

CASE STUDY

AI-Powered Recruitment Automation:
Transforming Hiring Efficiency



About the Client

The client is a well-established Audit and Assurance Services firm based in India, employing 500-1000 professionals. Committed to innovation and operational efficiency, the firm sought to modernize its HR processes through intelligent automation.

Employees

500 – 1000

Industry

Audit and Assurance
Services

Region

India

Operational Hurdles



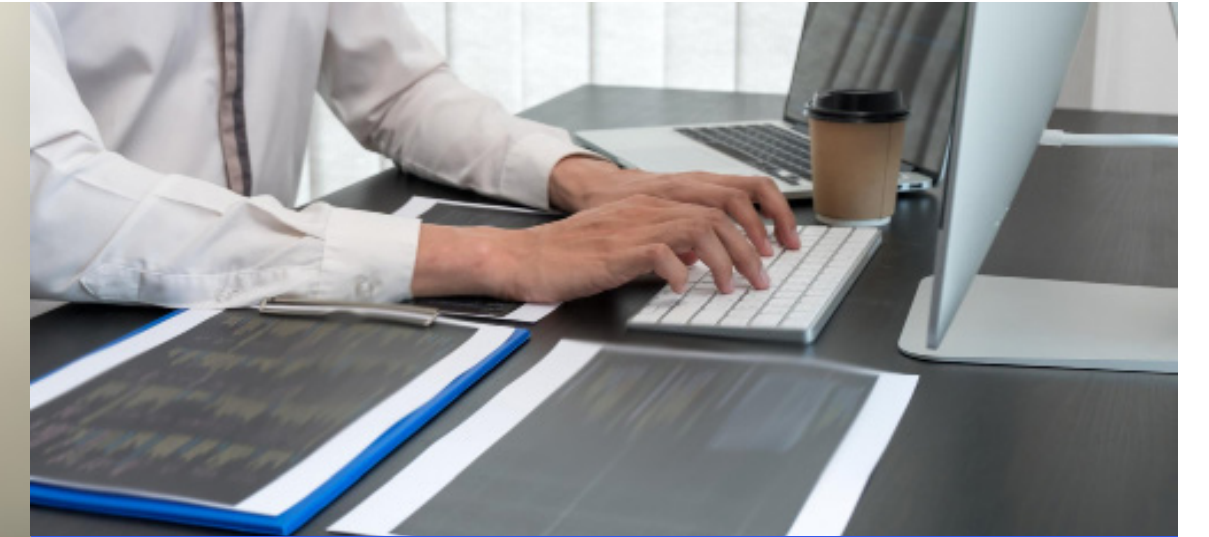
Manual Screening Overload

The HR team had to manually review a large volume of resumes, consuming substantial time and effort. This manual approach slowed down candidate shortlisting and diverted HR resources from strategic tasks.



Inconsistent Shortlisting Criteria

Different recruiters applied varied screening parameters, leading to inconsistencies in candidate selection. This lack of standardization affected hiring quality and fairness across departments.



Delays in Candidate Engagement

Manual handling of initial screening and background verification calls caused delays in candidate engagement, often resulting in loss of top talent to faster-moving competitors.

High Operational Costs

The extensive manual involvement in early recruitment stages increased labor costs and administrative overheads. This inefficiency inflated the overall cost-per-hire and extended the hiring cycle.

Solution



Automated Resume Processing

We implemented an AI system to automatically fetch resumes from designated sources, extract key candidate details and rank candidates based on pre-defined role-specific criteria.



AI-Led Background Verification

Deployed an AI-calling assistant to connect with shortlisted candidates, verify essential details, confirm job interest, and collect structured information for HR teams.



Review Dashboard

Built a dashboard that consolidated the AI-generated shortlists, call transcripts, and candidate insights for easy review and decision-making.

Impact

Faster Screening

Reduced manual resume screening time by 80%.

Higher Accuracy

Achieved ~90% shortlist precision, ensuring better candidate-job alignment.

Consistent Evaluation

Standardized, bias-free shortlisting across all roles, improving fairness.

Scalable System

Seamlessly handles large hiring volumes without compromising speed, & accuracy.

Better HR Productivity

Enabled HR teams to focus more upon high-value interviews.

Quick Verification

Cut candidate verification time from days to under 24 hours.

Decoding Difinity: Our World and What We Do

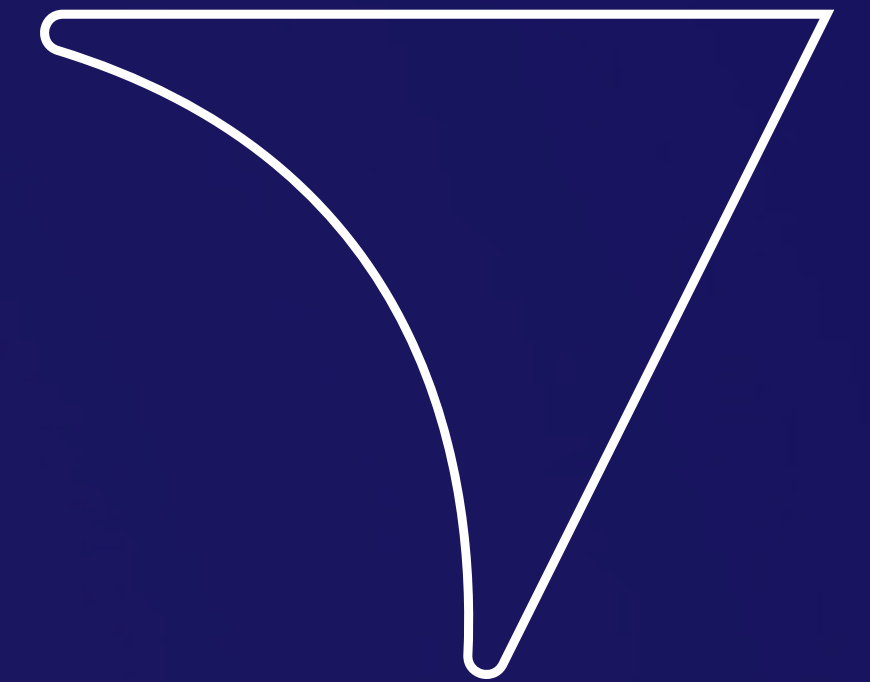
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Our dedicated team of experts leverages cutting-edge technologies to streamline operations and boost efficiency across various sectors, including finance, accounting, banking, insurance, logistics, and software and digital platforms. From automating business processes with AI to enhancing KYC compliance and optimizing accounts receivable/payable workflows, our solutions are designed to elevate your business.

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