

24

*Years of
Group
Innovation*



**RECRUITMENT
PORTAL**

Introduction

Recruitment software assists firms in streamlining or partially automating the various stages of the recruiting cycle using Artificial Intelligence (AI). This involves sourcing, screening, interviewing, managing applicants, interacting with candidates, cooperating with internal recruiting teams, handling offers, and other responsibilities.

With the right recruiting portal, all the operational tasks are taken care of. As, it enables you to automate repetitive tasks such as follow-ups, advancing candidates based on scores, or archiving an exceptional candidate to the talent pool. This frees up at least 50% of your recruiters' time. So, HR teams can now focus on what matters the most: finding and hiring great talent.

In a fast-paced world, our recruitment portal assists in the development of human capital by leveraging our deep expertise, pioneering products, extensive network, and advanced technology that reduces the complexity of the recruitment process, ensuring that your organization is always one step ahead of any change.

Objectives

1. Planning for skilled, semi-skilled & Professional requirements
2. Find the actual requirement for the company
3. Assessing psychological traits
4. Seeking out unique and unconventional talent
5. Globally executive search and headhunting
6. Design a competent salary scale

Outcomes

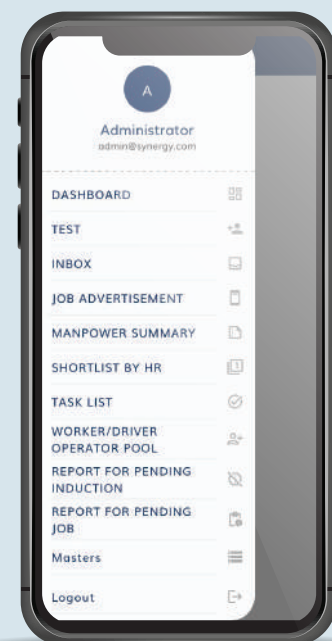
1. Speed up the recruitment process
2. Expand your database with details of candidates
3. Reduce administration work
4. Improve the hiring quality
5. Enhance your performance
6. Safeguard sensitive data

Solution Features

1. Centralised access for all stakeholders.
2. Seamless workflow assimilation with the recruitment process.
3. Agile back-end content management system integration.
4. Manpower summary, dashboard, and shortlist by hiring manager
5. Dashboard, STA data by the agency and worker entries by agency
6. Many more functionalities from the Synergy Platform can be used
7. Dashboard personalization Better Backup and Disaster Recovery

Mobile App

Bring your idea to life and get set up for success! Our mobile app is a new opportunity to make difference.



Functional Specifications

Solutions for Complete Recruitment

Grade

1. Recruiters will be able to view the grade list.
2. A user can create, edit, and delete the grades.
3. **Position** - Recruiter can view all the position lists.
Able to create, edit the position list.
4. **Head of Department** - A recruiter can view the list of HOD and be able to export it to excel.
Users can create, edit, and delete the HOD.
5. **Agency** - Recruiters can view all the agencies and be able to export them to Excel.
Users can create, edit, and delete agencies.

User

1. A user can edit, view, give user permission, send welcome emails, and give entity permission.
2. The user can create the new user and able to upload the approver signature and can send a summary email

My Profile

1. User can view and edit the profile
2. User can upload and delete the profile photo.

Switch Profile

1. Hiring Manager can switch the profile
2. **Notification** - A user can view and clear all notifications.

Security

1. The system shall provide context-sensitive help that takes the user to the specific help topic related to the present screen.
2. The system should have a demo version available.
3. The system shall provide user-specific documentation.
4. The documents shall address the following system users:
 - (a) Applicants
 - (b) Recruitment unit
 - (c) Hiring managers

Interoperability

The system should be able to interact with other systems. The system should be able to support at least one software that has a relationship with the recruitment process.

Grant Access

1. A user can view the grant access user list, start date, end date, and grant status and can take the action.
2. User can add the granted user
3. Grant status can be granted or revoked.

Efficiency

The system should respond to different searches being conducted, like searching for a particular job, searching for an applicant, etc., in a very fast way.

Reliability

1. Reliability is defined as a measure of the time between failures occurring in a system (measures how frequently the system fails), so that the system shall operate without any failure for a particular period of time.
2. Users expect the system to be reliable, which means an applicant's information registered yesterday in the system shall be there today.
3. Accuracy is part of the sense of reliability – the system checks and reports must be mathematically correct, including ranking candidates.

Availability

1. Availability measures the percentage of time the system is in its operational state so that the 365 system shall be available for use 24 hours per day and days per year.
2. Error Handling and Extreme Conditions The system shall manage Input errors while a user fills application form.
3. The system should have a way to notify the system administrators when an extreme conditions happen.

Technical Specifications

Recruitment module is compatible with all modern browsers and work on all devices and operating systems. Mobile application is available on all mobile platforms such as Android & Apple.

Hardware - HRS server can be hosted in the cloud or on-premise Data Center. Both per user and per core licenses are available.

Implementation - HRS can be implemented with high availability configuration and in cluster mode.

Scalability - HRS is highly scalable with ability to add site servers for remote (different) locations in asynchronous mode. Read only replicas can be set for faster access in each geographic location.

Localization - Local site servers speeds up reads and writes and minimize use of internet bandwidth. No single point of failure.

Backup - HRS auto data backup as per set frequency. Backups can be restored easily, if required

Upgradable - HRS can be upgraded without impacting operations by switching to failover servers, if required

Secured Data - Data is secured while in motion and at rest

Single Sign On - Single sign on (SSO) integration capability with other SSO providers. User and role-based access control.

Manageability - Easy to manage infrastructure as there is no overhead of maintaining relational database separately

Easy Integration - HRS can be easily integrated with existing systems (ERP, CRM etc.) through web services APIs

Technology and support - This client developed using Microsoft ASP.NET Core, HTML, CSS, JS along with PostgreSQL DB & Mongo DB. Other database support can be provided, if required

Desktop App - Desktop app developed using electron framework that is available on Windows, Linux and Mac

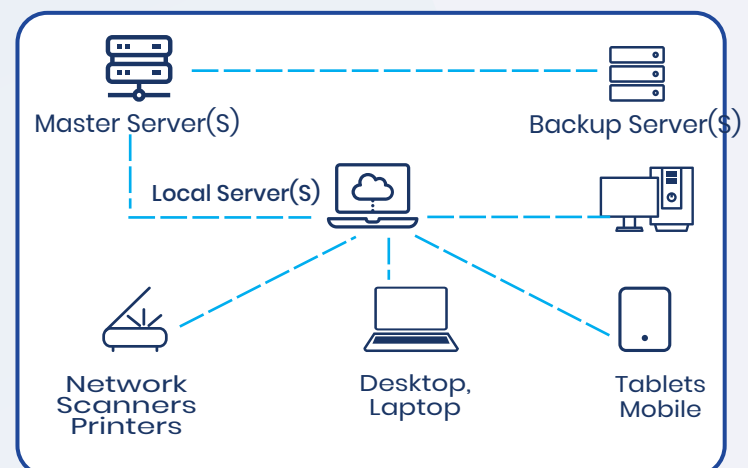
Fast APIs - Fastest GraphQL APIs for mobile and desktop applications

Technical Solution Building Blocks

Application Stack



Distributed Network Architecture





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