



Bodner Construction builds the best workforce with Sage HR Online

Industry:
Construction

Modules purchased:
Recruitment
People Management

“The challenge in this industry,” says Gerhard Misslinger, HR Manager at Bodner Construction, “is to find the loyal employees—from trainees, skilled workers, foremen, site managers, up to the master builders.”

Bodner Construction offers a broad variety of construction services, ranging from private home renovations and general residential and industrial building construction, to large-scale civil engineering projects including construction of roads, power plants, petrol stations, noise barriers, and bridges. In an industry in which high quality service is paramount, Bodner Construction understands the importance of finding the best people for every role within the company—with over 2,000 employees, that’s often easier said than done. “The challenge in this industry,” says Gerhard Misslinger, HR Manager at Bodner Construction, “is to find the loyal employees—from trainees, skilled workers, foremen, site managers, up to the master builders.”

Framing the problem

Due to an ever increasing number of applications and time spent with associated administration, Bodner Construction was no longer able to manage their processes effectively with basic lists or Excel spreadsheets. The sheer volume of applicants and paperwork made comparison and meaningful organization of candidates very difficult, and timely correspondence with candidates and within the organization dropped in priority. Since a significant part of overall quality as a company is reflected foremost in being a capable and attentive employer, a breakdown in recruitment processes was deemed unacceptable. “Our goal was to present the company in a consistent and competent way to the market,” notes Misslinger. “We wanted to improve employer branding and process job applications quickly. Thus, the introduction of a modern recruiting software was an absolute must for us.”

Finding the right tools for the job

Bodner Construction began looking into solutions that could help them simplify the complex processes of recruitment. Their main selection criteria focused on high usability, with a particular emphasis on an easy-to-use, intuitive user interface. Their new solution also needed to provide professional application management capable of storing and organizing the large number of incoming applications they were accustomed to receiving—this included the ability to draw comprehensive and meaningful reports, set specific actions, and to continuously monitor and improve upon the recruitment process. They found these capabilities and more in Sage HR Online Recruitment.

Renovating Human Resources

The shift from traditional spreadsheets and manual data entry to an automated, centralized solution provided Bodner Construction with a markedly more streamlined, efficient, and functional recruitment process. Gerhard Misslinger confirms, “When I log in to the solution in the morning, I can immediately see the new candidates we received for each vacancy. This helps me to forward applications, invite applicants and (unfortunately) also refuse applications. Applications through our online job board on our website are sent directly into Sage HR Online. Applications received by e-mail can easily be imported into Sage HR Online and quickly and professionally be processed.”

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A constructive solution

Bodner Construction understands that highly qualified and skilled employees are the foundation of a strong, sustainably successful business, so improving the process by which those employees are found and recruited is integral to that success. Sage HR Online helped not only to automate and eliminate much of the tedious paperwork associated with recruitment, but it also established a model of efficiency on which to rebuild the level of service quality Bodner Construction felt was lacking in their legacy solutions. After all, nobody understands the fundamentals of building strength better than Bodner Construction—and partnering with Sage is helping them lay the framework for continued success.

Let us show you how you can improve your communication, employer brand, and talent pipeline using Sage HR Online. For more information visit www.sagehr-online.com.

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