to remote working or lockdowns were announced) exactly what they can expect.

Give your candidates everything they need to help make the best impression – let them know what tools you will be using, and share advice on how to have a good setup in terms of lighting and environment. Make sure they know what to expect in terms of who they will be speaking to, what the dress code is, and what types of questions might be asked.

Taking the time to help candidates with this will not only help it go more smoothly for all involved, but it will show the candidate that you are invested in their success.

3. Build Your Brand Extensively



Employer branding plays an outsized role in the remote candidate experience. Your social media channels are a lightning rod for candidates seeking an inside look at your organization's culture and values. Monitor your channels and answer questions in your direct messages and comments regularly.

Remote candidates aren't just going to your social channels to learn – they're also going to share. One study found that 69% of candidates posted about their negative experiences on social media; 82% posted about their positive experiences. That's a big win for both your recruiting team and your marketing efforts.

Social media serves as both a great candidate engagement tool and a way to boost your employer branding. The remote candidate experience lives in more than just your email inbox and recruiting platform; don't let these channels fall through the cracks.

4. Candidate Experience Includes Unsuccessful Candidates Too



Every candidate deserves a great experience, regardless of if they were successful or not. If possible, consider giving constructive feedback to the candidates who you don't hire.

LinkedIn research shows that 94% of candidates want to receive feedback after an interview. If you're able to, give tips to help them improve, or suggest skills they could develop. This means the experience is still valuable to them, even if not in exactly the way they had initially wanted.

Automated Video Interviewing

One of the increasingly used features of AI in Remote Hiring is Automated Video Interviewing. Automated/ one-way video interviews are an additional method for the recruiter to assess the candidate without actually spending hours interviewing them. Real-time interviews require either the interviewer or candidate to travel and spend a significant amount of time. On the other hand, asynchronous mode lets the recruiter send a set of questions to the candidate and allows the candidate to answer and send them back at their own comfort.

In One-Way Video Interviews, questions can be more straightforward, and more data about the candidate can be shared. In this configuration, it is a lot simpler for the recruiter to ask some extra questions to get a better understanding and to check the precision of the responses. Another additional advantage is that the outcomes are not reliant on other candidates or the environment.

How TurboHire Conducts One Way Video Interviews?

- TurboHire allows Automated Interviews to avoid Phone Screening, Integrated Live Interviews, and structured evaluation with evaluation templates.
- TurboHire also has tools like screen sharing and recording for an integrated live interview platform.
- These interviews are automated along with AI-based analysis.

5 Benefits Of Automated Interview In Remote Hiring

In a pandemic-stricken world, growing companies cannot give up on quality hires despite the challenges posed. One definitely need not be a tech-savvy person to adopt the video interviewing for it has great direct benefits such as:

- It saves the recruiter a lot of time by skipping the unsuitable candidates in their first few minutes without actually spending the whole hour interviewing.
- Drastically brings down the cost to hire allowing the hiring teams to connect across geographies and remotely evaluate the candidate responses.
- Rates high on flexibility for both candidates and recruiters enabling them to tailor the responses at their own convenient time and location.
- Recruiters can manage high volumes of passive job-seekers by choosing to evaluate some later, which otherwise is a tedious task.
- It improves the evaluation consistency and helps the recruiters hire the best fit by having a structured and objective hiring process.

The most developed AI-based recruitment platforms get and give data utilizing tools and software for example, overviews to give unbiased, occasional performance surveys and convey exact reports that feature the qualities and zones of the progress of the applicant, all while evaluating if remote working is powerfully dependent upon the situation. This is something that is extremely difficult to imitate with an analysis directed by people, particularly for organizations that have an enormous number of representatives working from distant areas.

All in all, a remote candidate experience isn't too different from how you treat candidates during a typical employing measure. Regardless, you should make a special effort to oblige and appreciate them. Thank candidates for their understanding and adaptability during the interaction, and show them a similar graciousness you'd anticipate. Being straightforward and understanding will make a positive remote candidate experience that job searchers will appreciate.



How Can You ***Start A Remote Career*** While Still Working For A Full-time Job?

