

Innovating Talent Acquisition To Efficiently Hire Skilled Tech For One Of India's Top 3 IT Majors

A Customer Success Story



Overview

Impact Delivered:

Improvement in
joining lead time

78%

Improvement in
selection ratios

30%

Increase in
gender diversity

30%

Improvement in
hiring for critical
accounts

51%

Savings from
average salary
hike reduction

INR
10Cr

Who we worked with:

With a workforce of over 2,40,000+, and clients across 6 continents and 175+ cities, our client is a global IT major that harnesses cognitive computing, hyper-automation, robotics, cloud computing, and emerging technologies to help businesses adapt to the digital world.

What the company needed:

To meet the growing business requirement for tech talent on time, it was imperative for our client to improve the efficiency of talent acquisition process. The organization was looking for solutions that will reduce the time taken to fill open positions.

How we helped:



Improve the talent acquisition process by reducing time to fill, improving selection ratio, enhancing candidate experience and hiring manager satisfaction, and cutting costs.



Enabling the creation of a future-state vision for best-in-class practices



Transform the client's business through the delivery of effective talent solutions

In Detail

Challenges

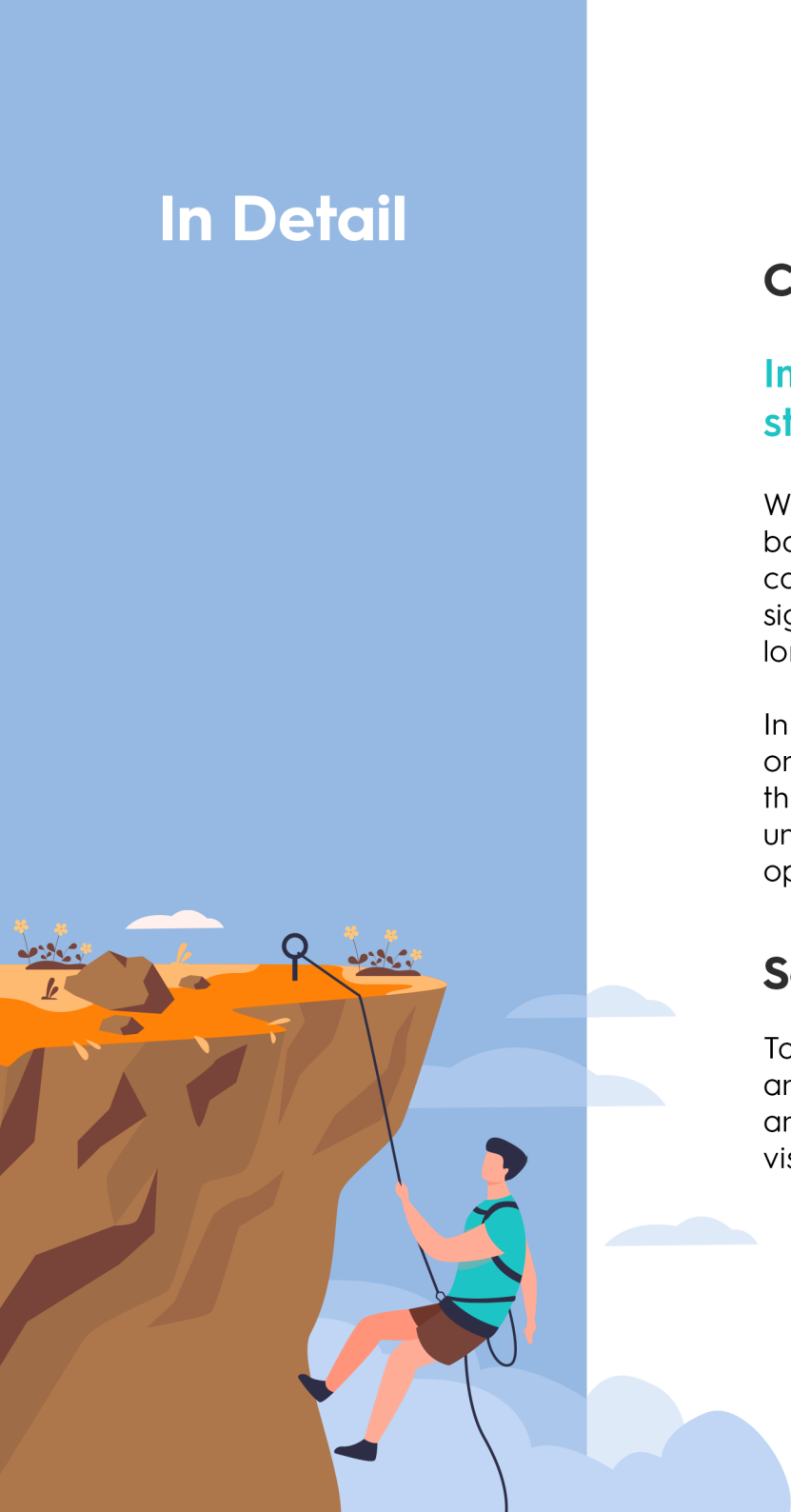
Improve efficiency, experience, and stakeholder satisfaction

