VALUEADD SOFTTECH & SYSTEMS PVT. LTD.

Objective

Implement a system to retain highly talented employees through customized development programs to create a future-ready workforce and increase the Human Capital Index.
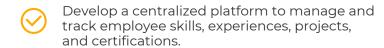
CASE STUDY

Scope

- Develop a central platform to track employee skills, experiences, and certifications
- Provide tools to identify and select high-potential employees for development programs
- Enable employees to select development paths from career roadmaps aligned with company goals
- Allow mentors to customize annual development programs based on chosen learning paths for teams or individuals.

Value Added

- The platform boosts talent retention through tailored development paths that increase employee satisfaction
- Leaders can effectively monitor and analyze skills to better plan training initiatives
- The system aligns employee development with organizational goals, enhancing the Human Capital Index.
- The platform offers extensive customization in development programs to support individual growth.

Solution

- ✓ Develop a centralized platform to manage and track employee skills, experiences, projects, and certifications.

- ✓ Provide tools for talent identification to select high-potential employees for development programs.

- ✓ Allow employees to choose their development paths based on career roadmaps aligned with company objectives in technical and soft skills.

- ✓ Enable mentors to customize a 1-year development program for individuals or teams based on their selected learning paths.

Frameworks & Tools

Expensify

VALUEADD SOFTTECH & SYSTEMS PVT. LTD.

Objective

To automate the HR hiring process from scanning resumes to carrying pre-employment cheques
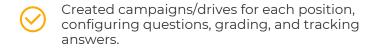
CASE STUDY

Scope

- Created campaigns/drives for each position, configuring questions, grading, and tracking answers
- Developed reports and analytics for the recruitment company to monitor and optimize recruitment processes
- Enabled video screening scheduling to enhance the candidate evaluation process
- Created an inventory of strong candidates with details on their availability.

Value Added

- Provided tools that increased recruiter productivity by 90%, streamlining their workflows.
- .Integrated NLP to screen thousands of resumes efficiently.
- Implemented automated communication systems to improve engagement with candidates
- Enabled data-driven decision-making that improved hiring output.

Solution

- ✓ Created campaigns/drives for each position, configuring questions, grading, and tracking answers.

- ✓ Developed reports and analytics for the recruitment company to monitor and optimize recruitment processes.

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- ✓ Created an inventory of strong candidates with details on their availability.

Frameworks & Tools

Go · amazon web services · python · React · mongoDB · node JS