

TalentRecruitSync for Staffing Firms



Key Features of TalentRecruitSync



Contact Us

Sales Enquiry: sales@talentrecruit.in

Product Support Queries: support@talentrecruit.in

Helpdesk: helpdesk@talentrecruit.in

For any other details: info@talentrecruit.in

Visit us @ www.talentrecruit.in

Table of Contents

Modules / Features	Page Nos.
<ul style="list-style-type: none"> ● Applicant Tracking System <ul style="list-style-type: none"> ○ Comprehensive ATS System ...4-5 ○ iNtelliParse Engine ...6 ○ iNtelliSearch ...7 ○ SocialRecruit ...8 ○ PortalRecruit ...9 ○ Multi –level Candidate Evaluation Module ..10 ○ Communication Central ..11 ○ Forecasting & Business Analytics ..12 ○ Candidate Engagement& Employer Branding ..13 ○ Integrated Email Management ..14 ● Client Relationship Management <ul style="list-style-type: none"> ○ Lead Management ..15 ○ Client Management ..16 ○ Client ATS System ..17 ● Sub-Vendor Module ..18 ● Temp Staffing Module <ul style="list-style-type: none"> ○ Automated Offer Management ..19 ○ Contract Employees Information System ..20 ○ Contract Employee Portal ..20 ○ Contract Employee Management ..20-21 ● Time & Expense Module ..22 ● Billing & Invoicing ..23 ● Team Targets, Incentives & Reward ..24 	

TalentRecruitSync – For Staffing Firms

A Smart Recruitment Platform for Staffing Firms

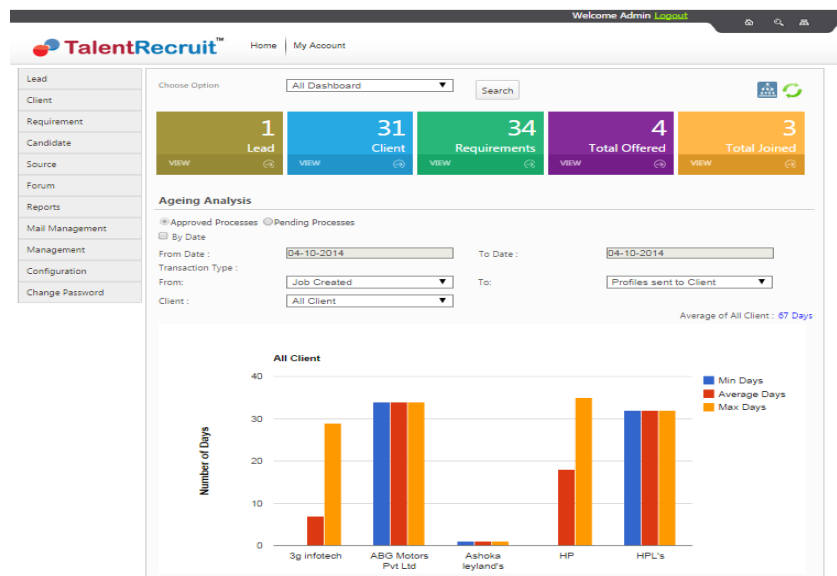
Cutting Edge Technology, User Friendly Features, Guaranteed Results

TalentRecruitSync is not just a recruitment software but a **business enabler** for any Recruitment Consulting Organization. A centralized platform that integrates & automates your entire recruitment processes, its benefits are many fold. Here are just a few:

- Multiplying User efficiency
- Enhancing Revenue
- Optimizing Cost
- Enhancing candidate experience
- Tapping candidates from social networking sites
- Boosting Employer Brand and more...



After all, in a scenario where there is an ongoing war for talent you can neither restrict yourself to a few recruiting sources nor afford to lose time. TalentRecruitSync knows this best & provides you an accessible recruitment software that keeps you up to speed. Here's a sneak peak at its cutting edge features



Applicant Tracking System



With TalentRecruitSync's robust applicant tracking system, managing the recruiting process end to end, was never simpler.

Manage the entire Recruitment Cycle seamlessly with TalentRecruitSync's Robust Applicant Tracking Software

Efficiency & speed are two non-negotiable characteristics of a successful recruitment cycle in the modern day & age where there is an ongoing war for talent. TalentRecruitSync's agile Applicant Tracking System offers both reliability & speed for today's dynamic environment. It equips recruiters with end to end functionality right from requisition to sourcing..

Offering recruiters the ability to manage the entire recruitment cycle from a single interface, it adds to recruiter agility.



TalentRecruitSync's ATS offers the following advantages:

- Comprehensive Module to enable candidate sourcing from multiple sources
- Real time tracking of candidate's progress
- Record candidate history & recruiter comments as well as feedback
- Managing Candidate's documents like covering note, salary slip, offer letter, etc.
- Revert to candidates immediately ensuring speed & efficiency at each step

What is more, TalentRecruitSync enables you to provide access of your ATS to your clients. So your ATS System becomes an ATS system for your clients as well. This is a unique feature that enables client to view the details of the Jobs that they have commissioned and view as well as manage the requirement pipeline. It also enables Client to do following tasks:

- See their Dashboard
- See information including their agreement with your organization and details of their HR Managers
- Add / Modify the Jobs and their status
- Define and process Candidate Evaluation Sheet
- Manage end to end Requirement & Candidate Life Cycle

This is not just a great value addition for the client; it also saves tremendous time & energy at both ends.

Highly Configurable

We, at TalentRecruit, understand the needs of different types of organizations as we very well know that no two organizations have same needs, therefore, we have designed our solution in a structured way that provides *immense flexibility* to an organization to configure & use the system in the most effective way as per their own needs.

