

CASE STUDY: GMR Group

GMR implements Talentpool to achieve the planned expansion

COMPANY

- A leading infrastructure conglomerate

CHALLENGES

- Senior-level recruitment had to be quick to lead the rapid expansion
- Streamline recruitment process across various locations
- Manage the recruitment sources

SOLUTION

- Talentpool Enterprise

RESULTS

- Exclusive database for senior level profiles
- Easier tracking of the recruitment progress
- Better and effective communication
- Hassle-free vendor management
- Enhanced recruiter productivity

COMPANY

GMR Group is one of the fastest growing infrastructure organizations. It has implemented several projects in India, United Kingdom, Netherlands, Philippines and Australia to name a few. It has interests in Airports, Energy, Highways and Urban Infrastructure (including SEZ).

It has proven its credentials as a leading infrastructure conglomerate in India and is now expanding its operations globally.

CHALLENGES

Considering the business expansion plans of GMR, recruitment had a critical role to play. GMR had to choose leaders who would be able to take the onus of responsibilities at senior positions.

To achieve the planned expansion, GMR had to multiply the resourcing sources like placement consultants and staffing agencies. But collaborating and communicating with these sources was becoming an additional task for them.

“Sources that we have been depending on for getting talent have increased with time, as also the mechanics of selection process.”, says Nitin Singh, the General Manager – Talent Management, “In order to track the process from end-to-end, and standardize the process flow across the organization, it was decided to automate recruitment.”

Being a huge organization, the teams across locations had communication gaps. They followed different recruitment procedures that led to confusions at the supervisory levels.

Besides, tracking and following candidates was also becoming a challenge without a proper, streamlined recruitment procedure.

SOLUTION

GMR selected Talentpool Enterprise over others for its user-friendly features and easy-to-use tools.

They now have their own system which is capable of quickly and efficiently capturing candidate information.

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“Based on the study we carried out of various softwares, we found Talentpool to be the most user-friendly...”

Nitin Singh
General Manager – Talent Management at GMR

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“We must be one of the few organizations that has invested in SAP, which has e-recruitment module, yet we decided to go ahead with Talentpool”, says Nitin Singh, the General Manager – Talent Management, “Based on the study we carried out of various software, we found Talentpool to be the most user-friendly...”

Simple tools such as auto generated to-do lists and e-mail reminders have made tracking and following up with candidates so much easier than before.

They no longer spend time on scouring through irrelevant resumes neither do they depend on Excel sheets to track candidates and report essential information.

To deal with placement consultants and vendors, GMR has implemented Talentpool’s Vendor Portal. Now the vendors upload relevant resumes and track them through the complete recruitment cycle independently without any help from the HR team of GMR.

RESULTS

Result - GMR takes the big leap.

Talentpool has helped them create an exclusive database for senior level profiles so that they could keep the general recruitment absolutely apart.

Talentpool users across all the locations of GMR are on the same page now about the current status of candidates, positions and the next required step. Hence no more spending time over preparing and sending cumbersome status reports to fellow recruiters and managers!

Vendor Management Portal has eased out the handling of recruitment sources by providing the vendors an independent module to submit and track their candidates.

Talentpool has solved multiple issues like scalability, streamlining and tracking for GMR.