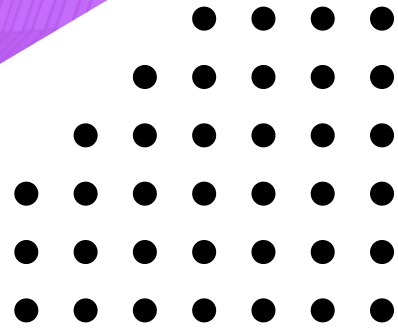
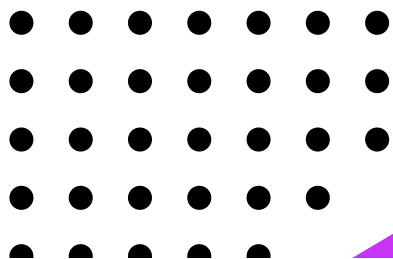




AI INTERVIEW BOT REDUCE HIRING HOURS FROM 100S TO 0

Prepared By:
Team Orblogic



COMPANY

The client company is a professional services firm specializing in technical business process implementations for financial institutions. They serve mortgage firms, banks, insurance companies, and other financial institutions and specific activities of Fortune 1000 companies in the United States (New York and Northern Virginia), Canada, and the United Kingdom (London).

CHALLENGE

Recruitment is vital for both the existing organization teams and future employees. Throughout the process, spreadsheets became the fallback method for logging candidate data for various reasons. Spreadsheets function well for a critical aspect of hiring – candidate info, etc. However, from the get-go, those spreadsheets weren't designed with recruitment in mind. After many years of depending on spreadsheets to handle everything from hiring top talent to managing the process, the client company realized they needed an automated system to help them from hiring to onboarding.

One of the major hurdles was communication. As recruiters juggle multiple job orders with several candidates, constant contact to keep everyone updated can sometimes be overwhelming. Yet, to successfully recruit, both recruiters and their candidates must be on the same page.

The other most significant challenge is to remove bias from candidate selection. Reports have shown that some candidate selections weren't conducted on a merit, and human factors were involved. To remediate this, the company decided to automate the online interview system to conduct interviews effectively and provide results without human bias.

SOLUTION

Orblogic HRMatrix provided AI-Based Interview BOT that made the interview experience simpler, more accessible, faster, and without bias.

Address: 23393 Summerstown Place, Sterling, VA 20166
Phone: +1-888-908-7724
Email: sales@orblogic.com



HERE'S WHAT THEY GET:

Automated Online Interview Solution:

Orblogic HRMatrix Recruitment Bot helps to make decisions based on trained AI algorithms. That is designed to hire at scale and can conduct multiple candidate interviews simultaneously.

Recruiter/Hiring Manager can create an online Interview by adding questions in just a few clicks. The hiring manager schedules the interview using the bot; the candidate receives the interview schedule email with an Interview link. Candidates can quickly login into the portal by using the provided credentials of the HRMatrix recruitment bot.

Automated AI-Based Unbiased Scoring:

Orblogic HRMatrix Recruitment Bot automatically screens candidates' resumes according to job, shortlist thousands of candidates, sends assessment invites, also, schedule interviews, and create assessments. It also detects candidate behavior and generates cheating alerts.

Multilingualistic Online Interview Solution:

Orblogic HRMatrix interview bot is a multilingualistic interview bot. After selecting the interview language in the bot, the interview bot conducts the interview in the specified language.

RESULTS WITH TANGIBLE OUTCOMES

After using the interview bot, the hiring time drastically went down. By spending less time on the recruitment processes and freeing up the recruiter's time, the recruiter has more time to scale out with more hiring and improving the recruitment processes.

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LET'S TALK ABOUT NUMBERS:

The recruiter's rate is \$30 per hour, and the monthly cost of hiring becomes the following:

- 2 HR team members' recruiter's rates = \$60/hour
- 2 HR team members recruiters' total number of hours spent in a week for a new hire = 20 hours
- $\$30 \times 20 \times 4 = \2400 - the cost of hiring per employee per month

Using the Orblogic HRMatrix recruitment bot, the recruiter spends 4 hours weekly on hiring instead of 20, meaning both recruiters spend 16 hours monthly on the hiring process. By multiplying this number by \$30 of their hourly fees, they get \$480.

To this, we now have to add the amount spent on Recruitment Bot - which is approximately \$49 per new hire with unlimited candidate interviews. That brings the client company to a total of \$490 spent each month on hiring ten employees instead of \$24000, which lowers their hiring costs to negligible of what they were paying before implementing an Automated Hiring Solution.

CONCLUSION

"Using Orblogic HRMatrix Recruitment Bot not only created efficiencies for our recruiters but also improved our communications and connections to candidates and referral sources. This AI-Based Bot has made the recruiting process much more streamlined and automated. Now, the company receives an application, and with a few clicks, we can approach the candidate and update their status. This saves us a lot of time and allows us to be more responsive to the prospects, which improves our image as a company." said Hiring Manager.

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