

Case study

TATA STEEL

Improve Time to Hire by 39%

COMPANY

World's second most geographically diversified steel producer

CHALLENGES

- › High time to hire
- › Lack of ownership
- › Limited visibility in to the hiring process

SOLUTION

Talentpool

RESULTS

- › Improved time to hire by 39%
- › Dependence on external source lesser than 6.5%
- › Increased collaboration and enhanced visibility across 15 locations

talentpool

COMPANY



One of the world's pioneering steel companies, manufacturing a wide range of steel products

A Fortune 500 company, Tata Steel Group is the world's second most geographically diversified steel producer and is among the Top 10 largest steel manufacturing companies of the globe.

Tata Steel employs over 80,000 people across five continents in nearly 50 countries.

At any point in time Tata Steel had more than 200 open positions to fill.

CHALLENGES



Manual processes made hiring all the more complex and time consuming

Scattered Database

Tata Steel did not have a searchable and centralized database of profiles. Each member of the hiring team started hunting for profiles, everytime a new position was opened. Recruiters downloaded the same profile several times as per needs. This impacted the turn-around time and the cost per acquisition drastically.

Lack of Ownership amongst Stakeholders

Key contributors in the recruitment process did not get enough clarity on the next action step. The recruitment team often lost candidates through the recruitment funnel owing to the longer time to respond. Numerous open positions and lack of a unified platform to collaborate made the situation worse.

Poor Visibility into the Process

Leaders at Tata Steel could not analyse the health of the recruitment process due to lack of data. They were unable to take corrective actions and eliminate bottlenecks.

“The team was working relentlessly but we were still struggling to achieve results. We were also unable to figure out the gaps for lack of a stronger analytics.”

Ranjeet Singh,

Sr. Manager HRM -Talent Acquisition, Tata Steel

SOLUTION



Tata Steel chose Talentpool to track, monitor and close positions faster

Easily Searchable Single Database

Tata Steel now stores resumes sourced from multiple channels one centralized repository. Dependencies on external vendors have drastically reduced with the advantage of a tailor-made, internal database of quality candidates. This has lowered their sourcing costs. Talentpool prevents duplication and helps recruiters search the right profile through its advanced search filters.

Extensive reports on Pipeline, Performance & Time

Teams could gain visibility of the recruitment activities even during bulk processing of candidates. Stakeholders at various levels get a real time view of open positions, vacancies, pending approvals for requisitions, candidates in process and pending offers at all points of time.

Easy, Automated To-Do Lists

Role-based dashboards, auto-generated task lists, email alerts, candidate interaction history and notes helps stakeholders track and complete the tasks assigned to them. Users at all levels clearly know the action required to advance the candidate to the next hiring stage.

RESULTS



Time to hire reduced by 39%

Tata Steel now recruits more effectively because

Time to fill reduced from 89 days to 54 days

- Elimination of manual processes has certainly given the recruitment team the edge to complete more in less time.
- 30% of candidate profiles are getting sourced through inbound applications and just 6.5% from external agencies, thus showing a reduction in their hiring costs.

Hiring is now more collaborative

- Easy to use interface of Talentpool helps hiring managers work seamlessly when placing requisitions through Talentpool.
- Structured process with clear ownership has provided the required visibility and helped teams understand their stake in recruitment better.

“Configurability and strong post-sales support made it very easy for us to leverage the benefits of Talentpool. We have already reduced the time to hire successfully. We look forward to integrate Talentpool with our ERP to make recruitment processes a notch better.”

Ranjeet Singh

Sr. Manager HRM-Talent Acquisition, Tata Steel

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