

# Recruitment Process Outsourcing (RPO) vs. In-House Recruitment

## RPO

Outsourcing all or part of the recruitment processes to an external provider



Cost savings gained from economies of scale and lower overhead costs



Access to specialized recruitment knowledge and ready talent pipeline



Highly scalable, can easily adjust to hiring needs fluctuating throughout the year



Quicker hiring cycles due to streamlined processes and a ready pipeline of candidates



Utilizes advanced recruitment technology and analytics



RPO providers are well-versed in employment laws and regulations to manage compliance risk effectively

## IN-HOUSE

Managing the recruitment process internally by a dedicated HR team



Higher costs from maintaining dedicated recruitment staff and resources



Expertise diluted across diverse HR functions, limiting specialization



Scaling up requires hiring more staff or investing in new technologies



May face delays due to smaller talent pools, and competing HR responsibilities



Technology adoption is contingent on the organization's budget and priorities



Maintaining compliance requires ongoing training and updates to internal teams, which can be resource-intensive