



Recruitment platform for Employers and Jobseekers

PROBLEM

Employee Retention and hiring

Attrition

Layoffs

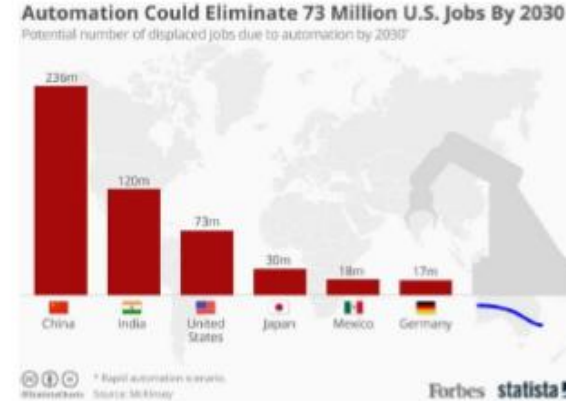
Skills and Experience Gap

Job Satisfaction

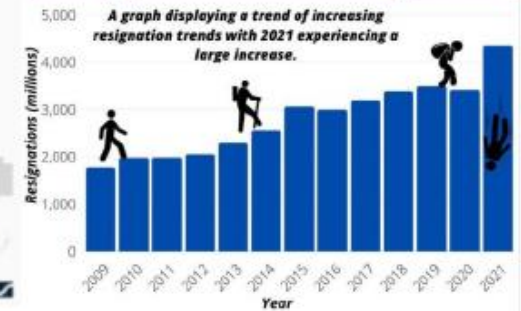
Onboard and offboard employees

Cost of 10% of workforce leaving within 6-12 months

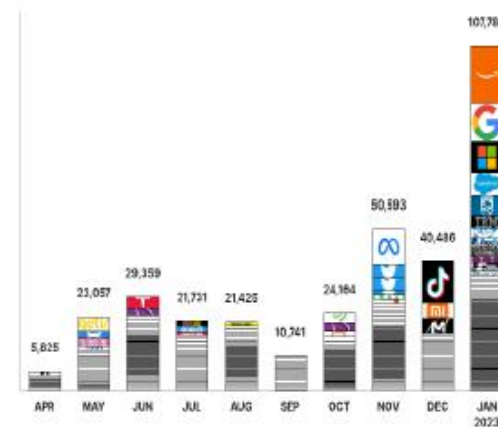
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Resignation Rates By Year



