

BACKGROUND SCREENING FOR EMPLOYMENT



Within the past few years, background screening for employment has become something that is not only expensive but also very time consuming. Employers want results from screenings that will give them the information they need on which job applicants meet the specific requirements. However, the efficiency of these background screenings is getting better but the potential risks have also become much greater than they once were. Innovative technology has definitely benefited background screening for employment. It used to be something that took such a while but it is now much more of an automated process that actually happens very fast yet efficiently. There are quite a few benefits to background screening which includes a tracking system for the applicants along with important HR information. This makes the entire task a lot simpler for the employers and also reduces a lot of the data entry that usually takes place for employment and background screening which can be very lengthy and time consuming. Now that there is new and innovative technology, a lot of these employers do not have to fax out the applications to screening firms. The employers do not need enter any of the applicant's information into a data spreadsheet on their system. All of this extra hassle is actually eliminated because of the advances in technology and the way that the background screening is performed. Technology has become so great now; job applicants can actually sign documents on the computer with an "e-signature" which is something that a lot of people are amazed by. With the new technology, the list of benefits is definitely extensive. For example, everything can be done in a paperless manner which is definitely beneficial for the environment. Aside from being paperless, the employers do not have to worry about making minor mistakes or errors while entering data into the system or worry about applicant release forms which can be a complicated and lengthy process. Most importantly, all information is secured safely and there is no need to worry about the information not being secure. The thing that people prefer most about the new technology used from background screening is how fast it works. Results can be received within just a few hours and sometimes even minutes which is definitely something that employers tend to appreciate. The waiting game is something that employers have been able to eliminate. While the advances in technology are preferred by many employers, some people still believe there are faults within the system. The fact is, the online background checks are not always the most accurate information as possible. This can be one of the major cons and negative features of this particular type of background screening for employment. While this can be a problem, most employers still prefer this method over the older more traditional methods.