For some professionals who sit in an office under bright lights throughout the day, working from home seems like a fantasy. You will discard the drive and gain an additional hour of rest. You don't need to pack lunch, and you can make your espresso as solid as you'd like. However, truly, working from home isn't generally pretty much as simple as it would appear. It requires deliberateness and a severe arrangement of rules.

Working remotely requires the same amount of order - if not more - than a customary 9to5 work. That is because without a boss behind you, the impulse to push off your work and scramble to finish everything before a due date turns out to be genuine.

So on the off chance that you don't have the order to deal with your own work time and build up your project management skills, this could be trying for you. Also, you will not have your coworkers around to keep you in line or help you out.

4 Ways To Benefit From The Gig Economy

Rather than sitting tight for the green light from likely remote companies, it's smarter to prepare yourself for remote work even before you land your next gig utilizing these favorable methods:

1. Establish A Strict Schedule And Stick To It



- Working remotely will in general mean greater adaptability, which can be hazardous regardless of your work ethic. That is the reason it's imperative to set a strict schedule for your day, particularly when you're first beginning to work remotely.
- Begin focusing on your work habits and most gainful hours, at that point attempt to just work during that chance to build your productivity and achieve more.
- As long as your remote position doesn't expect you to be at your PC for a set timetable during the day, you can try different things with what works best for you.
- Try mapping out a new schedule to include when you want to work, when you'll take a break for lunch, and when you'll take breaks in between to see how a typical day might play out.
- You can rehearse this refreshed timetable at the end of the week or as you begin to change to working all day remotely.
- Watch how you feel and make any changes before getting locked in an inflexible timetable that doesn't work for you.

2. Master The Company's Technology And Tools

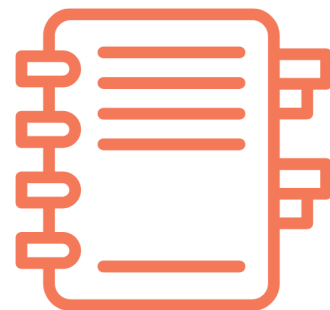


Once you've figured out your workstation and how to keep yourself from getting too sedentary, it's time to master your company's technology and tools. This is especially important when you're working from home since you can no longer tap your co-worker on the shoulder to ask questions.

Take your time navigating the company's training documents and onboarding materials. Walk yourself through each new tool, especially the ones that revolve around workflow and communication, and play around with them. You can even search for additional tutorials online.

Dedicating more time to this during your first week will help you save time and avoid communication snafus down the road.

3. Outline An Agenda With Priorities



It also helps to have a clear outline of what your month, week, and day will look like work-wise. Since there's no one looking over your shoulder to micromanage your work, using a to-do list will help you stay on track and focus on the tasks at hand.

A good rule of thumb is to prioritize your tasks with the most important ones first. Make the top task your sole priority and don't complete any others until this one is officially off your plate. Keep track of your progress to see if you're adjusting to remote work or if you need to make a few additional tweaks to get it right, such as your work method.

4. Have A Back-up Plan



At this point, you should be feeling pretty good about your first-week operating remote. You've got your workspace, your routine, your list of priorities, your communication channels but don't get too settled.

It's time to address some what-if scenarios: What if your power goes out? What if the internet goes down? What if you simply cannot focus to save your life? What if all you can do is stare at your bed while longing for a nap?

These incidents are going to occur, so have a back-up plan in place. Whether your power's out or you're simply listless, know where you can go outside your home or apartment to work. Find your go-to coffee shop, a co-working space with open hours, or your nearest library. You'll thank yourself when the internet's down and you've got a meeting in 10 minutes.

TurboHire's *Remote Hiring Journey* And The Remote Workspace

Turbohire first settled the prerequisites and conditions for remote work. With the assistance of cutting-edge tools to produce quality confirmation, and utilizing the specialized mastery of AI, the team in the early part of 2020 characterized the innovation scene and built up a rollout plan to drive the reception of a majorly remote work structure.

