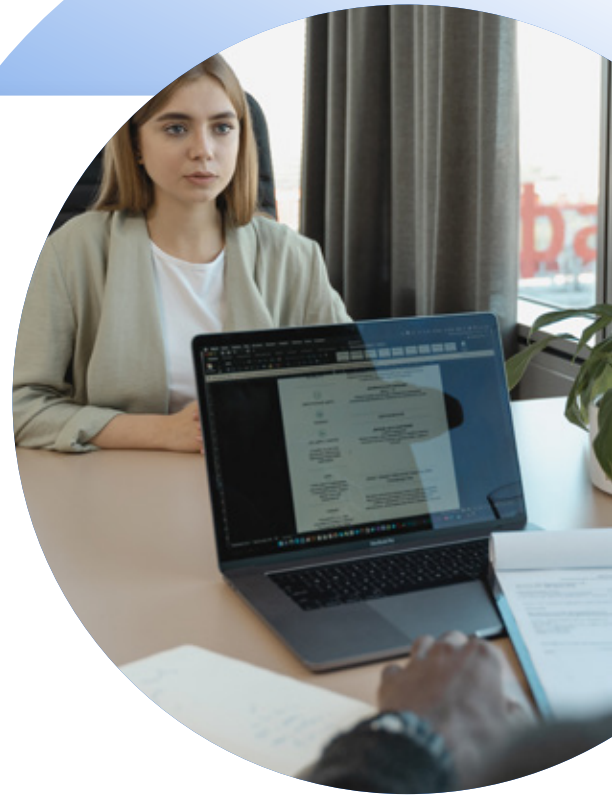# InfoPeople

Streamlining HR Recruitment Processes Using **Robotic Process Automation**

Client Overview

The client needed to ease the burden on its HR department to improve its recruitment workflow and minimize mistakes.

The **Challenges**

One of the most critical aspects of the HR department's job is receiving and processing job applications and applicant resumes. However, the client previously depended on its HR executive manually mining and filtering resumes for further processing. **This presented many problems and risks:**

- A huge amount of time and effort is devoted to resume mining in job portals.

- Focusing on the administrative aspect of the work reduced the HR department's time for its other tasks.

- The HR executive ran the risk of missing suitable candidates due to the mundane nature of the task.

The **Solution**

InfoPeople recommended the use of Robotic Process Automation (RPA) to speed up tasks that need little human intervention. **The RPA Bot then took over the first few steps of the resume mining process:**

- RPA Bot accesses job portals and mines for suitable resumes based on keywords. Filtering is done based on predetermined criteria.

- The filtered resumes are deposited in a repository and stored in different formats (csv, excel, etc.)

- As a next step, the RPA Bot can share selected resumes to respective stakeholders if necessary.

Outcomes Delivered

95% Reduction in TAT

95% Reduction in Manual Effort

100% Accuracy