Heuristics Informatics

A K-12 School-I Recruitment
Client Spotlight

Duration of the Project
5 Months
(Sep-2009 to Jan-2010)

Team Size:
04

An Overview:
With a work force of over 17,000 employees and 8,850 teachers, the client required an automated recruitment process that could integrate with Oracle HRMS to help simplify their day to day administrative and HR tasks.
HEURISTICS implemented Oracle iRecruitment and integrated customized modules with Oracle HRMS to manage the workforce.

Business Requirements and Challenges:
The manual recruitment process being followed by the client consumed a lot of time, given the volume.

Solution: Oracle EBS Modules implementation
HIPL Role: With the client's requirement at the forefront, HEURISTICS conceived and developed a bolt-on Solution to enable a Recruitment Fair Management.

This Solution was conceptualized with the following features:

- Scheduling of Recruitment Events
- Identification and Logistics Management of Event Locations
- Notifications to Prospective Applicants about the Event
- Online Interview Appointment by Candidates
- Secured Access to Principal, Recruitment Staff and Applicants
- On the spot Screening / Selection Process
- Configured and setup an online Applicant assessment process as a mandatory step for applying to a particular vacancy.
- Enabled the process to accept the Praxis Scores with the help of API and Flex Field Structures which was non-existent within standard Oracle iRecruitment.
- Enabled the functionality to accept the Test Scores based on the Subjects (as test scores are dependent on the subjects and not generic for every vacancy).
- Standard Oracle iRecruitment does not provide an out of the box certification information acceptance. HEURISTICS enabled this functionality based on the vacancies with help of Flex Fields Structures.
- HEURISTICS conceptualized and customized a subject specific vacancy to subject specific candidate process which could integrate into Oracle iRecruitment.

HIPL Value Addition for Client benefit:
- The implementation of Oracle iRecruitment helped both staff and recruiter, manage all aspects of the recruitment cycle.
- The Solution automated and streamlined the entire job offering process from initiating an offer to its eventual closure through simplified recruiting tools which eventually reduced cumbersome and repetitive task for the management.