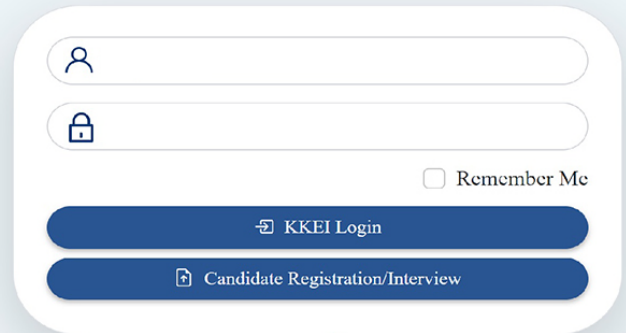


# Recruitment Portal on Low-Code Platform

## Case Study



The screenshot shows a login and registration interface. It features two input fields: the first with a person icon and the second with a lock icon. A 'Remember Me' checkbox is located to the right of the second field. Below the fields are two buttons: 'KKEI Login' and 'Candidate Registration/Interview'.

Powered By  Accelerate Excellence

## K K Eye Institute

K K Eye Institute was inspired and guided by Dada J.P. Vaswani, Spiritual Head of the Sadhu Vaswani Mission, Pune, India, in 2003. The organization's vision is to provide the best-in-class eye care to patients. K K Eye Institute is known for its expert surgeons, state-of-the-art technology, world-class facilities, and a culture of transparency and care. The institute has conducted over 200,000 surgeries successfully, consulted over 700,000 patients, and has grown to over 150-member team size.

## Problem Statement

K K Eye Institute's HR recruitment process was done manually by a small team of 3-4 people. The team spent much time and effort weeding through about 2,000 applicants annually, and this process was prone to errors. Here are the challenges that they were facing:

- ✓ Manually storing applicant data, tracking documentation and status of recruitment, and appending information.
- ✓ Errors in recalling applicant information from a list of applicants.
- ✓ Missing or partially filled information about applicants.
- ✓ Lack of consistency in following the pre-defined recruitment process.
- ✓ Scanning CVs manually to identify candidates for other potential role fits.
- ✓ The test scoring process was subjective and qualitative for clinical job openings, leading to inconsistent hiring quality.
- ✓ High wait times involving multiple interviewers delayed the recruitment and joining of candidates.

# Recruitment Process

The entire process of selecting the best candidate for a role is multi-pronged. Here is the flow of the process:



The hiring team manually collected data in these various steps and in Microsoft Excel spreadsheets. **Sagitec has now replaced this workflow with a digital application built on Sagitec's low-code platform Xelence.**

The digital application streamlined the hiring process by improving efficiency, automating tasks, and enhancing the candidate experience. This saves time, reduces errors, and increases the likelihood of a successful hire.

# Solution Details

K K Eye Institute wanted an easy-to-use software application that could help them:

- 1 Store, sort, track, and retrieve data related to applicants more systematically.
- 2 Ensure candidates provide all the information required.
- 3 Speed up the time spent on recruitment.
- 4 Eliminate coordination redundancies.
- 5 Use a standalone option that does not interfere with their patient-related software application.

Sagitec used Xelence, a low-code platform, to build this recruitment application. Since Xelence has a visual drag-and-drop environment, creating software applications is easy for anyone.

The screenshot displays the recruitment application interface. At the top, a green banner indicates "[ 196 Records met the search criteria. ]". Below this is a "Criteria" section with input fields for "Description" and "Code ID", and buttons for "Search", "Reset", and "Store Search". A "Search Result" section shows a table with columns for "Code ID" and "Description", listing two records with IDs 40001089 and 40001003. To the right, a detailed view of a record is shown, with a green banner stating "[ Record displayed. Please make changes and press SAVE. ]". This view is divided into "Personal Details" and "Interview Details" sections. The "Personal Details" section includes fields for "Candidate Role" (Nursing), "Candidate Sub Role1" (Nursing), "Candidate Sub Role2" (Nursing), "First Name" (Mira), "Last Name" (sharma), "Date Of Birth" (02/01/1990), "Email" (akanksha.sonawale@sagitec.com), "Contact Number", "Marital Status", and a "No Photo" button. The "Interview Details" section includes fields for "First Round Comments", "Second Round Comments", "HR Round Comments", "First Round Interview Status", "Second Round Interview Status", and "HR Round Interview Status".