TalentRecruitSync's robust architecture provides highly configurable option to choose the Solution Modules or ***System the way you want it*** to be introduced in to your organization.

Multi Country Module

TalentRecruitSync ensures that it provides options to choose various countries / currencies where your organization operates its business and help you building Candidate Database from various countries. Its advanced iNtellSearch feature helps you search candidates from any region of the world.

Secure Interface

Partnering with TalentRecruitSync is akin to approaching your recruitment function with complete confidence & peace of mind. The system's secure interface & high uptime ensure that you never have to worry about the availability of real time data, a great competitive advantage.

Scalability

TalentRecruitSync's highly scalable system means that it can run as efficiently in case of one man operations as it can with global companies with multi users spread across locations. Designed to offer you high Return on Investment, efficiency is a given with the system.

iNtelliParse Engine

The effective way of building large candidate databases

“Parsing a large number of profiles was never so easy...”



TalentRecruit helps you to build large database of candidates from various sources. Its **iNtelliParse** system helps you import / parse large numbers of profiles from a folder in your local system & Outlook very efficiently.

TalentRecruit is also integrated with various job boards. iNtelliParse engine enables you to not only parse the profiles of candidates from Job Portals but also their relevant information into candidate fields with 100% accuracy.

This also helps your organization to build large pool of candidate database from where Recruiters can search the profiles they want for any given Job Requirement.

The screenshot displays the 'Telecommunications Manager' application interface. At the top, there are navigation tabs: Requirement, Job Description, Comment, Job Posting, Social Analytics, and E-Mail. Below these, there are search filters for Client (Micromax Limited), HR Manager (Ruth), Requirement Title (Telecommunications Manager), and Search Candidate. A 'Search' button is present. The interface shows 'Total 15 Profile(s) found (15.625 ms)'. A 'Modular View' checkbox is checked. The main area displays a grid of candidate profile cards, each with a name, status (e.g., Shortlisted, Offer, Joined), company, location, and salary.

Name	Status	Company	Location	Salary
Kamlesh Ar...	Shortlisted	MNC-TOTAL QEL IND...	Navi Mumbai	Rs 6.0 Lacs
Umesh Datt...	Shortlisted	Soft hard automat...	Pune	Rs 3.0 Lacs
Srinivas B...	Shortlisted	TATA Consultancy...	Hyderabad / Secun...	Rs 0.0 Lacs
Donald Lop...	Called	Wipro Technologe...	Bangalore	500000 pa
Piotr Luka...	Communicated Thro...	Detecon Internati...	Mumbai	Rs 50+ Lacs
LAWSON DRO...	Candidate Selecte...	WILSEM CONSULTING	TOGO-Lome	Dollar 1. Lacs
Alfred Nge...	Offer	Telkom Kenya	Nairobi	Dollar 0.40 Lacs...
RADHAKRISH...	Joined	LYCA MOBILE ; AUST...	Austria	Rs 24.0 Lacs
Arockiyada...	Profiles sent to ...	Thought Unique So...	Jasper	7.2 lacs pa
Hrishikesh...	Interview	Director	Belgaum	8.2 Lacs
ANSHUL CHA...	Candidate Selecte...	ICICI Lombard	Bangalore	15.50 Lacs
Amit Kumar...	Joined	I-LinkSoftware	Bangalore	20.75 Lacs
BASAVARAJ ...	Joined	R&M Associat...	Bangalore	18.50 Lacs
JATIN A. S...	Joined	IBM	Bangalore	18.50 Lacs
DEBYOTI S...	Joined	IBM	Bangalore	26.25 Lacs

SocialRecruit

Leverage the power of the social media with TalentRecruitSync's SocialRecruit Module.

"Recruiting through social media made easy with TalentRecruitSync's Social Recruit.."

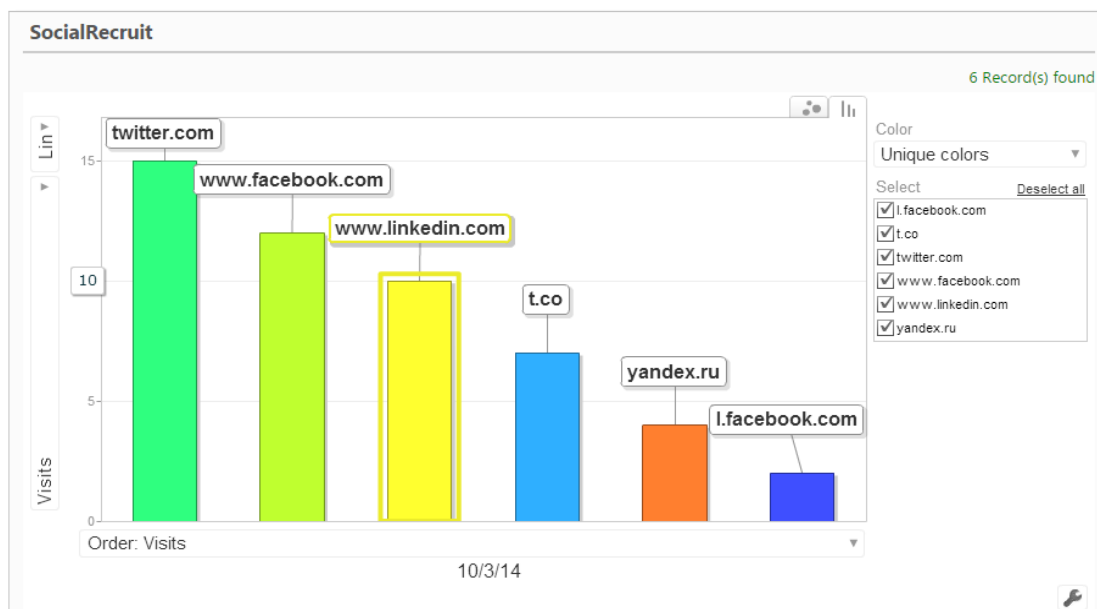


If there is one entity that has disrupted the market for job boards, recruiting adverts & more, it has to be the emergence of social media. With as many as 77 percent of all job openings being posted on LinkedIn and 48 percent of recruiters posting jobs solely on LinkedIn, as per a research, social media has truly come of age when it comes to recruitment. With TalentRecruitSync's Social Recruit Module, you can:

