



## *Gain A Competitive Advantage Using Rchilli*

**About client** – HexawareTechnologies is a global provider of IT, BPO and consulting services with revenue over \$ 387.8 Million. A company has 9000 + employees who are the drivers of its growth, working round the clock across the globe in delivering technology solutions to the customers. Since its inception in 1990, the Company has been providing cutting edge solutions to small, large & fortune 500 companies across the globe for development support, integration, implementation and testing services across all major enterprise software systems such as PeopleSoft, Workday, Oracle, SAP and Microsoft.

**Current situation-** The Hexaware Technologies noticed that the Recruitment Modules of PeopleSoft, SAP could be more efficient as HR team of their clients faced challenge in Recruitment which software could not solve. Despite making huge investments, Recruitment was time consuming and cost per hire was not under control. The HR couldn't close the Job opening on time due to manual analyzing of large number of resumes as a result the organizational Operations took a direct hit. The Large enterprises were unable to gauge the skills available within their organization and there was no tool which could centralize resumes from all channels.

**Why Rchilli?** – Rchilli's CV Analytic Software can be integrated into Enterprise class HCM, ERP and other CRM databases. Hexaware Technologies being fully capable of People Soft integration and implementation successfully integrated RChilli Resume Parser into PeopleSoft and SAP's Recruitment Module. The HR teams worldwide were benefitted when RChilli's Resume Parser inserted all their resumes automatically into PeopleSoft and SAP. This was a dream come true for HR world as the manual effort of resume entry was taken over by RChilli's CV Automation software. Now the resume database made by collection of resumes with channels like web submissions, old bulk of resumes, emails and internal referrals was accessible within PeopleSoft and SAP and RChilli took their Recruitment to Next Level. The Large enterprises having operations in multiple countries and offices now had a complete resume management system for their organization.

**End benefits**– The People Soft and SAP Recruitment module was now powered with Resume parser which helped in Faster closing of Job openings and software automatically finds the Best Resume matching the Job description. Resume scoring feature increased the hiring of potential candidate out of huge resumes database. Reducing the cost per hire to 60% made the entire talent acquisition process much easier. The Resume Automation gave option to Store resume based on location and category. RChilli's Resume Parser also helped in reducing attrition rate as HR was able to match the job and skill to the highest level of accuracy that leads to higher Job satisfaction.