Our team prepared the employees for the progress through communications across different channels. TurboHire utilized distinctive end-client personas to situate learning content and capacities. Today, our office-based clients are securely telecommuting, while key authority gatherings are held by means of video-conferencing tools.

Expanding remote cooperation while guaranteeing consistent correspondence and workforce adaptability, **Ridhhi Sanghi, Director ,People Success**, on behalf of Team TurboHire gives an overview of creating a colossal undertaking yet being productive over the long haul, emphasizing on the fact that a remotely hired workforce is a reality.

Being a deep tech firm built primarily on its member's ability to innovate and create, TurboHire does its best to offer its members the necessary support system to enable its members work at their maximum potential. We also understand that a culture of high autonomy and trust is the bedrock for individuals to thrive and bring their best to work. Remote working was therefore not a reaction to a new reality posed by COVID, but a natural choice for our work mode.

The decision to 'Work from Anywhere' was backed by facts and data – in a survey rolled out to understand the member sentiment, close to 90% of the team said that their productivity had increased significantly by working from home.

This was seen in actual business results – some of the most innovative new features of our product were created during the work from home period, the speed of execution increased, we had better access to clients across geographies, etc.

The entire team, a 100%, mentioned they had the necessary communication channels, accessibility and the required guidance from the manager to meet their goals. We studied roles individually – covering the entire spectrum of roles that require heavy collaboration vs those that require deep individualized thinking - and saw that even in the most cross-functionally dependent roles, collaboration and delivery was intact despite working remotely.

This type of collaboration with high accountability requires certain fundamental cultural blocks to be in place, which the TurboHire team actively managed as part of its core value system.

1. We assume positive intent and allow each other high autonomy to work

No one member tells another what to do – each member designs his own work and the areas he wishes to contribute in and sets forth going so. As a result, we do not have the concept of 'attendance'. Number of hours clocked in, start time and end time are irrelevant – results take focus and there is complete flexibility on how best one can deliver them. This allows us to fully benefit from the advantages of remote working.

2. Focus on results without 'micromanaging'

We have regular scrums which are used to debottleneck and help each other move forward on results. There is no 'inspection' of work. We keep ourselves accountable to each other and to results. This also ensures alignment of the team.

3. Going above and beyond to support each other

New hires and interns, who require sufficient handholding are probably the most impacted due to a remote work setup. At TurboHire, an Area Leader is fully accountable to interns and goes beyond his/her way to support them. Our current Engineering team is 50% interns and they have been able to get onboarded and deliver beyond expectations.

4. Excessive communication works

And is required in a remote setup. Twice a month the entire TurboHire team gets together – for a Town Hall and for a casual meet-up called ‘Chai pe Charcha’. This is apart from the daily and weekly inter and intra team scrums.

5. Trust members and treat them as adults who can choose for themselves

Our ‘Work from Anywhere’ approach allows members to choose the best model for them. No ‘approvals’ required.

We have been growing in size not just in our revenues and funding, but as a team as well – we almost doubled our team between March 2020 and March 2021. Being able to hire remotely was key in making this happen.

