Case Study

Boosting Recruitment Productivity through Automation

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The Client

The client is into outsourced recruitment services for the info tech industry. Serving clients with a global footprint, the client's business model involves reaching out to and recruiting right people for the right jobs in the least time. With a successful and solid track record garnered over five years of experience in the industry, the business is looking forward to scaling up its services.

The core function of the business is timely recruitment of the right people for the right job.

Recruitment being core to their business the client was keen to identify and adopt most efficient and procedures and best practices into these processes.

The Challenge

The business has so far been operating using a team of human resource executives. Each of these resources run manual searches using at the most, the available tools on the job portals to extract suitable profiles.

However, the success rate with the profiles collected through this approach is limited. After each search, executives who scan the profiles for matching skills reported that *two in five or 40% of the resumes collected is irrelevant and fit for rejection.*

This added up to a lot of time and effort wasted.

With no guarantee that the profiles would have the required skill sets, the process of searching and scrutiny was a repetitive and time consuming activity. This was not feasible especially when large scale recruitments had to be done.

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Nexii Approach

Nexii Labs at the outset itself recognized the potential for automation in the process. The Nexii Team immediately got down to the task of automating the search process. Having isolated those aspects of the process that were repetitive and lent themselves to automation, the Nexii Team created a recruitment automation tool (RAT).

The tool enabled the user to plug in the search criteria for multiple parameters. Since the tool allowed more fields the search could be at a more granular level. Consequently the results were more accurate. The client reported profile relevance to be at much higher levels. The number of rejections dropped to as less as 5%.

Tech Used

The technologies employed to automate the processes included Development Technologies such as Java, spring, Hibernate and REST and Web Services like MySQL, Bootstrap, AJAX. For Deployment server purposes the platform uses Tomcat and uses Jenkins as a Build Tool. To meet quality standard it uses Selenium based test automation.

Key Results

Post deployment and use, the client realized the following:

1. Search result accuracy up from **60%** to **95%**
2. Secondary scrutiny time dramatically reduced due to better results
3. Eliminates pressure of manual searches off executives
4. Allows better utilization of time and effort
5. Efficient solution for high-volume hiring

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Nexii Advantage

The client benefitted from

1. Quicker turnaround times
2. Better quality output
3. Enhanced productivity of recruitment team

Outcome

Recruiting talent should stop being a labor intensive process. Instead of reading through large number of resumes, RAT allows the recruiter to start immediately with a ready file of shortlisted resumes based on the search criteria given.

RAT saves businesses time and resources and streamlines the recruitment process. With focused searches, RAT also complements the team's competencies and efficiency.

Recruitment

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About Nexii Labs

Nexii Labs is a US headquartered IT solutions provider with an R&D center in Hyderabad & Bangalore, India. With deep domain expertise in expertise in storage, virtualization and cloud technologies, we offer state-of-the-art Product development, quality assurance, mobility solutions, cloud services, managed services and technical support services. Our clients list includes global leaders and Fortune 500 businesses. We are also an ISO 27001 and ISO 9001:2008 certified organization.

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