



From Manual to Automated:

NeST Digital's
Recruitment Transformation
Story with Zappyhire

About NeST Digital

NeST Digital, a global technology solutions leader, has been transforming businesses for over 25 years, offering cutting-edge solutions from R&D to digital technologies across industries globally, including Fortune 500 companies and startups.



Founded

1998

Industry

IT

Headquarters

Kochi, Kerala

Company Size

1,000+ Employees



We were looking for a **single-point solution** to streamline the entire recruitment process, aiming for **automation across all stages** within a unified platform.

Lead - Talent Acquisition, NeST Digital

CHALLENGES FACED BY NeST DIGITAL

1. Manual and Offline Recruitment Process

- ◆ The recruitment process was heavily reliant on offline methods with only requisition management being tracked online, leading to inefficiencies in screening, interviewing, and offer management.
- ◆ This offline approach caused delays, hindering the company's ability to handle candidates efficiently and effectively.



Our Solution

End-to-End Recruitment Automation

- ◆ Zappyhire introduced a comprehensive, single-point solution that **automated the entire recruitment process within a unified platform.**
- ◆ By streamlining requisition creation, cancellation, and approval processes, Zappyhire **eliminated the manual inefficiencies** that plagued the recruitment workflow.

- ◆ The platform enabled seamless integration of interview scheduling and feedback mechanisms, transforming the way candidates were managed and progressed through the hiring stages.



Key Outcome

Streamlined Recruitment Workflow, Enhanced Efficiency, and Reduced Time to Hire

2.

Inefficient Requisition Creation and Approval

- ◆ Previously, the process for creating and approving requisitions was cumbersome and time-consuming.
- ◆ This inefficiency stemmed from a lack of streamlined procedures and digital tools like an ATS, resulting in delays in initiating the hiring process for needed positions.



Our Solution

Streamlined Requisition Creation, Cancellation and Approval Process

- ◆ Zappyhire addressed this challenge by providing a platform that significantly **streamlined the requisition creation to approval** process.
- ◆ With its automated and user-friendly interface, creating, managing, and approving requisitions became a swift and efficient task.

- ◆ This further enabled the team to kick-start recruitment processes without unnecessary delays.



Key Outcome

Reduced Coordination Delays and Improved Turnaround Time (TAT)

3.

Difficulty in Tracking Profiles, Feedback, and Interview Scheduling

- ◆ Navigating the recruitment maze was particularly challenging without a centralized system to track candidate profiles, collect feedback, and schedule interviews.
- ◆ These fragmented methods led to miscommunications and inefficiencies, ultimately affecting the overall candidate experience and hiring quality.



Our Solution

Integrated Candidate Management

- ◆ Zappyhire acted as an **integrated candidate management system that facilitated easy tracking** of candidate profiles, streamlined interview scheduling, and centralized collection of interview feedback in the form of score cards.
- ◆ This approach ensured that all stakeholders had access to a **360-degree information of candidates**, improving coordination and decision-making throughout the recruitment process.

- ◆ The seamless and transparent process from application to interview and feedback meant candidates felt valued and well-informed at every stage.



Key Outcome

Enabled Well-Informed Hiring Decisions, Enhanced Candidate Experience and Improved Quality of Hire

4.

High Reliance on Offline Tracking via Excel Sheets for MIS and Reporting

- ◆ Previously, the recruitment team heavily depended on offline Excel trackers for managing all aspects of the recruitment process, from maintaining candidate information to generating reports.
- ◆ This method was not only time-consuming but also prone to errors, significantly hampering the team's ability to make accurate, timely and data-driven decisions.



Our Solution

Streamlined Data-driven Hiring with Advanced Reporting and Analytics

- ◆ Zappyhire addressed this challenge by providing a robust reporting and analytics module instead of offline trackers.
- ◆ Our solution automates data compilation and report generation, eliminating manual data entry and the inherent inaccuracies of offline trackers.

