

# Intelligent recruiting and hiring solution



## Problem statement

The hiring process plays an integral role in paving the roadway to success and growth for an organization. Due to a lack of transparency in the existing hiring process, organizations are unable to offer a positive candidate experience at each stage of the hiring process. Eliminating these challenges allows the employer and the candidates to experience a smooth hiring process.

## Solution

Cognizant collaborated with SAP to co-innovate and create an intelligent recruitment and hiring solution, which elevates the candidate experience by simplifying, modernizing and transforming the entire hiring journey. The solution is built a top SAP Business Technology Platform,

leveraging SAP AI Core, SAP HANA Service, SAP Conversational AI, and SAP Analytics Cloud and AI launch pad services integrated with SAP Success Factors to provide a smooth hiring experience.

### This solution offers:

- **Simplification, modernization and transformation of the candidate-to-employee journey** with candidate authentication via facial recognition, technical screening leveraging SAP conversational AI, dynamic interviewing and evaluation with auto scoring, as well as live updates of the candidate onboarding process.
- **Candidate-centric recruitment model** by focusing on long-term relationships with candidates to hire more engaged and diverse talent.

## Features

- Facial recognition-based authentication.
- Chatbot-based technical screening.
- Live monitoring of the interview process.
- Auto interview scheduler.
- WhatsApp integration—interview status on subscription.
- Uberization of recruitment.

## Benefits



**Simplified and personalized candidate experience**



**Reduced time-to-hire by automating top-of-funnel recruiting tasks**



**Removal of unconscious bias in the hiring process**



**Improved quality of hire and reduced costs**

## Why Cognizant

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