

TechnoCrant Consulting Services

| Our Heart bit is Tech bit |

Recruitment Services

ABOUT US:

TECHNOCRANT is one of the top a private talent community can help your company reduce time-to-fill and recruiting costs as well as improve the quality of candidates being hired. having its registered office in one of the commercial city of India, Hyderabad surrounded by many other industrial complexes having global network.

TECHNOCRANT and its associates are having huge databank consisting of more than 20000 candidates of different categories who are having experience with National and Multinational organizations which can meet any industrial needs of manpower world wide.

How Can We Assist Personnel Selection Services?

TECHNOCRANT can meet anyone of the requirements of manpower immediately on receipt of the Resource requisition of the candidate required from the clientele in the specified Requirement Format by accepting the terms & conditions of the services rendered by TECHNOCRANT.

SELECTION PROCEDURES:

TECHNOCRANT follows a detailed procedure with in-depth analysis of critical parameters, for short listing and selection of resources. TECHNOCRANT is having an "EXPERT PANEL" from varied fields. The scrutiny of candidates by our panel of experts in every field ensures that the clientele are provided with the most suitable,

efficient and dedicated candidates are short-listed. The selection team will decide upon the suitability of the candidates to be recommended to the prospective client as per the specifications given by the client.

After getting the requisition from the client, TECHNOCRANT shall search the suitable candidates from its databank, Head Hunting, Advertisement, Friends & Associates etc., etc., and shall locate the right talent consisting of and shall be directed to the client on the date and time specified by the client for their final selection and shall make sure that the client gets a suitable candidate based on the requirement.

ADVANTAGES TO THE CLIENTELE BY AVAILING THE SERVICES OF TECHNOCRANT:

1. **Saving the Advertisement cost:** Even after spending huge money on advertisement it is possible that the clientele may not get the right talented candidates they are on the lookout. The reason being it is not necessary that all the candidate who will be going through the newspaper or they can miss the advertisement or the circulation of the newspaper may not be in that particular area where the candidates are located and further the candidates who are working outside the city may have to leave the home in the early morning to join their duties by that time the newspaper might have not reached to him and they may be coming late evening to home and there by he / she miss the newspaper. However if the task of selection is assigned to TECHNOCRANT , TECHNOCRANT shall make sure that the client is being given the right candidate through its different operational methods and the client is not going to incur any expenses till the candidate joins with the client.
2. **Saving of time:** Since the consultants is having a ready made database the client can get the candidates immediately since the consultant is maintaining a sizeable databank where the candidates are kept already interviewed and short-listed for each position so that the client will be able to save the time for Advertisement, Screening, short listing, preliminary interview etc. etc.

3. Can avoid crowd and unwanted candidates.
4. Integrity and familiarity of the candidates much more: Through the advertisement the interaction of the candidate with the client is only once however through TECHNOCRANT is familiar with the candidates many interaction had been taken place with the candidate and therefore the familiarity and through the reference cross check TECHNOCRANT make sure of integrity of the candidate

TECHNOCRANT is offering integrated services that encompass every facet of the HR. Its performance year after year by spectacular growth in geographies, team strength and prestigious assignments. TECHNOCRANT is getting repeated requisitions from its clientele and have been able to achieve the confidence of its clientele & providing value added services to its clientele up to their entire satisfaction.

ADVANTAGES TO THE CANDIDATE:

- Saving Money, Time and Energy.
- Easier for facing the Interviews with the clientele.
- Giving pre guidance and in house training to the candidates for attending the interview.
- Right job at Right Time World Wide with National & Multinational Public Limited Company.
- To avoid competition & crowd.
- Job is as per the requirement of the candidate.

Once a candidate is placed with an organization his/her bio-data will be cancelled from the data bank and incase one is still interested in availing our services further,

MANAGEMENT:

TECHNOCRANT is managed by professionals who are having vast experience with highly reputed Manpower Management Consultants to provide end-

to-end recruitment solutions to its clientele and also to achieve the standard of excellence of selection and services. TECHNOCRANT clientele have been availing the services continuously to fulfill their vacancies of Manpower from time to time. In order to make sure that the clientele are getting a suitable candidate as per their criteria and to achieve the standard of excellence of selection and services TECHNOCRANT is having a panel consisting of experts to interview and do final selection for the client from different faculties and availing their services from time to time as and when required.