## Candidate Management

- Add and import candidates automatically
- Provide the online portal to apply for a specific job
- Assign tests to candidates based on role
- Track and monitor the performance of candidates
- Send automated notifications to candidates

## Test Management

- Bulk import, modify, or delete questions on the system
- Generate a role-based evaluation sheet
- Anti-cheat and plagiarism protection
- Manage role-based access controls

## Interview Panel Workflow

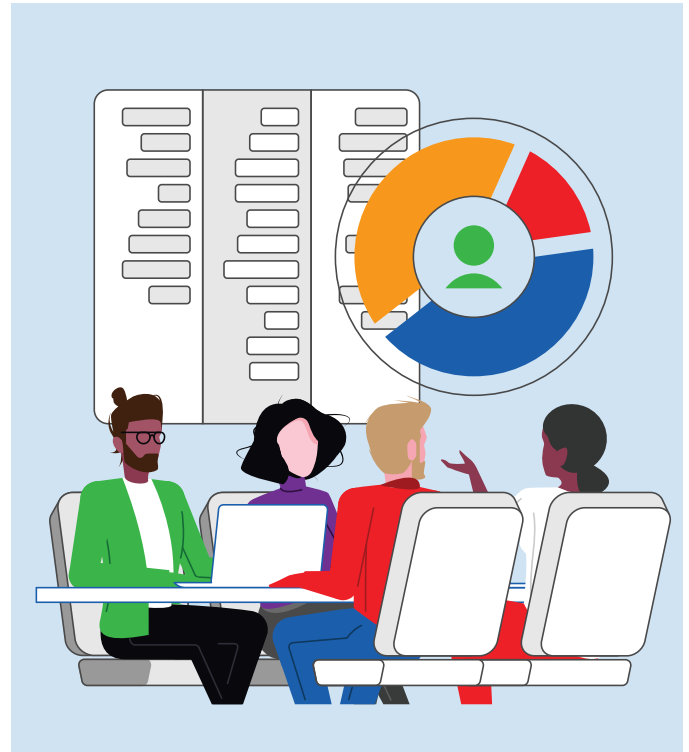
- Automatic notifications to subsequent interview panels with results of the previous round
- Provide notes for subsequent interview panels
- Ability to accept or reject candidates in the system

## Dashboard and Reporting

- Analyze dashboards and data
- Create dynamic reports

# Success Metrics

- Significant reduction in costs due to reduction in effort in the overall process
- Higher efficiencies in the process with candidate information accuracy and completeness
- Improved decision-making in selection as the platform facilitates easier sorting and retrieval and makes comparing candidate CVs easy
- Improved brand image of the institute with a candidate-friendly and robust hiring process
- Feedback from one interviewer is available online for the next interview stage, reducing waiting time significantly
- Search and scan tools provide historic data for previous applicants if required
- Savings in physical storage space – the application is completely online, and the client need not store CV hard copies



## Lessons Learned

The K K Eye Institute learned that investing in a digital solution could improve the efficiency and accuracy of their HR recruitment process, resulting in significant cost savings and better decision-making. The institute also realized the importance of having a partner that could understand their recruitment process and provide them with an easy-to-use application that matches their cultural values.

“

Sagitec has been patient in understanding our recruitment process and has helped us with an automated application that is easy to use for my team. Our cultural values match the Sagitec team's, and our valuable partnership has given us many cost savings and efficiencies.

– **Renu Wadhwa, CEO, K K Eye Institute**

”

## About Xelence

Xelence is a low-code/no-code platform by Sagitec that helps non-profits and other organizations quickly build small to complex applications with minimal coding. Our comprehensive software development platform offers many features and benefits that can streamline your operations, improve efficiency, and increase transparency. To know more, click on [www.xelence.com](http://www.xelence.com)