of Tech Employees Let Go
as of March 5, 2023



Average Cost of Termination





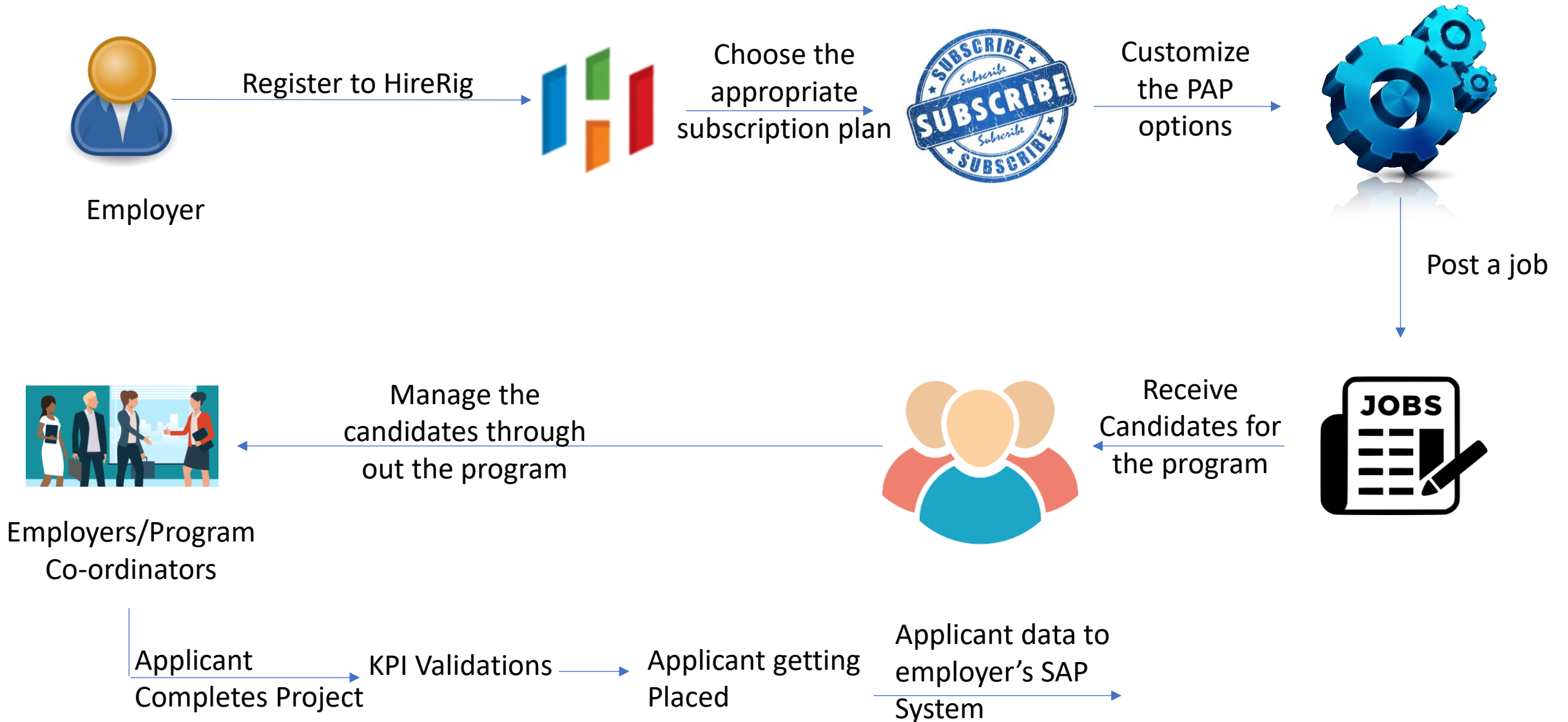
SOLUTION

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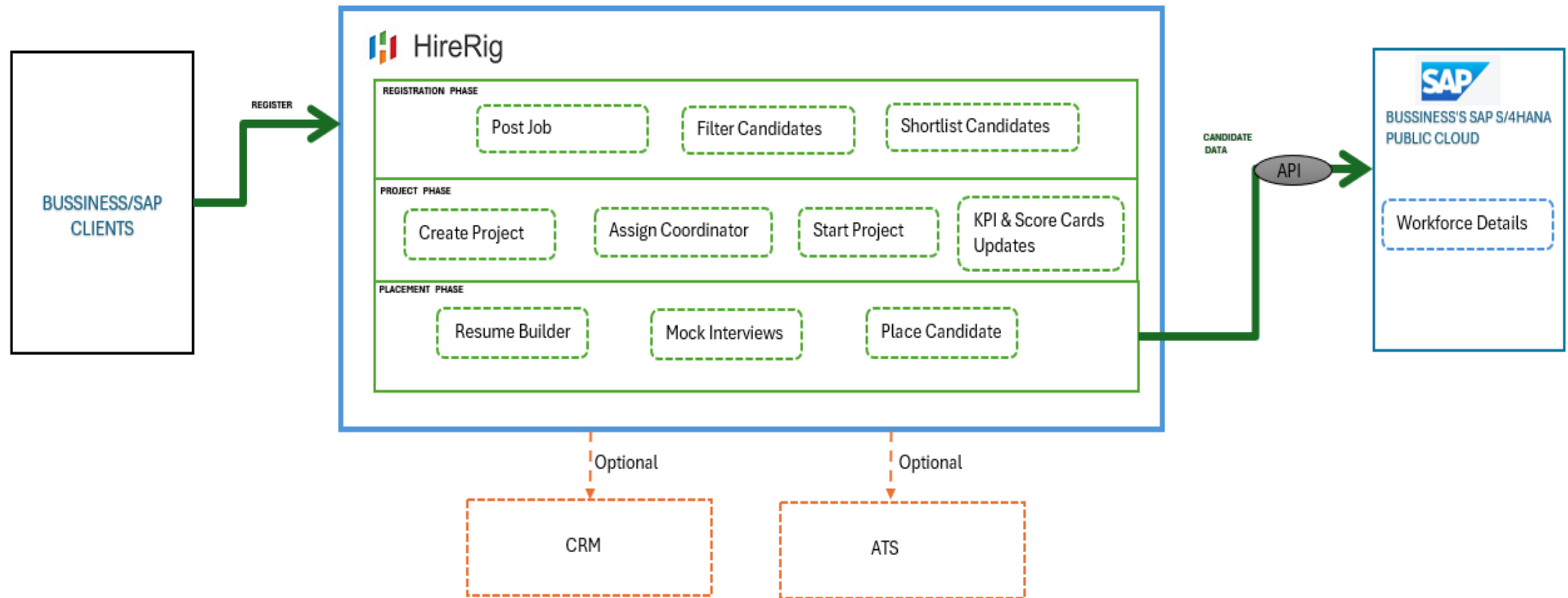
Create Career transition and recruitment marketplace using hands on approach

