

2010

Resume Management System

White Paper

The white paper provides an overview of Osource's Resume Management System. This documents covers the core functionalities of the system, key benefits and technology architecture.

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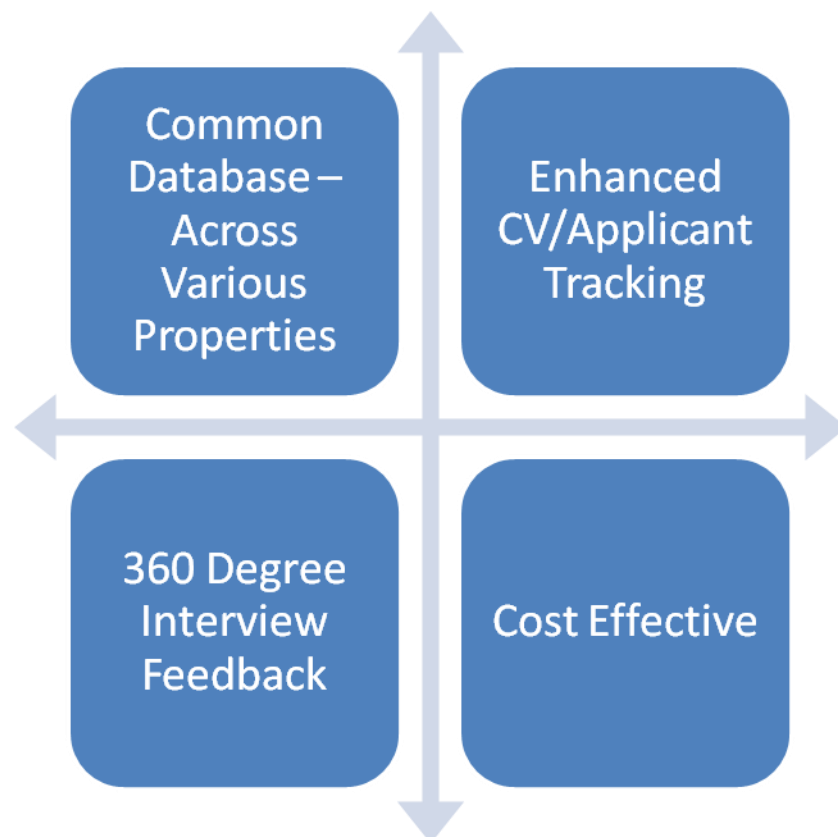
1. About Product

Osource's Resume Management System (RMS) is a software application designed to assist organizations to maintain and manage resume documents. The system helps an enterprise recruit employees more effectively & efficiently.

Osource's RMS is an end-to-end solution to the corporate recruitment process. RMS takes the "paper" out of paperwork, allowing the organization's HR to concentrate on filtering the suitable candidate in optimum time. RMS aims in increasing the operational efficiency and productivity of the organization bridging the gap between manpower requirement and hiring process.

RMS can be used to create a data base of resumes, short listing, scheduling of interviews, interview feedbacks and effectively track the status (selected/rejected/hold) of the applicant. RMS also has the feature of tracking candidate's joining status post issuance of offer letter.

The key benefits achievable from Osource's Resume Management system are given below -

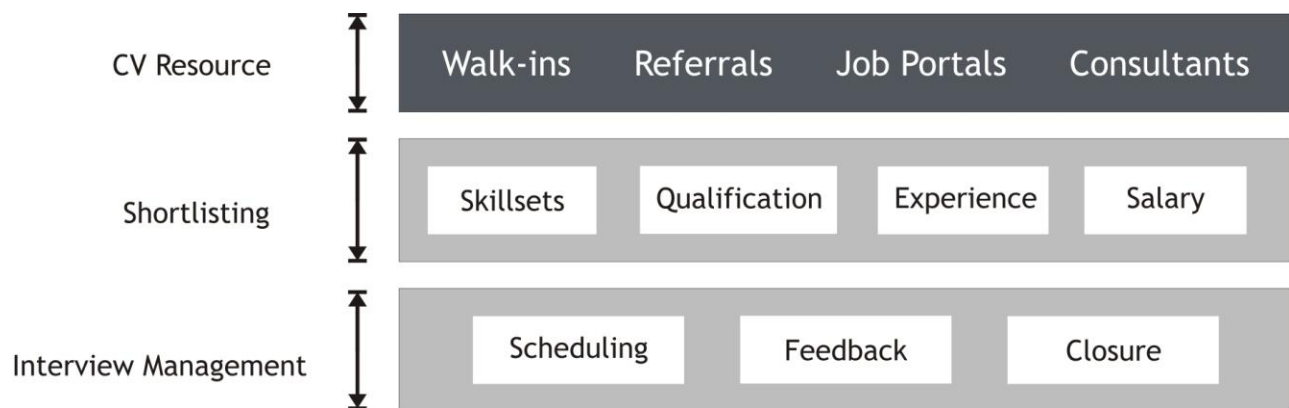


2. Core Functionalities

Osource's RMS is built on **.Net Framework 2.0** with C# as the programming language and the option of MS SQL or Oracle 10G as the database. The application, being web based, does not demand any client based component to be installed at the user end. The core functionalities of RMS are detailed here under -

- **Requisition Analysis:** Detailed analysis of manpower requirement in particular department and designation
- **Candidate Application:** Feeding of candidate application details on the system.
- **Resume Scanning:** Storing of scanned CVs along with candidate details
- **Ability to track or schedule Interviews:** HR can schedule the interview date, time and venue and accordingly a detailed email will be sent to the interviewer and interviewee at the same time.
- **Interview Feedback:** Feeding of Interviewer's comments about the interviewee on the system after the interview.
- **Closure:** Decision on hiring of the candidate i.e. selected, rejected or hold. Tracking of joining of the candidate post issuance of offer letter

The core functionalities of Osource's Resume Management system are also depicted vide the following block diagram -



3. About Osource

Osource is one of the leading providers of technology services and end-to-end business process outsourcing solutions. Osource's key strengths as an outsourcing solution provider lies in the areas of Finance & Accounting Management, Human Resource Management and Software Application Development.

Osource consistently delivers Technology Outsourcing and Applications Services solutions through a combination of technology know-how, domain and process expertise. Our products and services have helped customers reduce costs, respond rapidly to market needs, enhance their service levels and mitigate risk.

Osource's complete range of IT Services addresses the needs of both technology and business requirements to help organizations leverage leading-edge technologies for business improvement. The gamut of services extends from Enterprise Application Services to e-Business solutions.

Osource offers a wide range of on-demand software application suite covering the entire business life-cycle. Our business process knowledge coupled with superior technology ensures that the complete deployment is a matter of few weeks.

Osource's products are affordable with low set up costs and thereby, low total cost of ownership. Most of our products can be rolled out to the clients on "Software as a Service" (SaaS) model as well.