

Is the **%100 Web** platform for managing your self-service **recruitment**

Complete HR system with recruiting module

Type: ATS (Applicant Tracking System) focused on the candidate experience



What distinguishes the best recruiting software in 2025

The integration of artificial intelligence (AI)

- What they do: Automatic pre-selection, semantic analysis of resumes, candidate recommendations, predictive performance assessment.
- Examples: LinkedIn Talent Insights, Workday with conversational AI.
- Why it's key: Massive time savings for recruiters + improved quality of hires.

Candidate experience-centric approach

- What they do: Seamless processes, intuitive candidate portals, transparent communication, automated feedback.
- Examples: Greenhouse, Lever.
- Why it's key: Competition for talent makes user experience a determining factor in candidate decisions.
- What they do: Multilingual management, GDPR compliance, integration with local labor laws.
- Examples: SmartRecruiters, SAPSuccessFactors.

Ecosystem and seamless technological integration

- What they do: Native integration with HR tools (payroll, onboarding, training), collaborative tools (Slack, Teams), CRM, and ATS.
- Examples: Workday, Lever, Greenhouse.
- Why it's key: Better collaboration between HR, managers, and recruiters — avoids fragmentation.

Advanced analytics and data-driven decision making

- What they do: Pipeline tracking, performance KPIs, channel effectiveness scoring, turnover prediction.
- Examples: LinkedIn Talent Insights, Workday, SmartRecruiters.



Inclusion, Diversity and Ethics of AI

- What they do: Bias detection and reduction, candidate diversity reporting, algorithmic compliance audits.
- Examples: Greenhouse (anti-bias tools), SAP with fairness rules.
- Why it's key: Legal obligations + employer branding issues + social ROI.

Mobile-first and modern interfaces

- What they do: Mobile application, real-time application tracking, push notifications for recruiters.
- Examples: Lever, Recrutee.
- Why it's key: Recruiting is also done on smartphones, especially in high-demand professions or among young populations.