



“Get the right people, **right now**”

Online Hiring & Recruitment & Selection Tool Kit



**The Business Arena...**

In today's competitive world, business organizations must attract, retain & motivate the best talent pool & continuously prepare for current & future market needs.

This has a great impact on the organization's ability to adapt, compete, grow, & succeed on a global level & to leverage its core competencies.

**The fundamental design is centered on**

- ▶ Being a tool in the hands of HR Managers & Recruiters
- ▶ Ease of usage & administering
- ▶ Shortest time for deployment
- ▶ User configurable Multilanguage system with no restriction on number of languages
- ▶ Flexibility to handle varying & complex requirements
- ▶ Sequential or lateral flow for the selection process
- ▶ System based automatic search based on job profile or candidate profile for client or candidate respectively
- ▶ Single point access through individual Portal for all services
- ▶ Modular in design
- ▶ Data security through structured authorized access
- ▶ Easy implementation & deployment on either Intranet or Internet
- ▶ Exchange data seamlessly from existing enterprise systems through XML
- ▶ Easy remote maintenance and 24X7 support
- ▶ Based on proven Microsoft Technologies

WHire



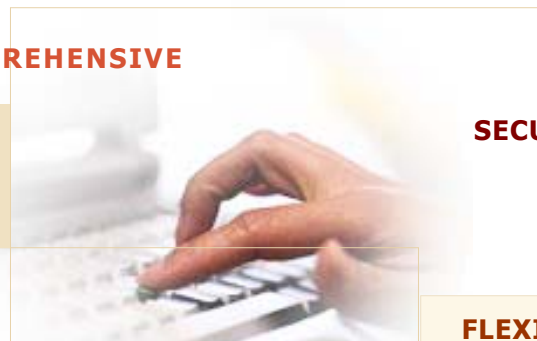
**Employee Evaluation Tool**

**COMPREHENSIVE**

**SECURE**

**RELIABLE**

**FLEXIBLE**





### The role of WHire

WHire- the online Hiring, recruitment & selection toolkit is a comprehensive & all encompassing system, which facilitates finding the right employees for the job at the minimum time & cost. This multidimensional, multi-language tool is developed for HR Managers & Placement Consultants. WHire addresses all possible aspects of recruitment & selection processes, so that the requirements of manpower, time & other resources are minimum.

WHire is an easy to configure & deploy tool. It facilitates fast processing of data and enables easy and effective communication to the candidates. In addition, it can be very effectively used to get more specific information from the candidates, & process multiple cycles of selection processes online. This tool helps the selection process to be realistic, interactive, & far less expensive with low time & manpower consumption.

WHire doesn't constrict HR professionals with built-in methods but provides a flexibility to develop and deploy multiple customized approaches. The offline tool for resume & job posting adds flexibility to the system.

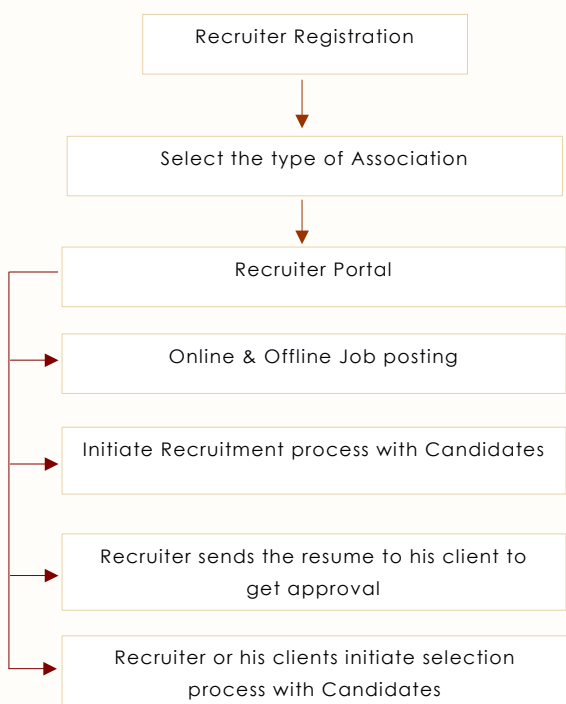
### Features for Candidates



### “WHire contains effortless recruitment processes”

- ▶ Multilanguage access
- ▶ Individual Client or Candidate Portal
- ▶ Configurable User interface
- ▶ Multiple selection process
- ▶ Offline Candidate registration and job posting tools
- ▶ Stringent data security
- ▶ Access of information based on user profile
- ▶ Extensive alert and messaging system
- ▶ Interfaces with existing ERP for the enterprise version
- ▶ Monitoring & control by Recruiters for ASP version
- ▶ Automatic external mail alerts
- ▶ Internal mailing system
- ▶ Facility for Recruiter's client to view & approve resume
- ▶ Context sensitive help
- ▶ Feature demonstration movies for ease of usage
- And more...

### Features for Recruiters





**Built-in Best Practices**

Developed after extensive market experience & interaction across continents. Further, enhancements developed through interaction with HR professionals across the world & made available in the coming versions.

**Enterprise-wide Standardized Integrated Process**

WHire is capable of operating, simultaneously, in multiple languages. This facilitates standardized job posting & selection process deployed over the enterprise.

