



SECRET INGREDIENTS

To Resolving Hiring Hurdles



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INTRODUCTION

Professional success, and to a large extent personal satisfaction as well, is all about the urge to unlock potential and create something that distinguishes the exemplary from the ordinary. Much of the focus of the human resources (HR) function concerns itself with the perfection of mechanisms that can achieve such fulfilment for individuals and organizations alike.

Traditionally, the effort has seen great strides in developing the humanistic and psychological aspects towards workforce retention or in increasing productivity. But Monjin Corporation has taken it one step further and leads digital disruption in the industry with its innovations in the process of how we hire.

This is empowering businesses by helping them zero-in on the right talent for the job with its unique and niche plug and play digital recruitment platform.



BEST PRACTICES IN RECRUITMENT

5 Key areas to initiate and maintain best practices

- ▶ **Predictive Labour Needs**
- ▶ **Automated Sourcing**
- ▶ **Candidate Mining**
- ▶ **A Multi-Dimensional Performance Monitoring System**
- ▶ **Integrated Processes to Create a Talent Supply Chain**

But, the truth is, many organizations struggle to establish, leave alone predict their labour needs. Recruiters still crawl through multiple job portals and post job descriptions in a protracted series of tasks. This not only affects metrics such as cost, speed and effectiveness, but also remains unsophisticated and rough-hewn in practice. Once the candidate is hired, they tend to have very insubstantial engagement in performance monitoring and virtually no resources or processes in place to create a talent supply chain.

Monjin Corporation's stated vision for its digital recruitment offering is to create a network of assessed candidates where every global professional gets to showcase skills and increase their employability. On the flip side, Monjin also enables organizations to meet their recruitment needs efficiently by giving them access to this talent pool and data, to take the effort out of implementing best practices in talent acquisition, retention and development.





INNOVATING THE HIRING PROCESS

Technological innovation and the use of artificial intelligence may seem unwieldy or awkward in recruitment— because the skillset seems to hint at a more humanistic leaning. It has so far necessitated the exercise of judgement that supposedly only comes with experience.

It also demands nuanced auditing skills and even intuition, all of which are considered to augur well for a seasoned recruiter.

The discipline demands the psychological maturity, familiarity and savoir-faire that can pitch people behaviourally as go-getters, achievers and self-starters and whether, when, where and how they will 'fit' into the organisational hierarchy and thrive in it. So, it comes as no surprise that technological innovation has been rare in this field.

On the other hand, despite this depth involved in its practice, popular perception of recruitment still remains that decision-making in hiring generally falls into a crude or even clumsy category, with

no more than a 'let's see how this goes' or make-do attitude informing the process.

Monjin has identified the above lacunae in hiring processes and has successfully bridged the need gap using its digitally disruptive technology.

Recruiters and candidates can now be intelligently matched, and video interviews scheduled using artificial intelligence and deep learning, based on the requirements of the business and the skills and work experience of candidates. These innovative video interviews can be recored, examined, indexed, rated and tagged and shared within or outside the organization.

This allows HR professionals to incorporate digital tools and sophistication into their method, leaving them with the time and opportunity to make better and qualitative decisions.



LEVERAGING DIGITAL INTERVIEWING AND ASSESSMENT

For organizations looking to simplify and stay agile, the technology helps recruiters maintain operational efficiencies without any underlying subconscious biases or prejudices. It also minimizes redundant methodologies, provides accurate data and gives them options to select, reject or shortlist candidates using pre-screening interviewing and assessment tools.

For candidates, scheduling, preparing and presenting oneself for multiple interviews can be cumbersome and exhausting. Posting a single video interview that offers a peek into the candidate's profile has demonstrated that it can be easy and even fun, since it allows an opportunity for self-promotion

to the candidate on his or her terms, from the comfort of his or her home. They can choose to reveal as much or as little as they want to, giving them control of the process. This is followed by a performance report that includes aspects such as body language, soft skills, technical expertise and competency ratings. Compiled by experts, this report gives them the means to successfully negotiate the terms of their contract.

In the context of a changing recruitment paradigm, Monjin's digital innovation in the hiring process is refreshing and uncomplicated. This is proven by its adoption in several mid to large companies and rising interest from several Fortune 500 companies.



"We are thrilled to partner with Monjin as they harness the intelligent cloud and build new digital capabilities to empower organizations across industries, engage candidates in new ways, while maintaining security, trust and compliance."



- Rajiv Sodhi, Commercial Partner Leader, Microsoft India.

CONCLUSION

With its digital video interviewing and assessment tools, Monjin continues to relentlessly engineer a change long overdue in recruitment practice. It helps businesses hire from among the best people while it drives towards the larger mission of empowering organizations through digital transformation.



ABOUT MONJIN

We are a disruptive hiring platform providing a confluence between interviewers and candidates. Powered with unique features like intelligent video scheduling, our approach is candidate-centric and interviewer-friendly. The interview videos are further analysed, indexed, rated, and tagged for the employer to view anytime, anywhere. The results of the candidates are shared across Fortune 500 companies. We run secured interview processes, the results of which are disclosable to requested organisations. Currently, we are ISO/IEC 27001:2013 certified and GDPR Complaint. Driving our solutions across global industries, our focus lies on IT & ITES, Yachting & Retail in US, UK and India. Disrupting traditional hiring, we are world's 1st global video-interviewing network.