- Post your job openings on social media sites
- Monitor job seeker activity
- Leverage Social Media analytics to attract the best talent

The module also gives you the option of posting the jobs to your career site or on to your employee referral portal. Not only does it help spread word about the openings in your company, importantly it also enhances your employer brand.

The robust **social media analytics** provided help you to track & review each post & application that has been received from the SocialRecruit Platform.



PortalRecruit

A Unified Search Option across Job Boards that makes finding the right candidate, a breeze.



“A Powerful Unified Search Option that takes the tedium out of candidate searches...”

PortalRecruit is one of the most innovative features of TalentRecruit. It provides a ‘Unified Search’ option wherein recruiters can find candidates on various Job Portals from a single search made in Talentrecruit. This is of tremendous value for recruiters as it saves the time & tedium of running individual searches on various job portals. This feature also allows recruiter to :

- Add the login Credentials of various Job Boards you have
- Form a Channel for each Job Board Login and assign that channel to User
- Directly parse profiles of candidates from Job Portals
- Save the time required for Searches made on individual Job Portals
- Help identify duplicate profiles already existing in your database
- Post the Jobs directly from TalentRecruit Application to the Job Portals
- Get complete analytics pertaining to candidates hired from Job Portals

Airport Manager + [Icons]

Requirement Job Description Comment **Job Posting** Social Analytics E-Mail

Job Title- Airport Manager Functional- Airline / Reservations / Ticketing / Travel Industry- Airlines
 Location- Singapore Experience Range- 10 to 20 yrs

About Us
 TalentRecruit has developed Smart Talent Acquisition / Recruitment Management Software Product for Consulting Organizations and Corporate and today we can proudly affirm that TalentRecruit has been one of the best products in the industry globally. We constantly keep ourselves engaged in improving and upgrading our solution to ever changing needs of our Clients & industry.

About Company
 A leading Asian Airline operating in more than 100 countries

Roles and Responsibility
Primary Objective
 Provide leadership for the airside and terminal operations at Singapore International Airport.
 Develop a culture that delivers continuous improvement in safety, customer service and ensures compliance with CASA and corporate safety requirements
 Ensure that passenger processes are improved through efficient operations and ensuring safe, effective and timely airport operations (airfield and terminal) in compliance with operational and regulatory requirements.

Desired Candidate
 - Good Communication - Willing to Relocate

Job posted successfully on career page to share the job on facebook,LinkedIn and twitter click the respective icon. Remove Posted Job

[f] [in] [t] [m]

Multi-level Evaluation System



A foolproof method to screen & select the right candidates.

“Screening the Right Candidates was never easier...”

Recruiters spend a lot of time interviewing unfit candidates, who are a clear drain on their time & resources. TalentRecruitSync allows the recruiter to evaluate the candidate thoroughly & hence filters candidates who are apt for the position. You have the provision to custom build your evaluation sheets by:

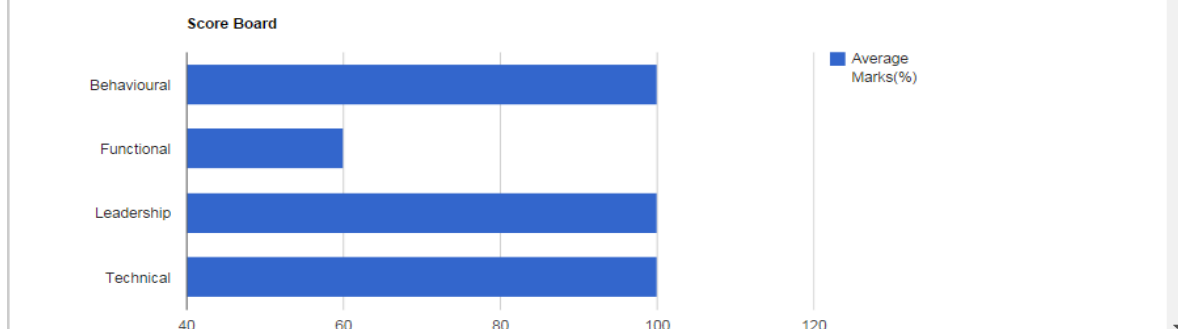
- ✓ Candidates
- ✓ Recruiters
- ✓ Vendors
- ✓ Client SPOC

The system allows you to configure and define the Question types that suit your organizational requirements. The evaluation criteria is largely based on the following parameters that needs to be assessed in a candidate:

- ✓ Technical
- ✓ Behavioral
- ✓ Personal
- ✓ Leadership

S.No.	Question Title	Fields Type	Title	Question Type	Priority Type	Weightage	Priority Weightage	Scored Marks	Remark
1	How good you rate your experience as Telecommunication Manager	Multiple Field Type	Excellent	Technical	Mandatory	<input type="text" value="100.0"/>	5.00	5.00	I have approx 12 yrs. of exp. telecommunication domain
2	Have you ever lead a large team having size of more than 50 members?	Choosing Type	Yes	Leadership	Desirable	<input type="text" value="100.0"/>	4.00	4.00	I have lead a large team size of more than 100 members
3	Have you ever convicted of a crime?	Choosing Type	No	Behavioural	Mandatory	<input type="text" value="100.0"/>	5.00	5.00	
4	How good you rate your understanding of Passive Telecommunication Infrastructure	Multiple Field Type	Good	Functional	Nice to Have	<input type="text" value="60.0"/>	3.00	1.80	My understanding of Passive Infrastructure is good.
Total Marks								15.80 / 17.00	

Summary of Marks obtained



Communication Central

For seamless communication across business constituents.