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CV MANAGEMENT:

As in most companies, you probably store all your resumes in a corporate database. When a requisition exists, you search the resume database to find candidates who might be a fit and begin your calling. With a significant number of your follow-up phone calls resulting in finding out the candidate has moved, changed jobs, isn't interested or isn't qualified, it's not hard to see that this method takes a lot of work to make it work. But why is that?

First, resume databases typically include only people who have applied for a particular position at your company sometime in the past, which is only a small segment of those you would like to reach. Second, the resume is often dated by the time a recruiter accesses the information about candidate skills, responsibilities, contact information, interest and availability that change quickly. And third, resume databases are static and often missing the critical information, like candidate compensation requirements, work location desires, willingness to travel/relocate, and career aspirations. You need a solution that allows you to continuously update candidate information automatically, search for candidates based on a variety of criteria and deliver only the most qualified candidates to both recruiters and hiring managers. The method and effectiveness of finding interested, qualified and available candidates will change dramatically when using a Private Talent Community.

TECHNOCRANT gives you a powerful way to capture resources on their terms, providing a personalized experience for each resource.

Capture Quality Candidates through Unique Technique:

To capture both active and passive candidates, you need an approach that makes every candidate feel comfortable enough to leave their initial information and interested enough to continue the dialogue. With TECHNOCRANT, clientele gather confidential interest-based profiles that disclose the information you require and create an authentic picture of the candidate's fit for organization, even allowing the candidate to remain anonymous.

A different approach than other vendors, candidates are not required to apply for a job but can specify what their ideal job is. The goal of obtaining the profile is to understand what the candidate wants to do professionally and how to contact them. Of course, this isn't enough information to make a hiring decision but, by getting this initial information, you now have a reason and permission to gather additional information over time. Through this method, TECHNOCRANT can develop a more meaningful relationship with the potential candidate, on the candidate's terms.

Proactively Build Relationships through Strong Communications

Once candidates have expressed an interest in your company, you can build on-going relationships by continuing to earn their trust. In many companies, once candidates submit a resume, they rarely hear back from the company and typically don't receive regular updates about company news and new positions, leaving candidates with an unfavorable opinion of the company. At TECHNOCRANT, we help build awareness of and a connection to your company, extending your brand recognition with qualified candidates through an automated response management system. With strong communications and immediate feedback, candidates feel compelled to learn and share more, which means more candidate data for the organization. By segmenting your PTC in a variety of categories, you can tailor communications to audience types, providing only the most relevant information

about the company, careers or new jobs. Through on-going, targeted campaigns, you continually build interest in the company and increase the odds of candidates sharing their information. The TECHNOCRANT solution will then automatically match job requisitions to candidate profiles and notify those candidates of the open position. If the candidate chooses to apply to that position, then the qualification process begins.

Speed Hire through Pre- Screening Techniques

When candidates submit to a position, companies need an automated way to “screen-in” the quality candidates, tactfully “screen-out” and notify the candidates that are not a fit, and push only the most qualified candidates further through the hiring process. Often, recruiting departments are forced to spend too much time manually qualifying every candidate to find the top few who have the right experience. As a result, recruiters have little time to respond to candidates that are not a fit, leaving those candidates with a bad experience with the company and possibly destroying interest in future positions.

With TECHNOCRANT, when candidates apply for a position, they are asked a series of qualifying questions specific to the position and the system then tests scores their responses. Based on their answers, the candidate is either immediately notified via email that they are a potential fit and that someone will be contacting them soon; or the candidate receives a gracious response that

The TECHNOCRANT solution even allows you to accelerate the hiring process, bypassing the qualification questions process and sending candidates with hard-to-find skill sets directly to hiring managers. One of the important points here is that candidates that screen-out are still in the PTC and your company is still able to build the relationship with that candidate. With a “living” Community, not only do you continue to build interest with candidates, the information from candidates remains fresh and up-to-date, unlike a resume database!

TECHNOCRANT allows you to automatically pre-screen candidates online, quickly zeroing in on the quality choices to send to hiring managers. You spend less time reviewing resumes, trying to understand if the candidate is still available and more time with candidates that possess the qualities, skills and levels of expertise you seek. We even help you automate the hiring process tasks like interviewing, hiring team collaboration and offer management.

E-RECRUITING AND ATS BEST PRACTICES

TECHNOCRANT was founded by recruiters for the unique purpose of adapting new technologies to revolutionize Talent Management. Our solution is the culmination of more than 600 man-years of experience, along with Best Practice contributions from the most impressive customer set in the market. This experience is the foundation of our solutions including our award-winning product suite, Hire Enterprise, our implementation methodology and our industry-leading customer support.