Identify	Identify applicants with skill and experience GAPs
Filter	Filter applicants through simulated industry best practice in a team environment with real life project simulation
Measure	Measure using dashboard for applicants to mentor them with retention algorithm and on going monitoring by category
Hire	Hire the best fit after knowing them for all soft skills, techno-functional and technical skills. Remove probation period cost .
Create	Create captive talent pool for in-house and client deployment.
Increase	Increase retention rate and monitor group behavior
Monetize	Fitment, retention and monetization

Process Flow - Overview



Architectural Diagram

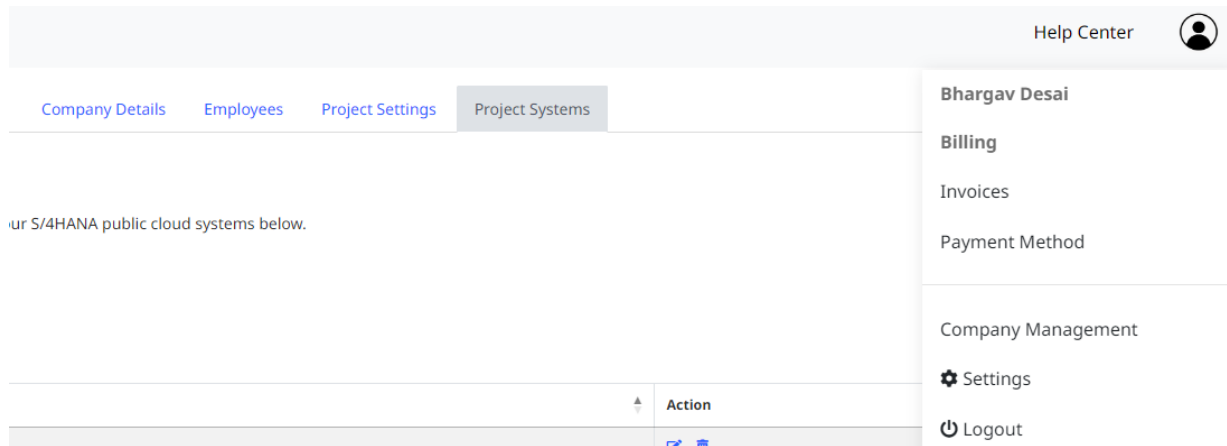


Roles

- Applicant / Consultant
- Employer
- Project Coordinator
- Placement Coordinator
- Recruiter
- Account Managers
- Sales & Marketing

How HireRig Integrates with SAP

- **Adding the S/4HANA public cloud details to the HireRig Application**
- When an Applicant is placed, Employer can replicate their details in their S/4HANA public cloud using HireRig application.
- To Add S/4HANA System, go to “Company Management” and select “Project Systems” tab.



- Click on “Add a Project System” button to add a new system.

Add Project System

System Name: *

System Type: *

System URL: Host: * Port: *

Communication Username: * Password: *

- Add details about the system, like, system type, host and port number, communication username and password.
- System name is to differentiate your systems.
- After adding all the details, click on “Add Project System” button.