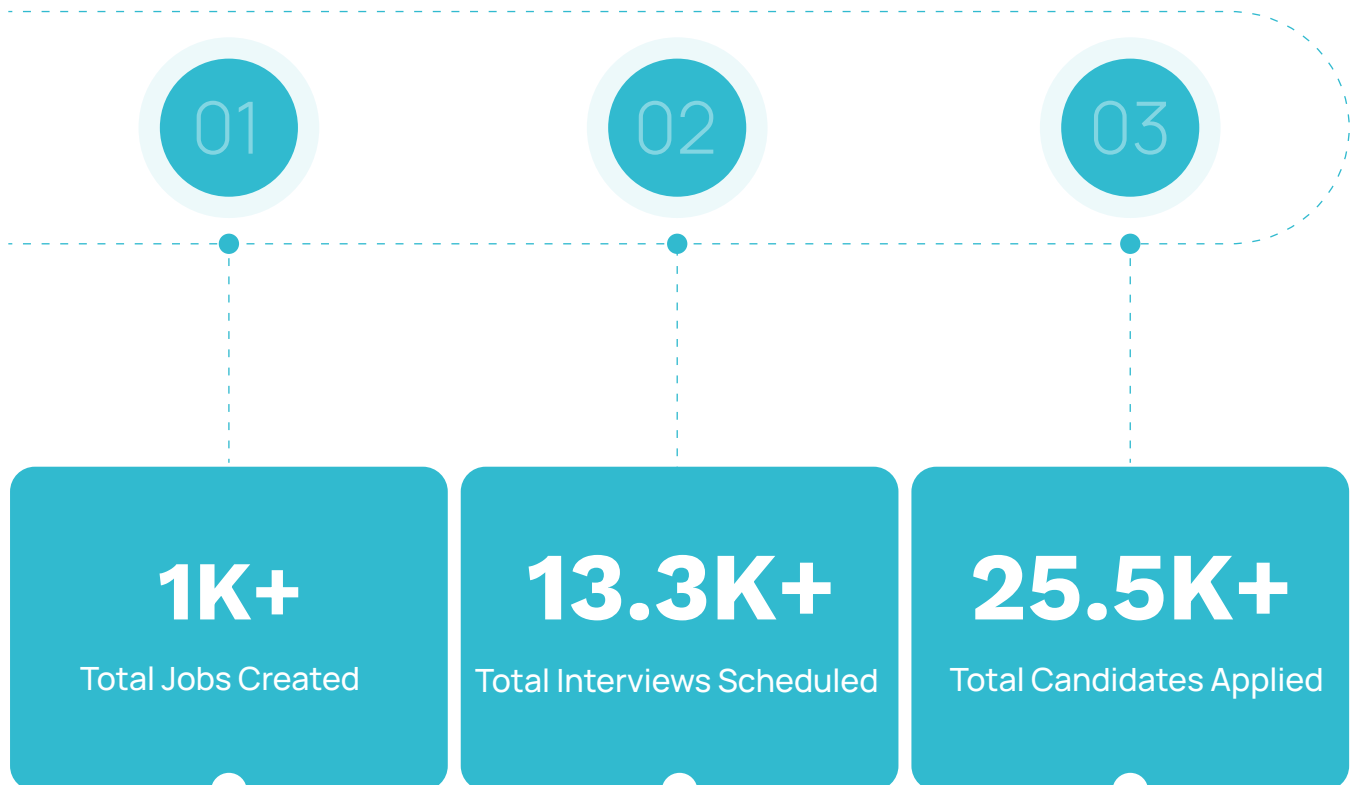
- ◆ The platform offers **a library of report templates, customizable reports and an analytics dashboard that deliver real-time insights into every stage of the recruitment process**, enabling a more strategic and informed hiring approach.
- ◆ The team is now able to keep track of conversion ratios, offer-to-join ratios, source mix, sourcing team performance, scheduling team performance, and more.



Key Outcome

Fueled Insights-Driven Recruitment Process and Optimised Operational Efficiency

IMPACT AT A GLANCE



KEY OUTCOMES

- ✔ Streamlined Requisition Management
- ✔ JD Creation Made Easy with GenAI
- ✔ Comprehensive Metrics Tracking
- ✔ Reduced Dependency on Offline Trackers
- ✔ Organized Candidate Data and Simplified Candidate Management
- ✔ Fully Automated Manual Tasks in Recruitment with Zappyhire
- ✔ Optimized Interview Scheduling and Feedback Mechanisms
- ✔ Improved TAT, Time to Hire, and Quality of Hire



Choosing Zappyhire for its **comprehensive 80% feature coverage**, configuration flexibility, and cost efficiency, NeST Digital embarked on a transformative journey to streamline recruitment processes through a **single, powerful platform**.

Lead - Talent Acquisition, NeST Digital

WHAT NEST DIGITAL LOVES ABOUT ZAPPYHIRE?

01 Configuration Flexibility

- ◆ Zappyhire's ability to configure the platform to precisely fit clients' recruitment process, delivering an 80% out-of-the-box feature match with additional configuration capability that drives cost efficiency and ensures a customized recruitment experience.

02 Comprehensive Next-Gen ATS Feature Set

- ◆ The broad range of features Zappyhire offers, especially in requisition and application management, interview management, and the Smart Job Description option, significantly streamlines the recruitment process.

03 Efficient Candidate Management & Interview Scheduling

- ◆ The candidate management process is transformed, making scheduling interviews and collecting feedback a breeze. With everything centralized, recruiters can efficiently move candidates through each hiring stage, significantly improving the speed and quality of decision-making.

04 Simplifying Hiring from Start to Finish

- ◆ Zappyhire's recruitment automation platform enhances the hiring process with its intuitive design, allowing for easy creation and management of jobs, screening stages, interview scheduling, and communication with stakeholders, embodying ease and efficiency in end-to-end recruitment management.



Zappyhire not only streamlined our requisition process but also transformed our hiring process with efficient candidate management and interview scheduling.

The Next-Gen ATS' ease of use, combined with Zappyhire team's commitment to flexibility and configuration, has been a game-changer for us.



Lead - Talent Acquisition, NeST Digital

ABOUT ZAPPYHIRE

Zappyhire enables digital hiring for enterprises to spot and onboard the best talent fast, using AI technology. It automates your recruitment process end-to-end and helps you make powerful decisions with insightful data.

With over 500 advanced features, Zappyhire enables businesses like yours to hire top talent effectively with end-to-end automation.

Elevate

IT Recruitment with Next-Gen Automation

Discover how Zappyhire's advanced AI features can redefine your hiring process with a personalized demo.

[Get a Demo](#)