



Oman Agencies Private Limited

- Leading recruitment agencies

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About:

One of the leading recruitment agencies in India that delivers human resource solutions to a host of leading corporations worldwide. It has have three (3) strategically located offices across India and a representative network across the Middle East, Central Asia, Eastern Europe, Asia Pacific Region and the African Subcontinent.

Oman Agencies have strategically strengthened Client to Candidate network (C2C) so as to tap India's best quality candidature for corporations worldwide. They have recently established a Domestic Wing to cater to the larger MNCs pan India. Now expanding services and operations across new markets namely Australia, Canada, Eastern Europe, Kazakhstan, West Africa to mention a few.

Software Requirement:

The proposed development is to create an integrated application catering to various activities of Oman Agencies (OA). These activities include;

1. Sourcing Process covering Central Resume Management System (CRMS) - candidate database management, extensive candidate search along with MIS.
2. Entire Operations Processes covering Candidate processing, VISA formalities, Medicals, Immigration up to candidate mobilisation.
3. To create independent web pages for OMAN Agencies public website catering to visiting candidates. This shall allow them to carry out activities of registration, job search and applying for job etc.

While covering all of above activities it shall be supported by comprehensive MIS & Statistical Reporting System. The idea behind this web based application is to provide common, coherent & cohesive platform for OA's company operations.

System Up gradation Plan & Methodology:

Our approach was systematic planning and implementation of the software system which will collect data in real time and help our client to take right policy decision by studying various MIS generated by the system. We designed and proposed web base system with centralised database concept considering multiple no of company locations & users. Web technology helped us to reduce cost on infrastructure and time required for installation. Centralised database helped them having data at one location for various business activities thus providing all MIS using real time data.

In background this application maintains large ever growing candidate database and also it has to provide extensive, fast search utilities. Hence we used **SQL Server 2012** as a back-end to handle the information management part.

For the front-end, we use **Microsoft ASP.Net 5.0 & Microsoft Silverlight Technology**. ASP.Net provides sophisticated, responsive user interfaces and more efficient client-server communication. **Silverlight** enables to create a state-of-the-art application that provides a consistent experience no matter where it runs with rich graphics and user interaction



Clients benefit

Today almost every business activity of Oman Agencies has been integrated and automated with Enterprise Web based system. All the processes like such as

- User Management
- Client Management
- Candidate Management including extensive Search utilities such as Keyword Search, Boolean Search etc.
- Complete Operations right from Candidate Interview, Short listing, Submission, VISA & Medical process and Mobilisation.
- Candidate login, Registration, Resume Submission, Job Search and Apply for Job.

Has been integrated and all departments are referring to the system generated statutory and MIS reporting. This has benefited our client to

- ✓ Improve quality and efficiency of a business
- ✓ Improve management decision making
- ✓ Faster and more accurate transactions
- ✓ Improve customer service and retention
- ✓ Ease of expansion / growth and increased flexibility
- ✓ Fewer physical resources / better logistics
- ✓ Increase revenue / revenue tracking
- ✓ Eliminate the need to synchronize changes between multiple systems
- ✓ Provide a comprehensive enterprise view, making real-time information available to management anywhere, any time

Intangible Benefits:

- ✓ Overall employee motivation & performance has been able to reach to optimum level because of the continual operational improvements.
- ✓ Because of integrated system, coherent platform and subsequent training, remarkable increase in clarity of roles and responsibilities.

Platform used for the System:

| | | |
|---------------------|---|---|
| Connectivity | : | Internet Broadband |
| Interface | : | Complete web-based with ASP.Net 4.0/C#, Silverlight 5 |
| Platform | : | Microsoft .NET v4.0 with SQL Server 2012 |
| Present No of Users | : | 50+ |
| Data Volume | : | Approx. 1 GB / month |