Project Systems

You can add and manage your S/4HANA public cloud systems below.

Project Systems List

[+ Add a Project System](#)

Show entries

Search:

System Name	Action
customizing	✎ 🗑

Showing 1 to 1 of 1 entries

[Previous](#) [1](#) [Next](#)

- As shown above, you'll be able to add more systems as well modify or delete old systems.

Sending Data to SAP

- Employer can go to "Placed Candidates" from "Dashboard" and find the candidate that is placed.

Project Systems
You can add and manage your S/4HANA public cloud systems below.

Project Systems List [+ Add a Project System](#)

Show entries Search:

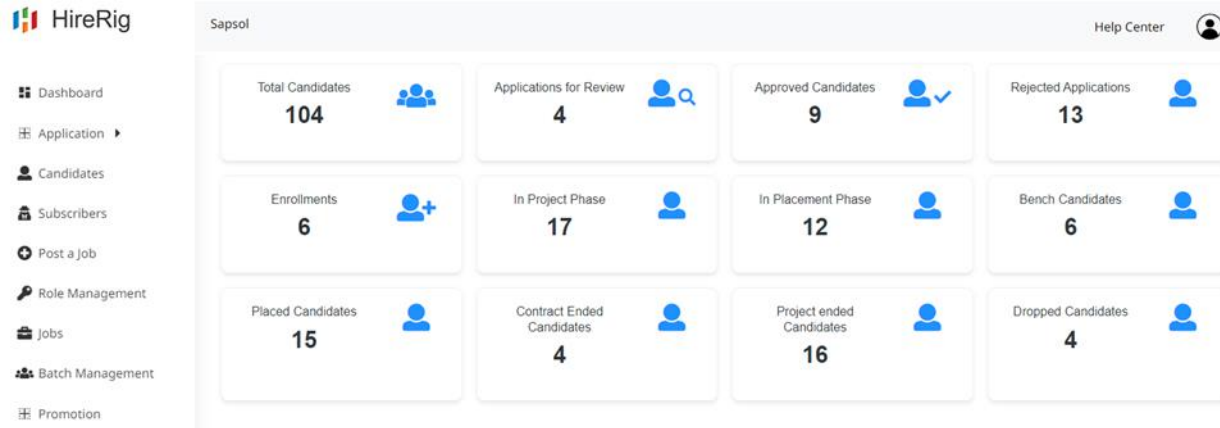
System Name	Action
customizing	✎ ✖

Showing 1 to 1 of 1 entries Previous **1** Next

- As shown above, you'll be able to add more systems as well modify or delete old systems.

Sending Data to SAP

- Employer can go to “Placed Candidates” from “Dashboard” and find the candidate that is placed.



- In the “Placed” Candidate profile, employer can see “Send to SAP” button at bottom right corner of the page.

- [Dashboard](#)
- [Application](#)
- [Candidates](#)
- [Subscribers](#)
- [Post a Job](#)
- [Role Management](#)
- [Jobs](#)
- [Batch Management](#)
- [Promotion](#)
- [Reports](#)
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- [Financial Analytics](#)

[< Back to Applications](#)

Bhargav US

[View Contact Information](#)

Assigned to bhargav.desai@sapsol.com

- [Profile Information](#)
- [Documents and Contracts](#)
- [Scores](#)
- [Payment](#)
- [Verification Requests](#)
- [Commission Payment](#)

Country of Residence

United States

Residential Status

Work Permit

Domain Information

Domain Knowledge: SAP

Domain Expertise: Beginner

Skill Sets: SAP FICO,SAP PP

Certified: Not Available

Certified: Not Available

Phase and Batch Details

Batch Name

Select Batch

Current Phase

Placement

Start Date:

08/16/2023

End Date:

12/20/2023

Assign Co-ordinator

Bhargav Desai

Sub Phase

Placed

Ended Date

Ended Date

mm/dd/yyyy

Notes(optional)

Notes

Save the changes

[Supporting Documents - Email](#)
[Move to ATS](#)
[Send to SAP](#)

- When they click on it, they'll be asked to select S/4HANA System, which is present in the company. (see at the bottom of the document on how to add a system).
- When the system is selected, we'll fetch companies from that system, and they can select for which "Company" they were hired for and "Joining Date".
- Additional information like "Bank Details" can be added as well.
 - If they want to replicate it, they can check "Add Bank Details" checkbox and fill out the details.
 - Else they can leave "Add Bank Details" unchecked.



