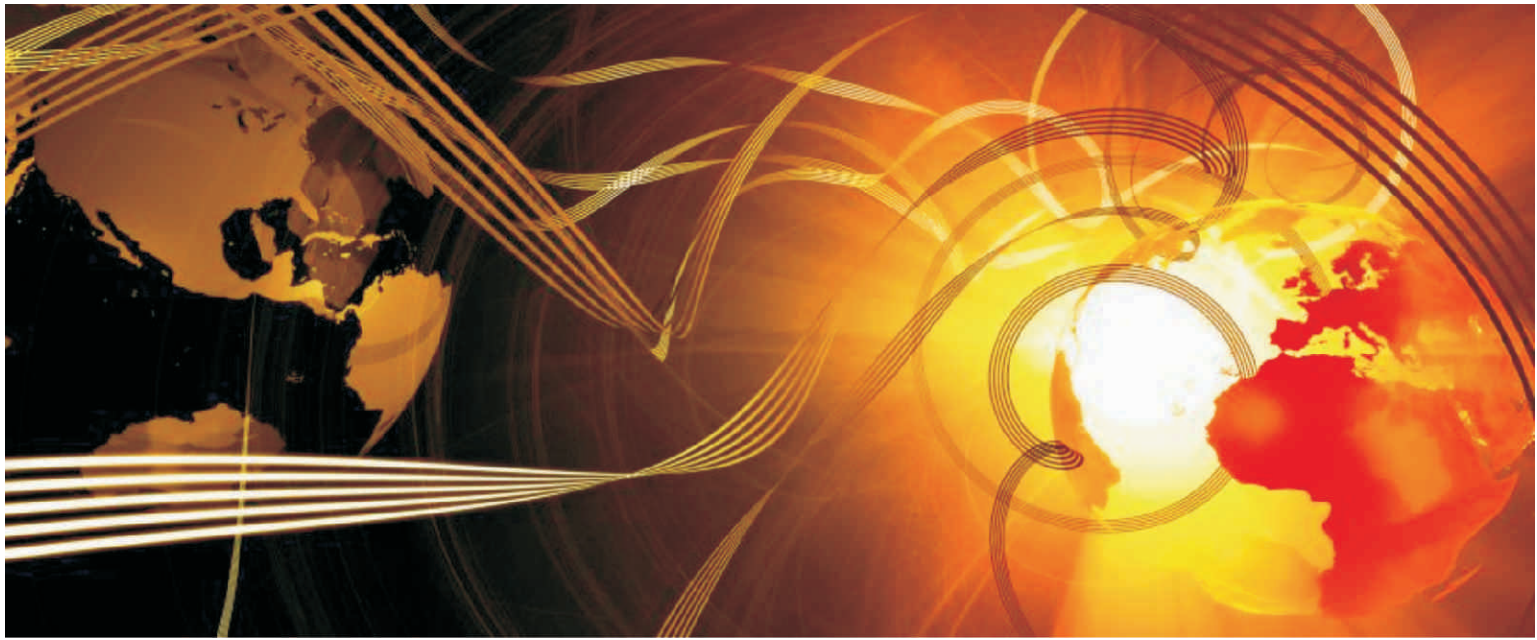


# Lumen Recruitment Systems



**Chivalry**systems

*Mining your way to success*

# Product Overview

## The Need

Recruiting Companies face several challenges. Time consuming process of gathering and sorting resumes coming from different sources in different formats, entering the resume details into a system and matching the resume with the job descriptions requires high degree of manual involvement. Substantial amount of a recruiter's time is spent on low-value functions like processing inbound resumes. Using Traditional systems, no detailed tracking of the work is possible to determine the difference between the recruiter's who works to contain their job and the one who works for progress and growth.



Time has changed, this is a more competitive world with lot of importance being given to optimum time and resource utilization to cater external recruitment with quality service and timely response. To ensure a long term substantial growth, we need to inherit some change in our system and the work attitude. This is a world of ERP and Lumen will

## Lumen's Functionality

Lumen is a multi-dimensional, placement automation system which covers all the extremes of a Placement agency. It provides various interfaces for Client mgmt, Requirement mgmt, Workflow mgmt, Resume/Candidate mgmt & applicant tracking. The system allows agencies to transfer their data automatically into the Lumen which is stored either in the form of excel Tracker or resumes as an attachment to a mail or multiple resumes stored at a location or Information stored at Job Portals or even the profiles that are applied through Web Site.



It automatically extracts candidate information from resume. It integrates Microsoft Outlook/remote mail servers (Pop/SMTP) to enable E-mail capabilities and also integrates SMS Gateways/GSM-CDMA Modems to enable SMS capabilities. It provides some additional features that include E-mailing/SMS to the searched candidates, generation of excel trackers & Reports, Invoice mgmt & Complete Back-Up of the Lumen database from a remote place. It provides some multi purpose Utilities that include Lumen Clip Board, Lumen Chat, Calendar and Reminders. It allows export of the data in the form of MS Excel sheets and MS word/PDF files. Access to various functionalities of Lumen is Right protected hence the system imposes high level of functional security and organizational hierarchy in the company using it.

