

## Talent Acquisition



Talent Acquisition (TA) is an AI-enabled, analytics-driven function with agility in decision-making. The core theme that makes Happiest Minds an employer of choice is a differentiated hiring process focused on a superior candidate experience and future skills.

Over the last 4 years, **the overall Turnaround Time (TAT) has been consistently maintained at 51 days.**

### Recognition:

Happiest Minds was awarded the Times Ascent – Global HR Award – 2021 for Innovation in Recruitment.

Differentiated hiring processes through various modes have ensured that scalability is always the prime focus:

- Majority of the interviews are conducted virtually which have helped reduce the TAT
- Engaging external interview panels to cater to volume-based hiring
- Limiting interviews to only 2 levels for certain skills/function with a focus on hiring based on potential and not just performance
- Routine meetings with respective stakeholders within the business to address any calibrations required on either toning down on expectations (skills) or mapping of relevant salary stack as per market trends
- Active involvement of project & client panels in engaging with short-listed candidates as part of post-offer engagement
- Panels being more diligent on interview etiquettes to ensure better candidate experience
- Market mapping of target companies & cross-mapping of interviewed candidates for relevant customer accounts
- Working with local vendors in specific geographies for global engagement hiring initiatives

TA has consistently delivered exceeding results in alignment with business goals.