

# Product Engineering and Development to improve the recruitment process



The Client is India's most diversified media company with brands across publishing, television, internet, radio & outdoor domains. They have the world's largest circulating English daily & the world's second largest circulating English Business daily.

## The Challenges

The client offers a variety of job kinds, including contractual, gig, and private work. They are having trouble managing all of these roles since it is difficult to advertise the opportunities, match applicants with the appropriate positions, and properly monitor the onboarding of new hires. Also, they were facing challenges like

- 15 to 20 days to fill the requirement of short term, contractual jobs.
- In tracking application status.
- Monitoring the L&D initiatives

## Quarks Solution

Quarks provided them with the digital solutions to improve the performance of the product and provide stability while maintaining the quality.

- Build the Application Tracking System to post the requisition and manage the end to end talent acquisition process.
- Use thymeleaf to enhance the user experience and build a smooth user journey throughout the application.
- Build a Learning Management System to upload the learning material with access control in place.

## The Benefits

**Quarks solutions helped:**

- Reduce time to find the relevant candidates by 60% based on the required skills.

- Employees get relevant learning materials based on their job roles and skills, this helps them to reduce the time in searching for learning materials.
- Management were able to track the learning progress of employees.
- Managers were able to identify the employees based on their skill sets, which in turn enabled them in better project planning and estimation.

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