## Lumen's Technology

Lumen is a Client/Server based Application product which has been developed using J2EE Architecture and is capable of operating globally, if the Server is provided statically. Lumen's Client as well as Server is Platform independent. The Server is technically flexible to be installed and configured with a variety of Application and Database servers and they can be operated in N-tier Architecture. The Client's request is processed in a real time environment by the Lumen Server. The Server is highly resistive towards security breach and hacking as it can only be accessed through its Clients and by none other application.



**PS:** No 3rd Party License is required to operate Lumen in the default configuration However Lumen is totally customizable product which can be altered or remanufactured as per the Client's Functional or Technical specifications.

# Benefits of Lumen

- Reduces the Cost of Recruitment by increasing the Efficiency
- Increases Team's throughput by induction of Recruitment Automation and by the use of Centralized DBMS
- Increases Individual's efficiency through Multi Utility Tool and Centralized DBMS
- Use of a Recruitment ERP leaves a good impact on Clients as well as on employees
- Reduces training time and cost of new hires
- Scalable and Customizable Product
- Complete Back-Up of the Database from a remote place
- Imposes an organizational hierarchy in the company
- Information Management Module to update users with the latest update on their work
- Data is exported in the form of MS Excel sheets and MS word/PDF files
- Complete Integration with Microsoft Outlook/Remote Mail Servers (pop/smtp)
- Complete Integration with SMS Gateway and GSM/CDMA modem
- Integration with Job Portals to transfer data into the Lumen Server
- Automatic Data Extraction from resumes to fetch important candidate information
- MIS Report generation on employee's/team's performance, total work done on a requirement or on candidate information
- Client Creation and Contacts Management for multiple HR at multiple branches
- Requirement Creation and Management
- Workflow Management: - Requirement Assigning and Target Allocation
- Candidate/Resume Entry, Feedback, Scheduling and Applicant Tracking
- Tracks candidate's past record on profile Short Listing, Interview Turn up etc. that defines candidate's quality hence increasing the effectiveness of applications
- Recycling/Reuse of profiles made possible to save Job Portal Login
- Candidate Occurrence stored if applied multiple times against different requirements
- Duplicity checked
- Contact made through Email/sms to the candidate and Email/sms History generation
- Internal header of Date, Time Stamp, Created/Modified By added with each entry
- Real time employee's achievement Tracking
- Two way search – Header Search, Within Resume Search
- Data Transfer to the Central Database through: - Excel Trackers, Mails containing Resumes, Multiple Resumes stored at a location, Web site - directly applied by the Candidate and directly from Job Portals
- Provides some multi purpose Utilities that include Lumen Clip Board, Lumen Chat, Calendar and Reminders.



# Glance Through Lumen

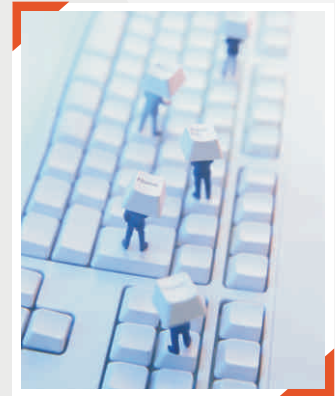
## Initializing

- Employee creation & Mgmt
- User ID, Rights creation & Mgmt
- Complete System Backup
- Email Control
- Multi purpose Utilities: - Lumen Clip Board, Lumen Chat, Calendar & Reminder
- Error Reporting



## Recruitment Management

- Client creation & contacts Mgmt for multiple branches
- Requirement creation & Mgmt
- Workflow Mgmt: - Req. assigning & Target Allocation
- Candidate/Resume entry, Feedback, Scheduling & applicant tracking
- Closure & Joining Mgmt
- Resume Upload Mgmt
- Resume Forwarding to Client & Feedback control
- Profile Recycling, Duplicity check, Candidate History and Occurrence check
- Interlinking with the Dump Database to use imported data
- Contact made through Email/sms and Email/sms History generation
- Internal header of Date, Time Stamp, Created/Modified By pasted with each entry
- Real time employee's achievement Tracking
- Two way search – Header Search & Within Resume Search
- Generation of excel trackers of the searched candidates with desired information
- Report generation on an employee's or his/her team's performance
- Report generation on the total work done on a requirement



## Dump Database

- Data Transfer to Dump database: - Through excel Trackers
- Data Transfer to Dump database: - Through mails containing resumes
- Data Transfer to Dump database: - Multiple resumes stored at a location
- Data Transfer to Dump database: - Through Web site, applied by candidate.
- Data Transfer to Dump database: - Job Portals.
- Automatic Data Extraction from resumes to fetch important candidate information
- Filtering of mails by keywords in the subject line or in attachment before addition
- Two way search on the database: - Header Search & Within Resume Search
- Contact made through Email/sms to the selected candidate



## Analysis

- Report generation for Requirement creation, Allocated target & achievements
- Report generation on Individual's/Team's collective performance w.r.t. applied Candidate
- Chart generation reflecting Companies collective performance w.r.t. Closures achieved



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