**Low Man-hour Consumption for Task assignment, Monitoring & Evaluation**

WHire is a user friendly & low learning time system. The offline tool facilitates easy updating of job postings & integration with the enterprise system can make the posting automatic.

**Single Point Enterprise-wide Deployment**

WHire is a web technology based product, which can be to deployed over the web across demographics & have a realistic comprehension of the talent.

**Business Benefits**



**Flexible Framework & Learning Capability**

WHire provides the facility to deploy multiple differentiated selection processes across the enterprise & possibly standardize the process across the enterprise.



**Low Maintenance & Operation cost**

WHire can be remotely diagnosed through dial up access & errors removed saving cost & time

**Additional information through Surveys**

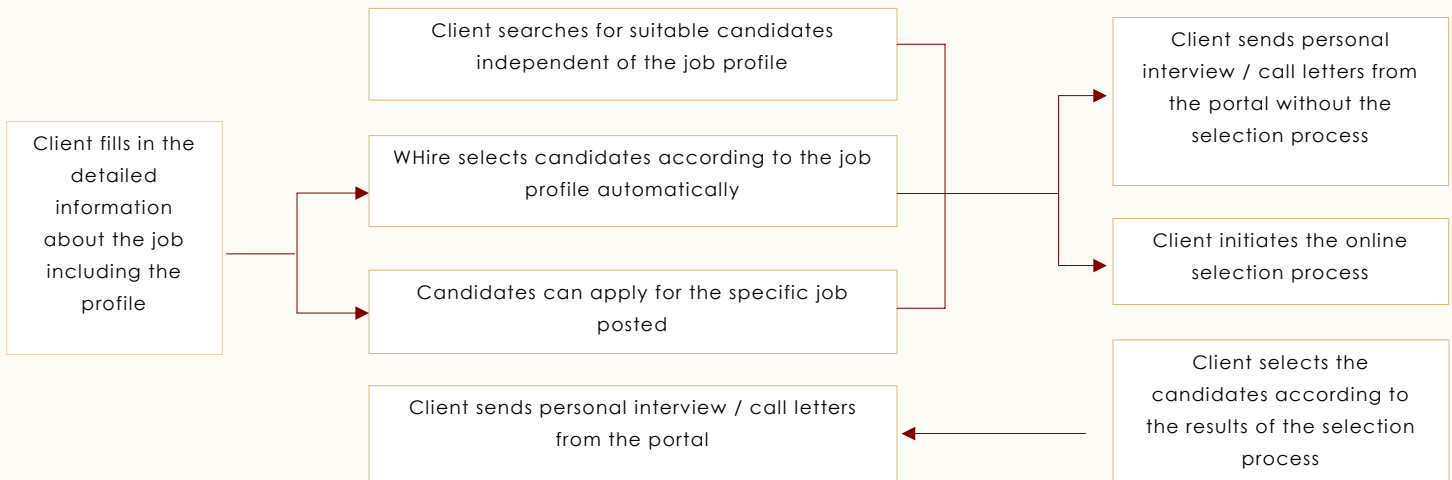
WHire has the facility to conduct surveys with piping questions, which enable the recruiter to get more information from the candidate. This creates individual reports that can be used at the time of personal interview

WHire





### Recruitment process



### Candidate portal

This portal provides a single window access to all activities – from resume submission to participation in the selection process. In addition, there is advertisement space, which may be used to promote the business.

### Offline resume tool

WHire has offline resume tool, this helps the candidate to fill in the forms offline at their convenience & upload as & when required. Helps reduce the time on the Internet

### Selection Question Banks

WHire provides the facility to create question banks & develop online tests. Rules like time out for individual question or for the entire questionnaire, presentation rules etc can be impressed. This will enable conducting of tests similar to standard online certification examinations.

### Automatic e-mail alerts & invitations

WHire provides a facility to automatically send e-mails to reference personnel to log into the system & provide feedback to the candidates directly. This reduces the resources to follow up the references

# WHire





## Deployment

WHire can be deployed in the Intranet for internal recruitment or Internet with company w3eb site for a wider population of candidates. This can also be deployed as a service over the web by a recruitment consultant where many businesses can access it simultaneously. The monitoring & billing feature provides information for differentiated billing.

## Purchase Options

- ▶ Direct purchase – complete software including maintenance & upgrades.
- ▶ Hosted by Customer - Hosting & configuration by the customer. Webyfy provides maintenance & upgrades. Usage based licensing.
- ▶ Hosted by Webyfy – Hosting & maintenance done by Webyfy. Configuration by the customer or by Webyfy. Free upgrades till the duration of contract. Usage based licensing.



# WHire

## EASY DEPLOYMENT



## SECURITY

## Security

WHire offer fast performance, top-notch security, & reliability, while maintaining the ease of installation & administration. Very stringent data security features like encrypted data transfer, authorization based access control etc. WHire runs on proven Microsoft technologies that enable employee access & administration from just about anywhere around the globe.

## External System Integration

WHire is designed to have interfaces with external systems in the universally specified XML standards given by [w3.org/HR-XML.org](http://w3.org/HR-XML.org). This ensures that there is seamless integration with existing systems including SAP & People soft, irrespective of the platform or programming base.

## Contact Us

Email: [info@webyfy.com](mailto:info@webyfy.com)

<http://www.webyfy.com>