



## Objective

HR Hiring Process is the process of reviewing applications, selecting the right candidates to interview, testing candidates, choosing between candidates to make the hiring decision and performing various pre-employment tests and checks. Initial interviews typically begin with phone calls with HR representatives. Phone interviews determine if applicants possess the requisite qualifications to fill the position and align with an organization's culture and values. Phone interviews enable organizations to further pare down the list of candidates. This process if done manually is very lengthy, as the Recruiter must call hundreds of candidates to arrive at a list of shortlisted candidates.

## Scope

- Automate the phone HR interview process.
- Automating the most of hiring processes by phone:
  - Shortlisting the candidates.
  - Onboarding of new hires.
  - Mass Broadcast message.
  - Separation interview.
  - Exit Interview.

## Challenges

We worked closely with SMEs to design an easy to use, but impactful system.

- **Time to Market:** HR is a very competitive market and hence the product needed to be market ready in a short span of time.
- **Rich & Complex Features:** The team worked to build a feature rich product within a limited period.
- **User Friendly:** The product also provides flexibility to the user.

## Technology

GoLang, React, MongoDB, Python

## Benefits

- Increase in Recruiter's productivity by 90%.
- **Impactful Communication:** The application enables impactful communication to candidates by using pre-recording and strong scripting.
- **Improved Hiring Output:** The application helps to improve higher closer rate and increase attendance for the recruitment drives.

## Key features

- 8 Different Drives that allow the recruiter to automate the HR processes from shortlisting the candidate to separation interview.
- Strong reports and analytics for the recruiter that shows the productivity of each drive.
- Email and SMS to candidates to ensure no candidate is missed
- Ability to schedule Video Conferencing with the Candidate.
- Creating a strong database/ inventory of strong candidates.