



thyssenkrupp

# Thyssenkrupp selects Talentpool to reduce time to hire

## COMPANY

A leading manufacturer of hi-tech plant and machinery

## CHALLENGES

- › Finding the right candidate within limited time
- › Retrieving resumes stored on individual desktops
- › Managing the responses on company website

## SOLUTION

Talentpool Enterprise

## RESULTS

- › Centralized database makes storing and searching for resumes easy
- › Integration with career website
- › Management has a clear, real time picture of recruitment progress
- › No time wasted on creating daily, weekly and monthly MIS Reports
- › Increased recruiter productivity

## COMPANY



## A leading manufacturer of hi-tech plant and machinery

ThyssenKrupp Industries India is a member of ThyssenKrupp Technologies, a group company of ThyssenKrupp AG, of Germany.

ThyssenKrupp is one of the world's largest powerhouses with three main lines of business: **Steel, Capital Goods and Services.**

It is internationally acknowledged for excellence borne out of intensive research, careful market analysis and close collaboration with its customers.

## CHALLENGES



### Manually sifting through hundreds of resumes for each position was a herculean task

#### Finding the right candidate within time

Number of resumes would get dropped through the time consuming process of short listing, interviews and offers.

With an unstructured database and stringent selection criteria, recruiters had to process hundreds of resumes for each open position.

#### Retrieving resumes stored on individual desktops

Recruiters stored the resumes in files and folders on their individual systems, which often led to duplication of data and prolonged hiring time. Lack of a centralized database led to errors and duplicate interactions by recruiters. This impacted the employer brand of ThyssenKrupp considerably.

#### Managing responses on company website

The HR Team of ThyssenKrupp received ample resumes from different sources such as their corporate career website and emails. Recruiters faced immense pressure to fill up several open positions. There was no way to fast track candidates who would proactively apply on the website.

“At any point of time, we had at least 20 positions to fill. We needed candidates with niche skill sets. We definitely needed a well-organized database and tools that would expedite the recruitment process.”

**Pravin Mahadik**

ThyssenKrupp Industries, India

## SOLUTION



## They reduce their time to hire drastically

### A unique, centralized database

ThyssenKrupp's HR Team now has its own centralized database. Recruiters can search candidates on the basis of skills, years of experience, educational qualifications, locations and other specific keywords.

### Auto-generated to-do lists

Talentpool helps recruiters keep a track of their pending tasks with its auto-generated to-do lists. It also sends interview and feedback reminders to interviewers so they can get all their recruitment related tasks done without having to login to the application. Hence no resume ever gets dropped because someone didn't do the needful!

### Readily accessible reports at all times

The Talentpool Report Scheduler automatically creates daily, weekly and monthly reports with just a click of a button! The system automatically generates daily, weekly and monthly reports and emails it to the managers at pre-decided times.

## RESULTS



## The HR Team meets its hiring targets consistently

Thyssenkrupp streamlined their entire recruitment process with

### Easy searchable database

- Resumes are added from emails, web pages, job portals, and desktop.
- Profiles are searched easily by using relevant, specific keywords.
- Candidates that satisfy the selection criteria are added even if they are not suitable for existing open positions.

### Seamless website integration

- Resumes directly get stored in the Talentpool database with a unique code and position reference number.
- Rules can be defined to automatically shortlist profiles against a specific position.

### Real time reports

- Management of ThyssenKrupp has a real time view of the recruitment progress and can track and analyze performance of the recruiters easily.
- Instant reports help stakeholders track recruiter performance, key recruiting metrics such as time to hire, hiring source effectiveness and the overall recruitment efficiency.

## CONTACT US



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