“Facilitation & Institutionalization of communication was never so easy...”



Facilitating communication & Institutionalizing it so that it is unaffected by factors such as attrition, have gone into the development of the Communication Central Module.

The Chat facility provided in the module makes communicating with an intra departmental team or a cross functional one absolutely seamless while our RecruitTALK feature enables you to broadcast important communication and messages to all users.

The Discussion Forum one of the key modules integrated with TalentRecruit, enables you to form groups as well as create various topics under a group for discussions pertaining to clients, leads, requirements, vendors, etc.

Forum

By Date

Topic From Date:

Topic To Date:

Topic Type:

Keywords:

10 Record(s) found 50 Records per page

Topic Name	Group	Comments
IIIMA Hiring	Requirement - Area Sales Manager	5
Executive Search	General - Hiring Strategy for Infosys	5
Job Board Management		3
Infosys	Client - Innovision	4 2
IIIMA - Hiring Plan	General - Campus Hiring Group	1
IITK Campus	General - Campus Hiring Group	1
Senior Level Hiring for Dell	Client - American Express	2 1
Campus Hiring from Cambridge University	General - Campus Hiring Group	3
Process & Quality Team Forum	General - Internal discussion among recruiters	3
CEO level hiring for Dell	Client - American Express	1

RecruitTALK

Monika : Hey Guys...Please welcome Andrew, who has joined us today as Lead - IT Practise. Andrew is an MBA (HR) and has more than 5 years of experience in Recruitment that includes CXO level of hiring. He shall be based at our Los Angeles Office and shall lead IT Practise.
Posted at 10:45PM

Stanley : Congratulations Andrew...it would be my pleasure working in your team...all the very best
Posted at 11:42PM

Kriti : Many Many congratulations and wishing you all the very best Andrew in your new assignment
Posted at 11:43PM

swati : Congratulations
Posted at 11:43PM

Stanley x

monika:Hi Monika
Sep 30 2014 10:39PM

monika:Hi Stanley..how are you doing
Sep 30 2014 10:40PM

monika:Please advise on the CFO Mandate we received from our Client IBM
Sep 30 2014 10:41PM

Stanley:Hi Monika...I am fine
Sep 30 2014 10:40PM

Stanley:We need to quickly work on this and assign to our team
Sep 30 2014 10:42PM

Forecasting & Business Analytics

Effective decision making, made easy with TalentRecruit Sync's Forecasting & Analytics Module.

“Make informed business decisions with TalentRecruitSync's comprehensive Business Intelligence Module...”

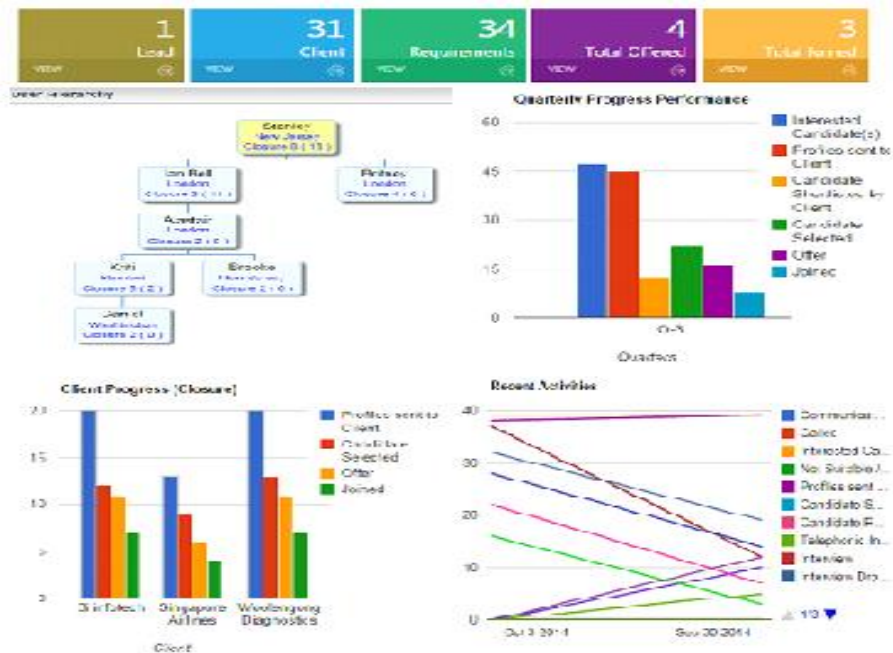


While you generate reams of data as a part of your day to day recruiting function, the power of this data lies in its effective analysis. TalentRecruitSync's powerful Business Intelligence Modules take the guesswork out of effective decision making by allowing you to:

- Understand & analyze key business metrics
- Process Real Time data
- Study summaries & trends in user friendly formats
- Gain advantage from a robust forecasting module
- Leverage the power of data towards enhancing your business

A robust forecasting module enables you to leverage the power of raw data to study:

- Revenue trends
- Ageing Analysis
- Recruiter Performance
- Performance as per job levels & more



Candidate Portal & Employer Branding



A Bespoke Web presence that engages candidates & provides valuable Employer Branding.

