Maple LMS

US based leading Financial company reduced their recruitment cycle and hiring cost

About Our Client

Leading financial company (BFSI) providing an array of banking and insurance services to personal, businesses and commercial customers across multiple geographies.

The Requirement

Our client, wanted an integrated digital platform for assistance in high volume technical hiring for entry-level and mid-level profiles across four key locations.

The Challenge

Analyzing the system, processes, interviewing the process managers and leaders and other stakeholders, we realized that the following challenges were being faced by them:

Traditional Hiring

The organization largely relied on traditional pen and paper-based assessments for their hiring decisions. The process being time-consuming, increased the whole recruitment cycle and evaluation process. It was manual and dependent on availability of employees.

Long Recruitment Cycle

Manual process was time consuming and slot(s) commitment was needed from multiple employees across departments.

Managing Assessment Papers

It was difficult to change assessment questions and in current social media age, most of their question papers were available on internet. It was difficult for them to manage assessment questions, confidentiality and probity.

The Solution Offered

The solution we offered has been detailed below:

Implemented MapleExam & Remote Proctoring System

We implemented our MapleExam and remote proctoring system. 50+ skills assessment were made online and administered automatically by AI based MapleLMS online proctoring system.

Assessment Library

Over 50 skill assessment with 10000+ questions were added in assessment library to evaluate candidates. Customized content curation was done by analyzing the needs of our client and matching them with the designed competency framework which resulted in filtering potential candidates.

Secure & Reliable System

MapleLMS implemented secure and reliable platform to conduct assessment without any manual intervention.

Integration with 3rd party systems (HRMS)

MapleLMS platform was integrated with client's HRMS to feed assessment results and send offers to successful candidates.

The Result

The solution that we offered, provided the following benefits:

1

MapleLMS was able to digitize company's recruitment process.

2

The Client was able to hire the best industry talent with significantly lower turnaround time and saved considerable man-hours of the employees' by providing them with filtered pool of candidates (assessing most adequate skills needed for the job).

3

Pre-employment talent identification became smooth and customer got good rating from candidates.

4

Round the clock platform availability gave seamless evaluation experience to Candidate experience and helped brand image amongst candidates.

5

Multifold increase in the candidates applications and assessments.

6

The skill assessment tests were far better on confidentiality index and probity. Also AI enabled Proctoring saved recruitment team's time and efforts.

7

The Recruitment Team and HR can now generate the recruitment and hiring reports for management with just a click.

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