Recruiting Overview

In order to fully understand the powerful opportunities for Marketing/Recruiting synergy, it is necessary to understand the operational details of the recruiting task.

What Recruiters Do

The Recruiting department's mission is to have the right people available at the right time so that the organization can meet its growth and performance objectives. This charter is usually executed through six broad categories of work:

1. Planning: Forecasting hiring requirements; conceiving and creating performance metrics; monitoring market conditions and talent structures; developing detailed job requirements and descriptions; creating storylines; and, acquiring software and maintaining it.

2. Sourcing: Developing a private talent community; capturing quality candidates; Validating the contact information data; developing media campaigns; creating and placing recruitment advertising; conducting recruiting events; maintaining and improving the employment section of the corporate website; managing referral networks; developing relationships with potential employees and their professional networks; performing competitive surveillance in search of critical talent; and, developing and maintaining relationships with schools, universities and other ongoing sources of talent.

3. Qualifying: Creating job specific groupings of candidates; evaluating candidates for fit and viability; checking backgrounds and references; administering tests; judging and assessing technical competence; portraying the organization in compelling ways; and, maintaining long term relationships with qualified and desirable candidates.

4. Selecting: Coordinating the candidate evaluation process; coordinating interviews and logistics; incorporating feedback to Planning and Sourcing based on hiring Manager's experience; facilitating internal decision making.

5. Hiring: Making the offer; closing the deal; and, negotiating the employment contract.

6. Processing: Managing the various administrative processes associated with "on boarding" a new employee. In the Planning and Sourcing functions, the Recruiting Department performs a series of tasks that are identical to fundamental Marketing responsibilities.

The potential is only limited by imagination.

1. Identify your five hardest to fill openings. Prepare a note for the Marketing VP asking for help in identifying sources. Be sure to ask if there are opportunities to extract the talent from a crucial competitor.

2. Begin asking all candidates whether or not they are customers. Develop two questions about their experiences with the company. Collect the data and send it to the Marketing team.

3. Organize the next big interview process to include using candidates in a focus group.

4. Invite members of the marketing team to participate in your next Recruiting events. Encourage them to observe one or two. Hold a meeting to discuss obvious improvements and methods for regularly integrating the marketing team.
5. Ask Marketing to define the top 10 Competitive Intelligence Issues. Share the list with the Recruiting team and develop a routine report.
6. Set up a process for Marketing to alert Recruiting of important marketing activities as well as new or negative press hits, with best recommendations of how the Recruiting department should use this information.
7. Develop a list of the top 10 things that could be changed on the company website to improve Recruiting effectiveness. Try to pick at least 5 that offer a real benefit to the Marketing team.
8. Ask a sample of candidates (1 out of 10 phone calls) to take a look at the company website and suggest improvements. Forward the data to Marketing routinely.
9. Collaborate with the Marketing team to develop weekly or monthly themes to deliver in outbound email and in phone conversations.
10. Consider transferring a key recruiting thought leader from your team to the marketing team. Whether a permanent move or temporary, this person's charter would be to maintain a bird's eye view on all branding, marketing and customer/candidate relationship activity.

CONCLUSION

Companies who invest in a private talent community have a better selection of candidates from which to choose. provide a buffer for unexpected rises in employee attrition or growth hiring and reduce reliance on hiring agencies, job boards, and advertising. Companies can also reduce their time-to-fill and recruiting costs and improve the quality of candidates being hired, showing impressive results. An innovative solution from TECHNOCRANT delivers unmatched access to top quality talent, builds proactive relationships with candidates ahead of hiring demand and speed hires the highest quality candidates. All with increased recruiter visibility and significantly enhanced candidate experience throughout. Our customers depend on TECHNOCRANT solutions to consistently deliver higher-quality candidates faster, at lower cost. TECHNOCRANT puts you in a proactive position to strategically align recruiting and staffing activities with overall organizational goals-directly impacting

your bottom line. We invite you to sit down with our experts to discuss your current strategies, benchmark your current systems and potentially network with our large base of thought leaders in proactive recruiting and retention. We can do a strategic assessment to examine these topics as well as specific drivers your organization faces. The findings in these reports, if acted on, can literally save your organization millions in hard dollars with respect to administrative, operational and strategic improvements. We have proven this time and time again. For more information, visit us online at www.TechnoCrant.com

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