Send to SAP

System: *

Company: *

Joining Date: *

☒ **Add Bank Details**

Bank Key: *

Bank Country: *

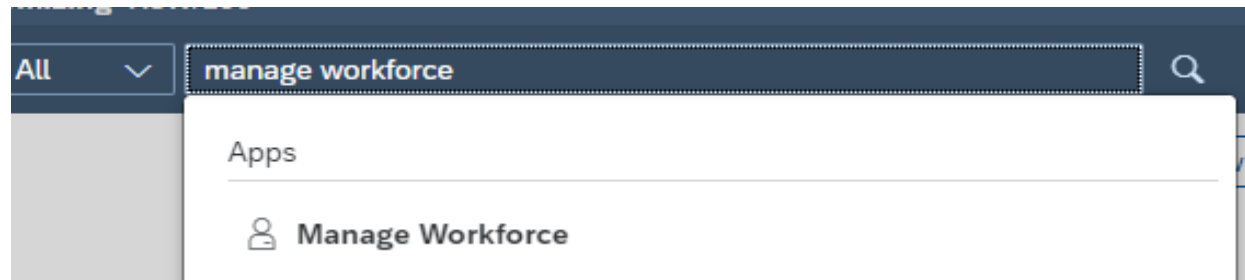
Bank Account No.: *

Payment Method: *

Payment Currency: *

NOTE:

- “Bank Key” can be found in the S/4HANA Public Cloud.
- Once the details are filled, employee can press “Submit” to send below details of the applicant to S/4HANA:
 - First Name
 - Last Name
 - Phone Number
 - Email Address
 - Bank Details (if added)
 - Payment Method & Currency (if added)
- On S/4HANA, you can see the worker information in “Manage Workforce” Application, with all the details that are replicated.



Bhargav US (BHARGAV_US) Edit Worker Overview Maintain Business User Show Change Log Copy

[Personal Information](#) [Work Agreements](#) [Profile](#)

General Information **Contact Information** **Telephone** **Mobile** **Technical Details** **Additional Information** [Show Details](#)

Form of Address (Salutation): --
First Name: Bhargav
Last Name: US
Full Name: Bhargav US
Worker ID: BHARGAV_US

Email: bhargav@sapol.com
Correspondence Language: --

Telephone Country / Region: --
Business Phone: --
Extension: --

Mobile Phone Country / Region: USA (US)
Mobile Phone: --

User ID: --
Business Partner ID: --
Entry Source: SOAP API (A)

Work Agreements

Work Agreement ID	Start Date	End D...	Company Code	Company Code Country	Company Code Currency	Employment Situation
BHARGAV_US	12/31/9999	US Company Code	USA (US)	United States Dollar (USD)	Initial employment (I)	

Business Partner ID: --
Worker Type: Employee
Creation Date And Time: 07/05/2024, 15:53:11
Personnel Number: 5

Bhargav US (BHARGAV_US) / Work Agreement (BHARGAV_US) Edit Correct Start Date Show Change Log Copy

[General Information](#) [Payment Information](#) [Private Addresses](#)

Service Cost Levels

Start Date	End Date	Service Cost Level
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Payment Information

FI Accounting Payment Method [PaymentMethod: Bank transfer ...](#)
Bank transfer (ACH PPD) (P)

Bank Accounts (1)

Start Date	End Date	IBAN	Bank Country/Region	Bank Key	Bank Account	SWIFT/BIC	Account Holder	Bank Contr...
07/05/2024	12/31/9999		USA (US)	Bank of USA - SAMPLE BANK (150350300)	85745265	SWFTUST0302		

Private Addresses

NOTE:

- Below Communication Scenarios need to be activated with same Communication User.
- SAP_COM_0301 (to replicate employee in S/4HANA Public Cloud)
- SAP_COM_0441 (to fetch Company details from S/4HANA Public Cloud)

THANK YOU!