



CASE STUDY

KANIKA HOTELS



TALEO-CLOUD BASED RECRUITING SOLUTION FOR KANIKA HOTELS

A complete recruiting solution to source and recruit efficient talent workforce

The insights behind the project

KANIKA Hotels is one of the biggest luxury resorts in Cyprus, a group of four award-winning hotels in Limassol, Paphos and Agia Napa. The group operates all year round, offering different types of hospitality services to its customers.

Human Capital Management (HCM) is one of the most challenging areas for hospitality, tourism, and travel-related services both in Greece and Cyprus. Their HR needs are unpredictably affected on an annual basis, making them a rather demanding type of organizations when it comes to talent management and recruitment processes. KANIKA had the need for a flexible, agile, and fully configurable way to achieve hiring efficiency and accuracy by prioritizing candidates, in order to accommodate the needs of multiple business activities and locations.



ATHENS TECHNOLOGY CENTER



Success Highlights

Challenge

KANIKA Hotels needed to achieve hiring efficiency and accuracy in a constantly changing environment.

Solution

Oracle Taleo Cloud

Benefits

- Gain insights with a single view of talent across all processes
- Ability to hire and onboard the best talent available in a flexible way
- Ensure continuity by deepening its 'bench strength'

What we did for the client

Athens Technology Center (ATC), a Gold level member of Oracle PartnerNetwork (OPN), exploited its In-depth understanding of current HR needs in Greece, Cyprus, and the wider region and provided consultancy, training, and implementation services to KANIKA for Oracle Taleo Cloud. All services aimed to help KANIKA to use and adjust all recruiting processes into Taleo Recruiting's environment.

ATC worked collaboratively with KANIKA staff to help them achieve their goals on time and on budget, which was critical for an ongoing partnership. The Oracle Taleo Cloud solution that KANIKA chose, provided a recruitment and talent management solution that would increase transparency, offer a seamless user experience with reporting dashboards as well as an applicant tracking system. In fact, they started building up talent pools and make better use of their sourcing efforts.

In addition, KANIKA, listening to the new trends of recruiting, decided to assign to ATC the configuration of the included social sourcing module, in order to activate marketing campaigns through social media.

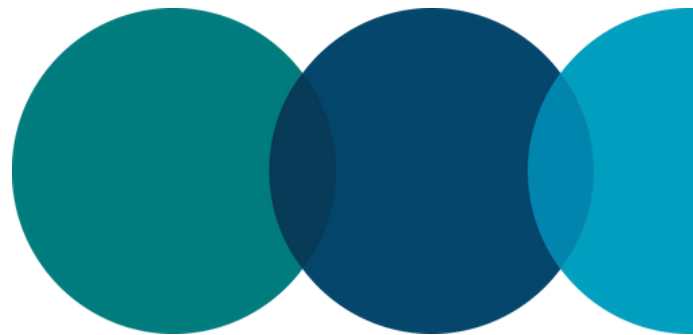
The whole project was delivered in a single week.

The outcome

This new HCM system offered modern and evolutionary business operations to support KANIKA's growth in an international environment.

In fact, it helped them standardize their operations, by leveraging best practices and replacing disparate systems, improve their recruiting processes, reporting, and analysis, providing them with a unified system administration point for all business locations,

Furthermore, it helped them integrate their recruiting processes with social media outlets, securing accuracy, speed, and reliability as per conveying their message to the desired audiences.



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About

Athens Technology Center (ATC) designs, develops, and supports innovative, flexible, and cost-effective Human Capital Management solutions, covering recruiting, learning and talent management processes end to end for Government entities and the Private sector. By now, ATC has proved its extensive experience in the HCM field working with banking, retail, oil & gas, pharmaceutical companies as well as educational organizations and government, enabling them to develop their most important asset, their people. ATC was presented the Partner of the Year Award in Oracle HCM Cloud solutions for demonstrating excellence in a series of successful Oracle Cloud Talent Acquisition implementations in industries particularly sensitive to HR, such as NGOs, banking and tourism.