

## OF A 'HIRE' ORDER

The Oracle Taleo Cloud Service helped Wipro streamline processes, simplify user experience for candidates as well as managers, and positioned it more competitively in strategic hiring.



## CLIENT BACKGROUND

Wipro is a leading IT, Consulting and Business Process Services company, delivering solutions and services to its clients worldwide. With more than 160,000 employees, the company serves clients in over 175 cities, spread over 6 continents. It helps its customers succeed in the marketplace by leveraging deep technology expertise, comprehensive portfolio of services and vertically aligned business model.

## INDUSTRY LANDSCAPE

Global IT service providers need highly skilled human resources in order to function around the clock. Getting the right person for the right job is of paramount importance and, hence, recruitment and retention are the major focus areas for HR practices in the industry. Availability of multiple mediums of recruitment has added to the challenges faced by the hiring teams in these organizations.

## THE OPPORTUNITY

Wipro was facing challenges in identifying the right talent pool for strategic positions even as it tried to balance speed of hire with the quality of hiring. The in-house legacy system did not provide insights into the required talent data or the desired recruiting experience for candidates, recruiters and hiring managers alike. There were glitches in the areas of:

- **Market Intelligence Applicant Data:** Users were unable to search the market intelligence applicant data for strategic hiring
- **Social Media Integration:** The legacy system was unable to share jobs across hundreds of social networks
- **Applicant Evaluation:** Hiring managers were unable to screen the profile using mobile platforms
- **Process Flow:** Job posting and profile sourcing was a manual one

*With Taleo, a cloud-based application, hiring workflow could be configured easily without much effort.*



**Shalini Macaden,**  
*Head - Function,  
Human Resources*

# THE SOLUTION

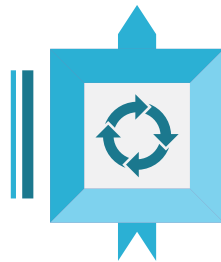
The implementation of Oracle Taleo Recruitment Cloud Service, completed in record 8 months, helped in the integration of different complex data sources such as SAP HR, Synergy, MRS and Telemetry.

The solution helped customize more than 60 reports for HR teams across geographies. It gave up-to-date information on the skills and experience of all potential hires. It enabled recruitment team to select candidates and meet the ultimate goal of improved business outcomes.

The complex implementation of Taleo Recruit and Taleo on-boarding was rolled-out for the US, India, APAC and EMEA. A solution with streamlined usability and a short deployment enabled faster rollout to major geographies. It was a seamless transition.

# BUSINESS IMPACT

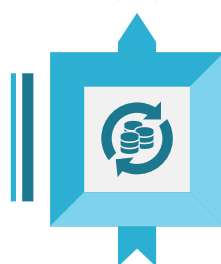
**Process Improvement:** 30-plus candidate and manager processes are now standardized. Dedicated response to every concerned area



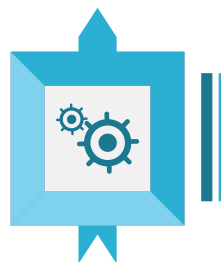
**Custom Analytics:** Dashboards and analytics give managers insights, leading into critical decision-making periods, and helps in talent management and workforce planning



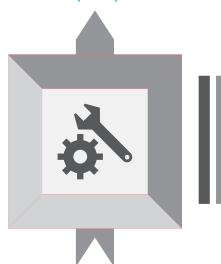
**Data Conversion:** 1 million candidate data converted from legacy system to Taleo. This includes 500-plus open requisitions



**Increased Efficiency:** Less manual intervention and minimal effort by candidates in populating profile-related data. Releasing of offer and employee joining is much faster now



**Customized Solution:** Automatic offer-break calculation using Taleo Client Connect



**Strategic Enrichment:** Freed up HR resources to focus on talent management rather than data maintenance, which allowed movement to higher proposition activities



The solution helped locate the right talent in the right places

## About Wipro Ltd.

Wipro Ltd. (NYSE:WIT) is a leading information technology, consulting and business process services company that delivers solutions to enable its clients do business better. Wipro delivers winning business outcomes through its deep industry experience and a 360 degree view of "Business through Technology." By combining digital strategy, customer centric design, advanced analytics and product engineering approach, Wipro helps its clients create successful and adaptive businesses. A company recognized globally for its comprehensive portfolio of services, strong commitment to sustainability and good corporate citizenship, Wipro has a dedicated workforce of over 160,000, serving clients in 175+ cities across 6 continents.

For more information, please visit [www.wipro.com](http://www.wipro.com)

## DO BUSINESS BETTER

CONSULTING | SYSTEM INTEGRATION | BUSINESS PROCESS SERVICES

WIPRO LIMITED, DODDAKANNELLI, SARJAPUR ROAD, BANGALORE - 560 035, INDIA. TEL : +91 (80) 2844 0011, FAX : +91 (80) 2844 0256, Email: [info@wipro.com](mailto:info@wipro.com)

North America Canada Brazil Mexico Argentina United Kingdom Germany France Switzerland Nordic Region Poland Austria Benelux Portugal Romania Africa Middle East India China Japan Philippines Singapore Malaysia South Korea Australia New Zealand