“A world class recruitment experience awaits your candidates...”

Candidate Portal provides a bespoke web presence for your company’s open positions. Candidates can visit your career page, participate in Polls / Surveys, Search & apply for any Jobs, submit documents, receive offer as well as view current status of their application. The portal allows you to customize the look & feel for it to complement your existing website. You can change / update content or pictures any time you want. Attractive & effective website templates ensure that your website looks contemporary & remains topical. A big competitive advantage is also the ability to engage candidates in the company & its offerings as against just informing them about it. Dynamic Poll Management system ensures that the candidates not only spend time on your site but are also involved with it. When managed effectively, Polls can also be a great way of seeking valuable opinions & feedback on a number of issues.

The Candidate Portal not just provides the candidate with user friendly features, but also provides the organization a great opportunity for employer branding. The brand recall prompted by the portal within its core target audience goes a long way in establishing the organization as an employer of preference.

The screenshot displays the TalentRecruit website interface. At the top, there are navigation links for 'Home', 'Recruiter', and 'Search Jobs'. Below this is a search bar with 'Keyword' and 'Location' fields, and a 'Search' button. The main banner features the TalentRecruit logo and the tagline 'For Businesses that are ready to take that Quantum Leap' with an image of a person running. To the right, there is a 'Poll of the Day' section titled 'Which is the most important Candidate Source for Recruiter' with radio button options for Career Website, Employee Referral, Headhunting, Job Boards, and Social Network. Below the poll is a 'Vote' button. At the bottom, there are three columns of job categories: 'Job By Function' (IT Software Jobs, BPO Jobs, Marketing Jobs, HR Jobs, Executive Jobs, Engineering Jobs, More Jobs), 'Job By Location' (Jobs in Delhi, Bangalore, Mumbai, Hyderabad, Gurgaon, Noida, Pune), and 'Jobs By Industry' (Automotive/ Ancillaries Jobs, IT Jobs, Machinery/ Equipment Mfg. Jobs, Banking/ Financial Services Jobs, Construction Jobs, Courier/ Freight/ Transportation Jobs, Other Jobs).

Integrated Email Management



Go through your emails not just faster but also more efficiently with TalentRecruitSync's integrated email management module.

Seamless Integration with MS Outlook

With the number of emails hitting one's mailbox increasing exponentially, the risk of missing an email & hence a valuable resource also goes up. TalentRecruitSync's Email module is integrated with Microsoft Outlook & allows you to go through your mails faster & more efficiently. With emails integrated with the software you can:

- Keep a track on all activity
- Parse resumes from the emails
- Be fully updated with all client information while on your mailbox
- Attach files, add notes & more
- See the candidate information for email senders

Tight integration with TalentRecruitSync's system means you do not have to shift between applications leading to improved efficiency on account of saving of time & improved focus. Real time data got a whole new meaning with TalentRecruitSync as it integrates seamlessly with your emails & ensures information is kept up to date. The end-to-end Email Management Platform also allows for managing both inbound & outbound mails with features such as auto tagging the candidate, client or the vendor.

In addition, the system also provides for dynamic email templates that go a long way in driving candidate engagement.

The screenshot shows the TalentRecruit web application interface. At the top, there is a navigation bar with 'Home' and 'My Account' links. Below this is a sidebar menu with various options like 'Lead', 'Client', 'Requirement', 'Candidate', 'Source', 'Forum', 'Reports', 'Mail Management' (highlighted), 'Management', 'Configuration', and 'Change Password'. The main content area is titled 'Mail Manager' and includes tabs for 'Compose', 'Inbox', 'Sent Item' (selected), 'Trash', 'Draft', and 'Configuration'. A search bar is present with the text 'Search Keyword'. Below the search bar, there is a table of 8 mail items. The table has columns for 'Name', 'Subject', and 'Date'. The mail items are as follows:

Name	Subject	Date
<input type="checkbox"/> alok@talentrecruit.in	Date of Joining	Sep 30 2014 6:22PM
<input type="checkbox"/> alok@talentrecruit.in	Shortlisted for Final Round	Sep 30 2014 6:21PM
<input type="checkbox"/> alok@talentrecruit.in	Offer	Sep 30 2014 6:21PM
<input type="checkbox"/> alok@talentrecruit.in	Interview Schedule First Round	Sep 30 2014 6:20PM
<input type="checkbox"/> alok@talentrecruit.in	Your Profile has been shortlisted	Sep 30 2014 6:19PM
<input type="checkbox"/> venkat.nanie@gmail.com...	Your Interview Schedule	Sep 22 2014 11:49AM @
<input type="checkbox"/> kapoor.kusha@gmail.com	Your Interview Schedule	Sep 22 2014 11:42AM @
<input type="checkbox"/> venkat.nanie@gmail.com	Evaluation Sheet	Oct 1 2014 1:27PM

CLIENT RELATIONSHIP MANAGEMENT

With TalentRecruitSync's effective CRM Module, have real time client information handy.

“With TalentRecruitSync's best-in-class CRM model, manage your recruiting relationships effectively...”



Lead Management

Client Acquisition process made seamless

TalentRecruitSync comes with a comprehensive Lead Management module tailor-made for the requirements of consulting firms. This inbuilt CRM module has all the general features of any CRM software and much more.

This module enables you to manage your leads smartly till they convert into clients. The module provides for institutionalizing of information such as maintaining the documents / proposals shared with a lead; email communications; internal comments made by the team in respect of lead etc. Once the lead is converted into a client, the entire information pertaining to the lead is seamlessly imported into the Client Module.

