

# Case Studies

# Resource Management - Jio/HSC/ VEC V



# Problem Statement

- Time-to-Hire High hiring costs Long hiring cycle Struggle to
- find best fit Fake/proxy interviews Low joining rate post
- selection Difficulty assessing candidates' skills during
- hiring process
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# Use Case: Resource Outsourcing & Talent-As-A-Service (TaaS)

- Planning
  - Kick-off call between the client & HR specialists
  - Position is curated, and role description is prepared
- Sourcing
  - Sourcing a vast network of resources
  - Passive & active candidates are identified through an extensive search
  - Sourcing is done from the database, partners, and job sites
- Assessment
  - Pre-screening and assessment of candidates are done
  - Detailed candidate profiles are submitted for stakeholder's review
- Hiring
  - Candidate's interview is arranged with the client
  - In-depth background & reference checks are performed
  - Offer is developed & negotiated
- Onboarding
  - Candidates are onboarded internally by an internal orientation program covering internal policies, key contacts, a code of conduct, and a new assignment.
- Deployment
  - Introducing the resource to clients and stakeholders and conducting a formal kick-off and handover.



# Resources Outsourced

#	Technology/Area	Skills	Resources Placed
1	Data Science	R-Code, Spark ML, Python	22
2	Data Ingestion & Data Lake	Kafka, Spark, Snaplogic, MQ	36
3	Data Visualization	Zoom data, Tableau	09
4	SAP	PI, Basis, BI	15
5	Application Integration	MQ, Tibco, Mule	13
6	Custom Application Development	Java, Spring, HTML5, CSS3, Bootstrap, Golang	30
7	Microservices	Java, Springboot, NodeJS	38
8	Testing	QA - Automation & Manual	18
9	Business Process	REGA, IBM-ECM	8
10	UI/UX	Angular JS, Angular 4 & above, React JS, React native, HTML5, CSS3, Bootstrap, Adobe, Illustrator, Figma	29
11	Mobile Apps	Android, iOS, Flutter	12
12	Solutions Architect	TOGAF, Zachman, CSM	08
13	Project Manager	PMP, Prince2, ITIL	05

# Gains

- Less Time-to-Hire
- Reduced hiring costs - cost-effective pricing strategy
- Pre-screened best fit candidates
- High-demand and specialized skill set availability
- Guaranteed joining rate



- High retention ratio
- Avoided risks of fake/proxy interview
- Responsiveness to dynamic business conditions
- Improved employee value proposition (EVP) and brand awareness
- Employee satisfaction and engagement

