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COVER FEATURE

**HERALDING A NEW
ERA OF ENTERPRISE IT**

10 PROMISING COOL
ENTERPRISE PRODUCTS >>

Crederity
Fluous
Herald Logic
Kronos
MicroWorld

Pegasys
Syncfusion
Talent Pool
Zed-Axis
Zolipe

Talentpool

Redefining the Recruitment Routines

In India, less than one percent of mid and large sized businesses have automated their recruitment process. This presents a stark contrast with similar sized companies in developed markets such as the U.S where we see over 80 percent adoption. There are almost 10,000 IT and ITeS companies in India, representing a large market waiting to be tapped in. Moreover, hiring practices are far different here than in the U.S., making it difficult for the existing multinational players to start selling their products in India. In a bid to make the most of this situation, the talent management solutions provider Nitman Software has been wooing customers with Talentpool, a software that helps companies meet their hiring targets.

Founded in 2006 by Nitin Shimpi and Manjusha Madabushi, two IIT-Mumbai graduates who were engaged in product development for U.S. based companies as part of their previous ventures, Nitman Software launched its flagship product Talentpool within the next one year. The wide acceptance received by Talentpool among the staffing firms and recruitment agencies was the driving force behind the company's success in coming out with their second product, called Talentscout, in late 2008.

Talentpool helps companies reduce time to hire and lower recruitment costs by enabling the comprehensive management of the entire recruitment process, starting from requisition management to screening, selection, and finally acceptance of offer and joining. This solution helps a company maintain a clear picture of its recruitment pipeline at all points of time by offering the real time data of

open positions, vacancies, candidates in process, and pending offers at a single glance. Talentpool's automated 'to-do' list highlights interview schedules, short-listing requests, pending feedbacks, and other tasks in a single list. Talentpool has a scalable architecture that helps a company create its own, easily searchable resume bank, which can store hundreds of thousands of resumes in it.

A major challenge before any staffing firm is to keep its resume database systematic and easy to search, in a way to give the best optimal result to employers. To ensure this, Talentpool enables the search for candidates in word, html, rtf, and text formats based on the years of experience, location, skills, and educational qualifications. It also makes sure that more candidates show up for the job interviews by using its automated SMS and email reminders. This talent sourcing solution features productivity tools such as the resume parser, email templates, auto-generated task lists, duplicate detection system, and built-in calendar. The budgeting facility incorporated in it tracks the overall recruitment expenses.

The solution is available in three versions including Talentpool Basic for a company with less than 50 employees,



Nitin Shimpi

A major challenge in talent management is to keep the resume database systematic and easy to search, and Talentpool helps do just that and more

Talentpool Pro for companies with 50-250 employees, and Talentpool Enterprise for companies with more than 250 employees. "Among the Indian products, Talentpool has the easiest user interface. It is highly configurable, which means that companies don't have to change their time-tested ways of working when they adopt Talentpool. Our pricing is such that the product pays for itself within six months of its adoption. Besides, our focus on expanding our footprint over the entire country in a short period of time will help us make

Talentpool the de facto software for automating recruitments in India," explains Shimpi.

Headquartered in Pune, Nitman Software also has offices in Bangalore and Mumbai and an operational presence in New Delhi, Hyderabad, and Chennai.

In India, there are lots of players literally sprouting up and launching new varieties of innovative recruitment solutions every day in order to grab the maximum market share. And Nitman Software does not want to give in an inch in this rat race. The company has a belligerent confidence in Talentpool, and makes it clear to the customer while selling the product that, "If you are not satisfied with Talentpool, uninstall and return the product to us within 30 days of its installation. We will immediately refund you the entire amount paid to us." 🌐