The Lead Module provides for effective management of the client acquisition process. An integrated CRM, it helps you win more clients; leads to higher business besides providing valuable reports & analytics pertaining to the leads.

Home | My Account

Lead

Lead Management

By Date

From Date To Date

Lead Status Location

Search My/Team Lead Search Lead/Client

Choose Option

1 Record(s) found Records per page

Modular View

<input type="checkbox"/>	Lead Name	Company Name	Location	Industry	Lead Status	Created By	Last Modified	Phone No	Email Id	Lead Sc
<input type="checkbox"/>	haresh	creative Thought's	noida	Animation	Lead Identified	Admin	Oct 6 2014 11:18AM		haresh@testing.com	Monste

Client Management

Managing Recruiting Relationships, made easy.

“A Robust Client Management System helps you manage client relationships effectively...”



Managing client relationships is an integral feature of doing business today. With TalentRecruitSync’s effective CRM Module you can manage recruiting relationships seamlessly. With client information at their fingertips, your sales team is empowered to successfully close sales contracts while ensuring customer delight.

With TalentRecruitSync’s CRM Module you can:

- Create client contacts & record activity
- Keep a track on all client communication
- Keep track of conversion rates
- Define Consulting Fee with Client that has seamless integration with TalentRecruitSync’s Billing Module to auto generate Invoices from the system
- Create a multi level candidate evaluation sheet for the client and more

With TalentRecruitSync’s robust CRM system not only are you looking at better data quality but also a single platform that saves time & leads to increased efficiency.

A truly scalable option, it enables you to add or subtract users as per your requirement. With TalentRecruitSync’s optimally priced products, improved ROI is a given.

Home | My Account

- Lead
- Client
- Requirement
- Candidate
- Source
- Forum
- Reports
- Mail Management
- Management
- Configuration
- Change Password

Client

Keyword

Sort By Status All

Choose Option My Client

5 Record(s) found 50 Records per page

Modular View

<input type="checkbox"/>	Client Name	Client Location	Industry	Created By	Modified On	Status
<input type="checkbox"/>	IBM	New Jersey	IT	Stanley	Sep 22 2014 4:59PM	Deactivate
<input type="checkbox"/>	Micomax Limited	London	Telecom / ISP	Stanley	Sep 22 2014 4:51PM	Deactivate
<input type="checkbox"/>	Woolengong Diagnostics	Sydney	Bio Technology & Life Sciences	Stanley	Sep 22 2014 4:41PM	Deactivate
<input type="checkbox"/>	Matrix Energy Pvt. Ltd.	Bangalore	IT	Stanley	Sep 22 2014 4:41PM	Deactivate
<input type="checkbox"/>	Singapore Airlines	Singapore	Airlines	Stanley	Sep 22 2014 4:41PM	Deactivate

Client ATS System

Value added features that your clients simply cannot resist

TalentRecruitSync provides a unique feature that enables you to provide access of your TalentRecruit application to your clients. You can create a username and password for each Client SPOC to enable them to access your system through your career portal. Your TalentRecruit then becomes the ATS system for each of your Client. Not only does it enhance your organization brand multifold it also provides a huge competitive edge.

With easy user rights management, you can provide your clients the following rights:

- Client Module wherein they can view the agreed terms & conditions and details of their HR managers
- Candidate Evaluation sheet for each job requirement
- Access to candidates that are shared with them
- Addition of new Job Requirement & changing status of any requirement
- Changing candidate status & engagement
- Dashboard & Reports
- Provide their valued comments in respect of shared requirements & candidates

The screenshot displays the TalentRecruit Client ATS System interface. At the top, there is a navigation bar with 'Welcome Remo!' and a 'Logout' link. Below this, the main header includes the TalentRecruit logo and 'Home | My Account' links. The left sidebar contains a menu with 'Client', 'Requirement' (highlighted), and 'Change Password'. The main content area is titled 'All Requirements' and features a search form with fields for 'Client' (Micromax Limited), 'HR Manager' (Select HR Manager/Client SP), 'Status' (Active Position), and 'Keyword'. A 'Search' button and a 'Records per page' dropdown (set to 50) are also present. Below the search form, it indicates '1 Record(s) found' and a 'Modular View' checkbox. A table lists the search results:

Job Title	Positions	Candidates	Client Name	HR Manager	Job location	Industry	Added By	Status	Date	Requirement
Telecommunications Manager	1	12	Micromax Limited	Ruth	London	Telecom / ISP	Stanley	Active Position	Sep 22 2014 5:26PM	ABC/034/14-



SUB-VENDOR MODULE

Broad base your recruitment sources

Automate your recruiting process through Vendors / Sub-contractor..

Many a times, a staffing firm in order to cater to client’s mandate empanels a few freelancers / sub-vendor or sub-contractors to work on their behalf for their clients. We, at TalentRecruit, understand this critical process and have thus provided a detailed module to empanel various freelancers / sub-vendors in the system. The system also allows you to define Profile Ownership rules that ensures that no duplicate profile of the candidate is referred by sub-vendor hence saving your efforts and cost.

Talent Recruit’s seamless platform ensures that sub-vendors are kept updated about their job assignments and can log on to the vendor portal and input the details of the right candidate for the organization. The sub-vendor gets an alert of any new posting & enters candidate details through his log in. The vendor can also see his dashboard to view the progress of candidates provided.

The organization can in turn see:

- ✓ All sub-vendor information at one place.
- ✓ Contract signed with the vendors.
- ✓ Reports to identify which vendor is delivering the right candidate in the least possible time.