With the massive shift to digital working came a wave of hiring for tech roles, making the battle for tech talent more intense. The company was witnessing high dropouts of candidates as were most organizations in this sector. The high dropouts led to a significant amount of repeat effort required to acquire the desired talent, thus resulting in longer time to fill and higher cost per hire.

In such a situation, it was crucial for our client to find a robust solution to attract and onboard best talent on time. The company already had a few ideas about existing gaps that needed attention. However, before moving forward, the company needed a deeper understanding of its current processes to identify other root causes of problems within its operations, if any.

Solutions

Taggd studied the client's existing talent acquisition process and conducted a gap analysis to identify opportunities for improvement. Post which, the team designed a lean and scalable process map that was mutually agreed upon, keeping the future-state vision for best-in-class practices.



Hiring with a new strategic, scalable and robust recruitment engine across locations

- Sourcing Channel Integration across Employee Referral, Job Boards, Career Site and Vendors
- Dedicated central sourcing team to map and attract talent from multiple channels including earmarking institutions for hiring through campus, skill-based competition mapping, compensation benchmarking, pincode based mapping
- Onsite interview management and coordination at multiple locations
- Central team for documentation collection and offer management

Enhance experience for all with digitization

- Single query window was established for sharing information and seamless interaction between hiring managers and candidates throughout hiring lifecycle
- Automated salary proposal and breakup for recruiter basis interview feedback and role
- Automated letter generation basis candidate acceptance
- Offer Letter Acceptance on Candidate Portal

- Introduction of online feedback mechanism for both candidates and hiring managers

Real-time reporting powered by data dashboards for effective governance

- Real-time insights across candidate funnel and service level agreements
- Periodic reporting and governance

Future-Proofing with Intel



Regular talent and competitor mapping to provide market insights and updates to stakeholders



Talent pipelining through early strategic hiring discussion and forecasting followed by high-end networking and referencing for pool creation

Outcome

100+

locations managed
across India



Direct cost
saving of approx.

INR 10Cr
per year



2x

increase in the annual hire of permanent
employees



8.3

Candidate
experience score



7.5

Hiring manager
satisfaction score



Then & Now

**96
Days**



Turn Around
Time

**51
Days**



6%



Diversity

23%



54K



Cost Per
Hire

35K



5:1



Interview
Ratio

3:1



10:1



Selection
Ratio

5:1



42%



Salary
Hike

26%



About taggd.

Taggd is a digital recruitment platform that provides Ready-to-Hire talent to India Inc. Combining the power of human knowledge and data, Taggd has successfully fulfilled talent mandates of more than 100+ clients and ensured hiring managers' success for half a million jobs from over 14+ sectors. With a vision to fulfil 1 Million Jobs through our talent platform by 2025, we strive to connect people with people, people with companies, and people with opportunities. Just right. Every time.



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