

E-TRACK



Confederation of Indian Industry

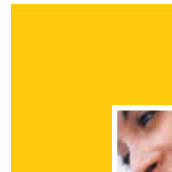


Business Process Industry Association of India



Challenges for Business Process Industry

- High Mobility of Manpower (Job Hopping)
- Posing threat to Physical & Data Security (Low awareness of behaviors pattern & inadequate ref.check.
- Identification and selection of right candidate (Completeness of CV)
- Low return on Training & Development costs (incurred on new hires)
- Chances on offering “Right Job to the Right Candidate” is getting lesser – in absence of an easy and efficient screening process at pre-hire stage.



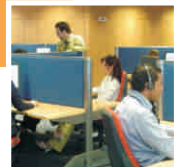


E-TRACK

Initiative taken by BPIAI

“Security begins with people and ends with people

- BPIAI is partnering with Pinkerton Consulting & Investigation in collating an electronic database (E-TRACK) of former employees which would act as an information tool at the pre-hire & preliminary stages of recruitment for the members of the association.
- E-TRACK would assist the BPI member recruiters to make well informed decisions by ensuring adherence to complete facts on the resume – facilitate CV hygiene for accuracy and trend of past employment notice periods served or not for preliminary security evaluation of prospective candidates.

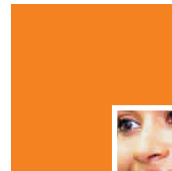




System Highlights

How the System shall work

- Center Level Reporting (member entity is center specific)
- Upload of employees leaving Data Bi-monthly by subscriber companies – 7 fields only – no contact info
- Login-ID and Password for Authorized Personnel only
- Data Matching Process on different combination of parameters
- Match run by subscriber recruiters to prescreen potential hires for CV accuracy on past employment dates, titles, experience periods & notice period served or not
- Post hiring Employment Background screening still remains





Benefits to the Stakeholders

Employee

- Better leveraging from training & development
- Enhancing job specific skills
- Better growth opportunity & long term association
- Long term reward opportunity
- Fast track honest employee
- Post hiring Employment Background screening still remains

Employer

- Ease of use
- Efficient recruitment process
- Right job for the right candidate
- Tenured relationship
- Higher return on training & development cost
- Lower cost of recruitment
- Lesser cost incurred in carrying out employee background checks
- Pre-hire preliminary security check – CV hygiene check online



E-TRACK

Benefits to the Stakeholders (contd...)

Customer

- Faster & timely delivery of services
- Secured environment for data sanity & physical security

Industry

- Achieving cost competitiveness
- Better economies of scale
- Enhancement in the bottom line
- More business opportunities
- Rationalize the Rs. 1,500 Cr loss on early stage attrition through behavior correction as the data base would single out those who do not stick to a job for reasonable time period as well as serve the notice period
- Strengthen Retention