Welcome ! [Logout](#)
🏠 🔍

Home | [My Account](#)

My Dashboard

Refer Jobs

Refer History

Job Title

Candidate Name

Job Id	Job Title	Candidate Id	Candidate Name	Document	Candidate Email	Phone No	Mobile No	Address	Current Orga
27	Regional Channel Development Manager	200	Harsha Das	📄 ●	pgrover1990@yahoo.co.in	9869669648	9869669648	510, Sector-10A, Gurgaon Haryana - 121001	TCS

TEMP STAFFING MODULE



Temp Staffing made seamless...

With an aim to provide an end-to-end platform to cater to all aspects of recruitment, TalentRecruitSync offers a comprehensive module for temp staffing including aspects such as Contract Employee Portal; Contract Employee Information System; Time & Expense Sheet & their approval process; Billing & Invoicing; Payroll, etc.

Automated Offer Management :

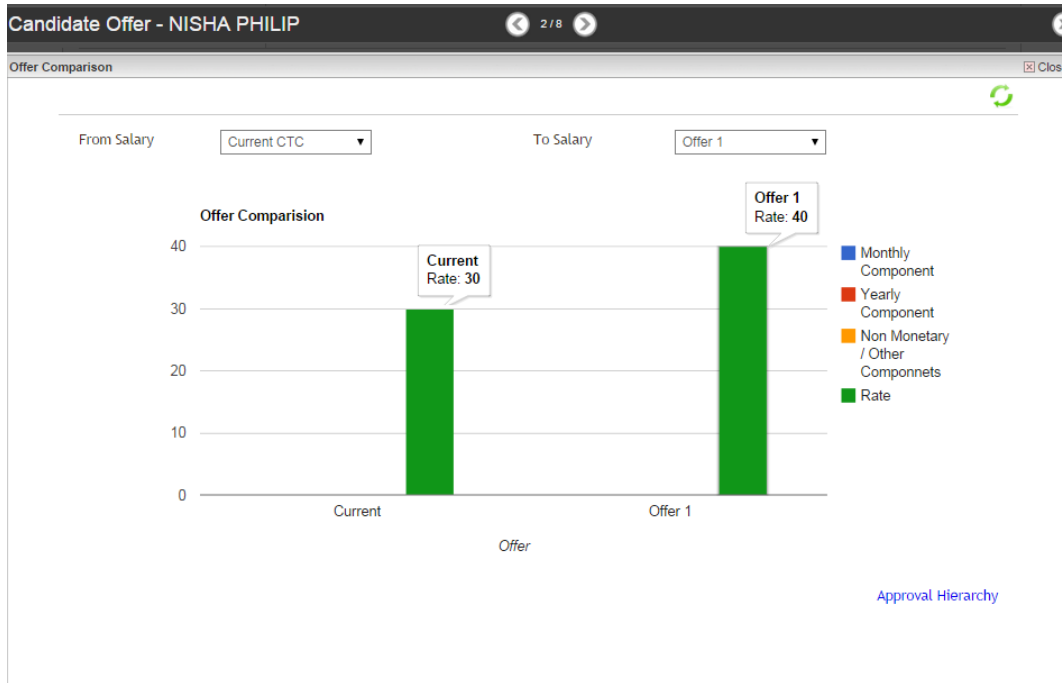
A time lag in the selection of candidate & making the final offer can often cost you a great candidate. With TalentRecruitSync's comprehensive offer management system, you never face this issue. Offer Management is one of the key features of Temp Staffing Module wherein you can generate offer that are based on offered Rates (Per Hour / Per Day / Per Diem) or offered Salary.

Great flexibility is provided in the system to ensure that you can cater to any of your clients operating anywhere in the world. While making an offer to a candidate for temp staffing requirement, you have following options:

- **Options for Rate based on Per Hour, Per Day or Per Diem** : This is largely used when you cater to US / Europe based Clients
- **Option for Salary Per Month** : This is largely used when you cater to Indian / Middle East Based Clients

The system allows you to:

- ✓ Create a new offer to the candidate
- ✓ Follow a well defined offer approval process
- ✓ Make an offer comparison
- ✓ Automatic routing of Offer for approval based on hierarchy in your Organization
- ✓ Online Acceptance / Rejection of offer by Candidate
- ✓ Candidate Re-offer process
- ✓ Maintain offer logs & more.
- ✓ Mention PO Value to understand the Mark up / Margins you get on a Contract Employee



Contract Employees Information System

The system captures complete information of a candidate who has joined as a Contract Employee through the Employee Joining Form that contains entire details like Personal, previous employers, technical & functional, etc. All documents submitted by the employee are tagged in the system in Employee Document Tab. The comments / logs / offers made in respect of an Employee remained tagged in the system for future references.

Contract Employee Portal

TalentRecruit provides an integrated candidate portal which also works as Employee portal for those who have joined your organization. Employee can fill his / her time sheet along with Expenses (Billable / Non-billable) for approval to Client Manager and/or HR Manager. Employee can also track approval of his time & expense sheet and can also track his salary pay out including Salary Slip.

Contract Employee Management

To ensure seamless contract employee management, the System flashes candidates matching an open requirement. It also allows recruiters to view candidates who are on Bench with their details.

