

The Kastner Group brings success to market with Sage HR Online

Industry:
Wholesale Trade

Modules purchased:
Recruitment

“Sage HR Online provided us with excellent value (both price and performance) and the ability to tailor the software to our requirements.”

The Kastner family opened its first general store in 1828, laying the foundation for a thriving wholesale business. Today, the innovative family business has become a successful food wholesaler and major regional employer, generating 157 million Euros in sales, with 25 wholesale locations, retail stores, and the Nah & Frisch brand. True to their motto "We make you hungry for success," the Kastner Group's food product range includes more than 55,000 articles, with a particular focus on regional products. With 740 employees, Kastner is one of the largest employers in the region—which is also underlined by more than 2,000 job applications received every year. With the number of applications steadily increasing, Kastner required a modern recruiting solution—and since Sage HR Online allows for online applications, faster processing, and comprehensive reports for management, it stood out as a natural solution.

Recruitment processes past their expiration date

Kastner focuses on highly qualified and skilled employees to drive their outstanding commitment to customer focus and service quality. Due to the large number of applicants, it became increasingly difficult to maintain a comprehensive overview of candidates and to locate the best people for the right roles—a fundamental business tenet that is part of the Kastner Group's mission statement. Before the implementation of Sage HR Online, all applications were stored in a proprietary database with no online accessibility. The HR department was tasked with the tedious and cumbersome process of constantly amending this database—and despite these efforts, it was impossible to provide the right data for the managers in a meaningful and timely way.

Separating the wheat from the chaff

Since the Kastner Group's main challenges consisted of finding an accessible online application to improve professional candidate selection and performance assessment, they decided to implement a recruitment software to solve these problems. Together, Michaela Schierhuber, Head of HR Development at Kastner, and Ing. Otmar Zechner, Organisational Development, chose Sage HR Online Recruitment. Their decision was made based primarily upon the excellent value (for both price and performance) and ability to tailor the software to their individual requirements and configurations.

"The experts at Sage have nailed all our requirements and implemented them—very solution-oriented. Now, the application enables us to build a pool of applicants, if you like, our valued subs' bench. We keep all those job seekers—broken down by their qualifications—who have applied on the Kastner homepage via a general application."

Cultivating success with a fresh solution

Sage HR Online enables Kastner to publish vacancies to their own website, allowing applicants to use an online form and a document upload (CV, cover letter, references and photo). Paper-based applications can still be collected by the HR department, but scanning and uploading documents directly into the system saves valuable time. Moreover, the online application significantly reduces data entry work, so HR has more time to spend on candidates. For Ing. Otmar, the main advantages are simplified and faster processes: "The experts at Sage have nailed all our requirements and implemented them—very solution-oriented. Now, the application enables us to build a pool of applicants, if you like, our valued subs' bench. We keep all those job seekers—broken down by their qualifications—who have applied on the Kastner homepage via a general application. They will be contacted as soon as a suitable vacancy becomes available and this shortens the search process considerably."

And with automatic linking of the application with the vacant position (including location), every application can quickly be classified and routed to the responsible decision-makers. For companies like Kastner, with more than 90 job profiles, this automation is a major relief. Templates and automated correspondence are created in order to provide candidates with timely and high-quality feedback depending on the progress of their applications.

It's this combination of time-saving and professionalism that appeals most to Michaela Schierhuber: "We now have a large range of reports, graphs and statistics to enable the managers to look at relevant metrics at their fingertips. Configurable states (open-cancellation-evidence-commitment) and reminder functions for appointments allow for a professional

management of all applications—which gives us a good image as an attractive employer in our region.

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"Having the best people in the right place—it's a fundamental part of the mission of the Kastner Group, and a crucial element in their commitment to quality and service throughout the industry. Their implementation of Sage HR Online is proof of the Kastner Group's commitment—providing them with the cutting-edge functionality they need to continue to be a competent, reliable, and efficient partner for their customers.

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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