

Industry: Manufacturing & Distribution
Employees: 2,500

Kruger Products Limited, formerly known as Scott Paper Limited, is the leading Canadian manufacturer and distributor of tissue and paper towel products for both consumer and commercial use. The company manufactures and distributes a wide range of products, including bathroom tissue, facial tissue, paper towels, and napkins. Kruger Products is a business division of the larger company, Kruger Inc., a Montreal-based pulp and paper producer and leader in sustainable forestry and recycling.



Kruger Products Limited Attracts and Retains Happy Employees with Taleo Business Edition

“From my perspective, Taleo Business Edition is the best recruitment solution in the marketplace. It’s a solution built by recruiters for recruiters. I don’t believe there are any competitors out there that spend as much on R&D as Taleo to ensure that the system remains relevant to our needs.”

Alex Teixeira

Director of Human Resources and Legal Counsel
Kruger Products Limited

Challenges

- › Kruger Products was experiencing a high employee turn over rate—14 percent—due to the company transitioning its name and brand from a recent acquisition.
- › The company’s small corporate team, including HR, needed recruiting tasks and processes to be streamlined to reduce administrative burdens.
- › The HR team wanted to be proactive about retaining employees, but did not have budget for additional headcount to address the problem.
- › In the midst of high employee turnover, the company needed an applicant tracking solution immediately—without a long-drawn out implementation time.
- › The company would receive too broad a response from applicants for jobs posted and was unable to build a qualified talent pool.

Solution

Kruger Product Limited selected Taleo Business Edition for its ease-of-use, multi-language support, rapid implementation, and price point. The company uses the solution’s robust reporting capabilities for detailed business intelligence and built an online career site linked to its corporate website.

Results

Moved 2 ½ FTEs to more strategic HR functions and saved the college money by eliminating manual, paper-based processes.

- › Reduced the company’s employee turn over rate from 14 percent to 5 percent in one year.
- › HR staff can focus on tasks that add value back to the company rather than administrative recruiting tasks.
- › Increased transparency and business intelligence to executives with recruiting metrics.
- › Implementation and ramp up time was almost nothing—employee satisfaction with the solution is very high.
- › Launched internal and external online career site to attract the best and brightest candidates in its industry.
- › Focuses resources and identifies the best sources for qualified candidates rather than posting jobs and getting too broad a range of applicants.

CONTACT

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ABOUT TALEO

Leading organizations worldwide use Taleo on demand talent management solutions to assess, acquire, develop, and align their workforce for improved business performance.

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