The Temp Staffing Module allows you to segregate candidates based on following options:

- Joined
- On Contract
- On Bench
- Relieved

The system also provides notifications & alerts that are configurable with respect to the following:

- Candidates Hired but are not placed
- Candidate that are going to be on bench soon
- Candidates that are on Bench

The screenshot displays the TalentRecruit web application interface. At the top, there is a navigation bar with the logo and user information: "Welcome Super Admin! Channel1 Logout". Below this is a secondary navigation bar with "Home" and "My Account" links. The main content area is divided into a left sidebar and a central panel. The sidebar contains a list of menu items: Lead, Client, Requirement, Candidate, Temp Staffing (highlighted), Source, Forum, Reports, Mail Management, Billing Module, Management, Configuration, and Change Password. The central panel is titled "Joined Candidate" and features search and filter options. It shows "Record(s) found:5" and a "Modular View" checkbox. Five candidate cards are displayed, each with a name, status, role, company, and email address.

Name	Status	Role	Company	Email
Vijayalaxm...	Joined	Regional Channel ...	3g infotech	vijayalaxmi.guru@g...
ANANTA KUM...	Relieved	Testing Engineer	HP	anantad@gmail.com
RAVI SHANK...	On Bench	VB Scripting	Google	demosinghdemo@g...
NISHA PHIL...	On Contract	VB Scripting	Google	assasas@gmail.com
Ms. Ravina...	On Contract	VB Scripting	Google	4465@gmail.com

TIME & EXPENSE MODULE

Automated Time & Expense Sheets ensure seamlessness of process...

The system provides a comprehensive Time & Expense sheet for the candidates that are hired and / or placed with your clients as Contract Employees.



TalentRecruitSync provides an integration with its Contract Employee Portal wherein Contract Employees can fill their Time Sheet in respect of a Period (Weekly / Monthly) along with their Expenses for Reimbursement which can in turn be sent for approval to HR SPOC of the Client if they are placed at Client Site or to HR Manager of your Company if they are on Bench. There is also an option for your HR Manager to fill a time sheet in respect of a Contract Employee.

The system also sends alerts to users about the following:

- Contract Employees who have filled their Time Sheet and Sent for Approval to HR SPOC/ Reporting Manager / HR Manager.
- Contract Employees who are yet to fill their Time Sheet
- Contract Employees, whose Time Sheet has been approved by HR SPOC/ Reporting Manager / HR Manager so that their Salary / Billing can be processed further
- Contract Employees whose Times Sheet has been rejected / sent for reconsideration. In this case further process of approval will follow till the Time Sheet is accepted by the HR SPOC/ Reporting Manager / HR Manager

Contract Employee can also view status of his Time Sheet / Salary Payment / Salary Slip using his login credential through your career page.

BILLING & INVOICING MODULE

A robust financial module that allows for error free accounting.

Accounting made seamless with TalentRecruitSync's Financial Module...



With our robust financial module you can make error free billings with the least time & effort. Not just invoicing, the system automates the entire process right up to account receivables:

- Seamless invoicing
- Keeping a record of each transaction
- Mapping paid/unpaid bills

You can choose to set the frequency of invoicing as per client requirements. In addition, the billing Module provides you various Reports that help you not only manage your billing smartly but also to track performance of each recruiter, client, business vertical, etc.

With TalentRecruit's Billing & Invoicing module you cut on your account receivables period considerably, as you:

- Customize billing as per client requirements
- Ensure that billing is error free
- Ensure speedy billing with an automated billing process

Billing Report Close

Invoice Detail Payment Status Payment Over Due Closures Revenue Tracker Userwise Revenue **Clientwise Revenue** Business Vertical Practise

Financial Year:
 Client:

Business Vertical:
 Practice:

Location:
 User:

Sr.No.	Client	April	May	June	July	August	September	October	November	December	January	February	March	Total
1	Coca Cola					112360.00								112360.00
2	Sab Miller India				1860874.64									1860874.64

TEAM TARGETS, INCENTIVES & REWARDS

System driven processes that leave no place for Guesswork.

Keep a close tab on targets & achievements with TalentRecruitSync's robust options ...



In addition to account receivables for the company, the system also maps the account receivables for users in terms of incentives. There is no need now to track individual targets & incentives payable, manually. With TalentRecruit system, you can:

- Map targets as per users
- Maintain & track Team targets
- Display Targets versus achievements
- Auto calculate incentives payable

With a transparent system in place, it goes a long way in employee motivation as they do not need to worry about whether their incentives are being calculated correctly & will be disbursed in time. With the employees & management on the same page with regard to their receivables, motivation & productivity takes a giant leap.

The screenshot shows the TalentRecruit web application interface. At the top, there is a navigation bar with the logo and user information: "Welcome Super Admin! Logout". Below this is a sidebar menu with various options like Lead, Client, Requirement, Candidate, Source, Forum, Reports, Mail Management, Billing Module, Management, Configuration, Master Setting, App Setting, Template, Auto Alert/Notification, Control Setting, User Rights Setting, Target/Incentives, and Change Password. The main content area is titled "Define Team Targets And Incentives" and displays a table with 3 records found. The table has columns for SINO, Title, Financial Year Start Date, Financial Year End Date, Remarks, Target Type, Incentive Applicable From, and Added By. Below the table, there are input fields for Title, Financial Year Start Date, Financial Year End Date, Incentive Applicable From, Choose Target Option (a dropdown menu), and Remarks, along with an "Add" button.

SINO	Title	Financial Year Start Date	Financial Year End Date	Remarks	Target Type	Incentive Applicable From	Added By
20	For The Year 2014	Apr 2014	Mar 2015		Monthly Targets	01 Apr 2014	Super Admin
21	For The Year 2015	Apr 2015	Mar 2016	Quarterly targets for the team	Quarterly Target	01 Apr 2015	Super Admin
22	For the Year 2013	Apr 2013	Mar 2014		Quarterly Target	01 Apr 2013	Super Admin