Ridhhi Sanghi, Director, People Success

How Remote Hiring helped TurboHire, can be summarized in 2 pillars

1. We were able to tap into a diverse pool of candidates



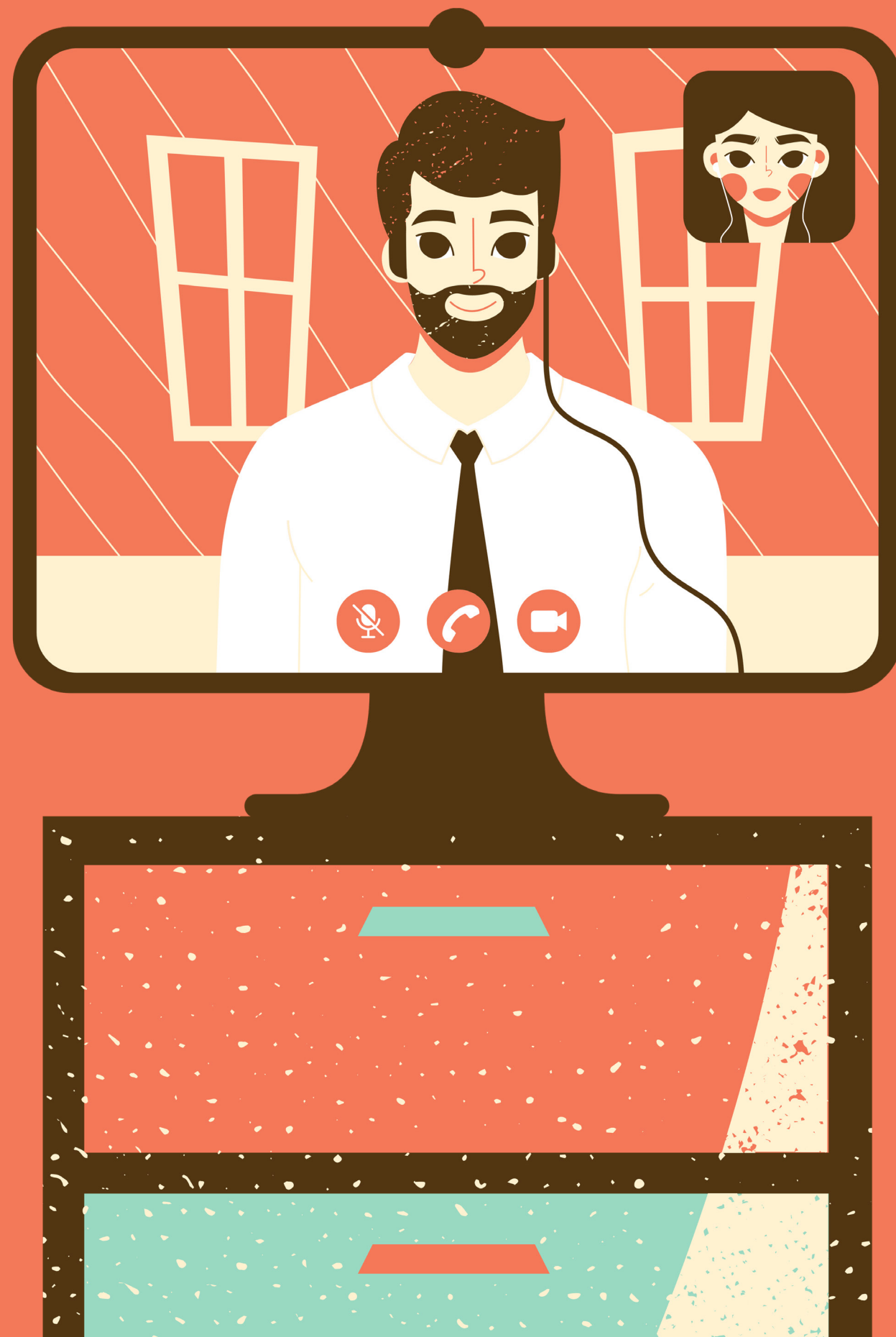
We were able to tap into a diverse pool of candidates – the focus therefore sharpened on getting the right ‘Talent’ onboard and not lose out on potential ones due to locational constraints. This allowed us to double our size with the best quality at the right time and therefore meet the growing business requirement.

2. Execution speed and efficiency



TurboHire’s hiring platform makes the entire process of job posting, sourcing candidates, conducting assessments, scheduling interviews and selecting candidates highly efficient. The platform’s features are built to enable collaboration between multiple stakeholders seamlessly – which is ideal for a remote setup.

While TurboHire has been able to get most of the elements of remote working correct – the one that we are still learning to effectively manage is the ability to form strong relationships and bonds. While the communication (through meetings, town halls, Slack channels, etc.) continues to be high, they may not offer a platform to develop deep friendships at work. Considering half of our team has joined in the last one year, this is a crucial one to crack to ensure long term employee engagement (Gallup surveys show that employees with a best friend at work are likely to be seven times more engaged). Like with everything else, we are confident we will get there.



Intelligent Remote Hiring begins here

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