

Case Studies



Case Study 1: RPO Drive for Major Indian IT Giant

Executive Summary

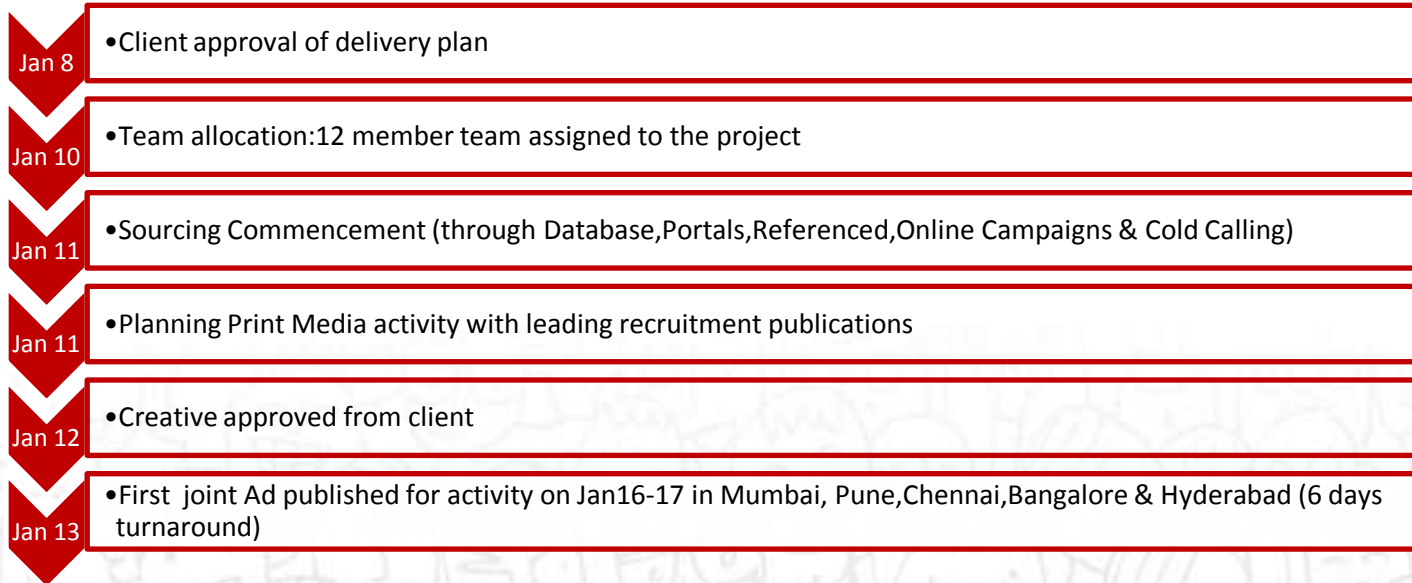
- ✓ Client: Top IT Firm ranking in Nasscom
- ✓ Industry: Information Technology Consulting
- ✓ Employee Strength: 36,000
- ✓ Headquarters: India

- Business Challenge

Highly skilled & experienced Manpower required to be on-boarded in short turnaround within the Organisation's framework. Committed numbers from the client to start with – 190 Offers in Jan & 250 Offers in Feb 2010 (at 80% joining)

Case Study 1: RPO Drive for Major Indian IT Giant (contd)

- Planning delivery & timelines



- Commitment...Delivered!

The scalability offered by Vati has resulted into further repeat orders.

By choosing to outsource its open positions, the organisation is optimizing the performance of its own recruiting team; meet the surge in demand and most importantly improving its operational excellence!

Driving business value through outsourcing requires the Service provider to be knowledgeable, bring in functional expertise and the ability to deliver. Under a Committed partnership mode, Vati signed on a Recruitment Delivery Plan in the 2nd week of January 2010, which is as follows;

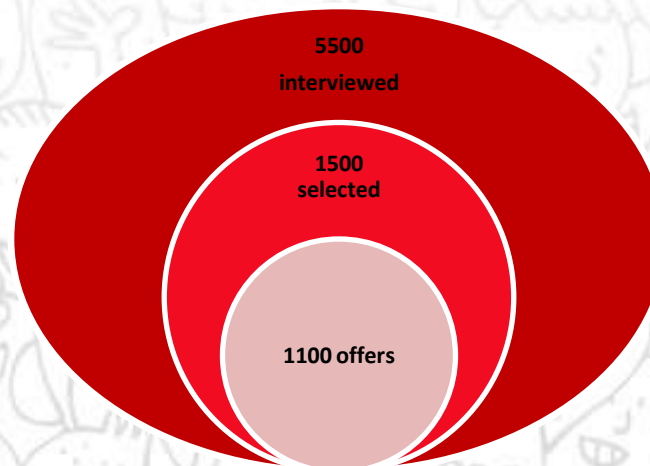
Case Study 1: RPO Drive for Major Indian IT Giant (contd)

Case Study Fast Facts

- We did 118% more than the committed numbers
- Flexibility in Payout Terms to feed & sustain the High-Octane recruitment drives by the client
- A dedicated team of recruiters and back-office
- Week-wise delivery plan was shared, discussed and principally agreed
- Sourcing Plan – ATL & BTL with a client approval on usage of its name & logo

Overall Statistics

9 Weekends, 18 Interview days & 2 month activity ;28% Selection Ratio.



Case Study 2:

Fortune 3 Organization – Applications development & Support

- **Skills required:** Siebel, SAP, Oracle Apps, Infrastructure Support, Architects, Delivery Managers, COE Leads, Testing, Production Support
- **Experience Level:** 5-15 Yrs
- **Delivery mode:** Complete outsourcing
- **Offers made:** 400 Offers
- **Time Span:** Ongoing for last 3 years
- **Conversion ratio:** Interviews: Offer :: 4:1

Case Study 3: India's Largest Food Products company

- **Skills required:** Manufacturing, Finance, Logistics, Food Technologist, Marketing & HR
- **Experience Level:** 0-15 Yrs
- **Delivery mode:** Complete outsourcing
- **Hiring plan:** 350 positions over the year
- **Time Span:** Since Dec 2006
- **Conversion ratio:** Interviews: Offer :: 6:1

Case Study 4: Top Ranking Indian Software Giant

- **Skills required:** Dot Net, BI/SQL, SPSS, Biztalk
- **Experience Level:** 2-8 Yrs
- **Delivery mode:** Complete outsourcing
- **Hiring plan:** 350 positions over the quarter
- **Time Span:** Since Oct 2007
- **Conversion ratio:** Interviews: Offer :: 6:1

Case Study 5: IT Security Organization - Engineering division

- **Skills required:** C, Unix, Win 32 API, Java, .Net
- **Experience Level:** 2-12 Yrs
- **Delivery mode:** Complete outsourcing
- **Offers made:** 35 Offers
- **Time Span:** Nov 2005 to June 2006
- **Conversion ratio:** Interviews: Offer :: 4:1

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