



VOLTAS LIMITED

Voltas selects Talentpool to manage hiring across locations

COMPANY

A leading engineering solutions provider

CHALLENGES

- › Coordinating between teams at various locations
- › Lack of visibility into the recruitment funnel in real time
- › Filling up positions, especially during the peak period

SOLUTION

Talentpool Enterprise

RESULTS

- › Single, integrated application to monitor and manage teams across locations
- › Better visibility of the recruitment progress
- › No more duplication of work , cost overrun and missing deadlines
- › Higher recruiter productivity

COMPANY



One of the world's premier engineering solutions providers and project specialists

Founded in India in 1954, Voltas Limited offers engineering solutions for a wide spectrum of industries in different areas.

Voltas is India's largest air conditioning company.

Over more than five decades, Voltas has reached a position of leadership in management and execution of electro-mechanical projects, including air conditioning, refrigeration, textile machinery and mining and construction equipment .

CHALLENGES



Recruiting for bulk openings for remote locations required standard processes

Co-ordinating between teams at various locations

Voltas, though headquartered in India, has to recruit and deploy people at various overseas locations such as UAE and Qatar. It was very difficult to co-ordinate and manage the recruitment teams across these locations.

Lack of visibility into the recruitment funnel

Teams at two different locations were often working on the same position. There was no visibility for either recruiters or management to track recruitment progress in real time. Lack of a centralized platform had made it all the more difficult.

Filling up positions during the peak period

Pressure to close 30-50 positions at a time and managing a back log of 200 open positions made the situation worse. Teams were putting in a lot of efforts to fill up several open positions. Deadlines were missed even after spending a lot of time, money and effort on each position.

“Teams were putting in efforts but could not achieve the desired results with manual processes. Our team abroad was not fully equipped to manage recruitment independently, so the central cell was required to push things to closure. We desperately needed a platform that would provide us the visibility and help us collaborate.”

Swapnil Navalkar

GM - Corporate HR, Voltas

SOLUTION



Voltas chose Talentpool to get all stakeholders on a unified platform

One single platform for distributed teams

Talentpool, being web-based could be accessed through a web browser. So, Voltas now has a single centralized application installed at their head office in Mumbai. Authorized users in the UAE and Qatar can access the application for their respective projects.

Single, centralized clean database

Talentpool's centralized database has helped them eliminate duplication of resumes. They have created a database of relevant candidate profiles that can be used for openings across all projects. This way all resumes are being leveraged by recruiters across the organization.

Handy tools for recruiter's ease

Tools such as individual dashboards, to-do lists, automated reminders, follow up flags and easy search have increased recruiter efficiency dramatically. It has also helped recruiters free their time to focus on the quality of candidate profiles.

RESULTS



Voltas now has complete control and visibility of its recruitment pipeline with Talentpool

Recruitment team at Voltas can now completely focus on getting the best talent on board with

Single, integrated platform

- Voltas could help the management monitor every aspect of their recruitment process in real - time, irrespective of the geography.
- The whole process of recruitment takes lesser time and teams can do more as Talentpool has eliminated duplication of efforts completely.
- Eliminated communication gaps between team members, project leaders and candidates.

Reduced tat, more visibility

- Voltas has been able to reduce confusion and turnaround time which in turn has reduced the overall time to hire.
- The efforts that team members need to put in to achieve targets have also reduced.
- Getting a clear picture of the recruitment costs is much easier for them now.

“Talentpool has been easy to use and implement whether in India or abroad and has a simple interface. It also offers important features needed for a robust recruitment process.”

Swapnil Navalkar

GM - Corporate HR, Voltas

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