



Enhancing HR Productivity with AI-Driven Recruitment Solutions

Challenge

An international IT company providing staff augmentation and software development services faced challenges in streamlining its HR recruitment and selection processes because profiling candidates by hand was a laborious process prone to error.

The HR team was spending significant time receiving resumes, manually entering candidate data into internal systems, and matching profiles to business requirements. These inefficiencies slowed down hiring and increased the risk of mismatches.

Complications were even greater for technical roles, where HR analysts often lacked sufficient context to assess candidates appropriately. In such cases, they relied heavily on operational staff, creating additional workloads for critical roles and further delaying hiring.

Solution

INSPIR Solutions designed and implemented an AI-powered solution to enhance HR team productivity. The system streamlined candidate data processing and improved the accuracy of recruitment decisions.

The key components of the solution included:

- **Automatic Import of Candidate Information:** Using an optical character recognition (OCR) solution integrated with Microsoft Azure AI Services, including Azure AI Vision, INSPYR Solutions automated the extraction of resume data from multiple formats such as PDF, Word, and TIFF. This information was automatically imported into internal systems, eliminating manual entry.

The HR team doubled its daily candidate processing capacity and time-to-hire decreased by 20%.



- **Candidate Profiling:** INSPYR Solutions built a customized machine learning classification model on AI frameworks in Python (LangChain and scikit-learn) and trained it on historical candidate data. This enabled the AI to identify the best-fit corporate positions for applicants, improving the accuracy and speed of role assignment.

Outcome

The AI-driven recruitment solution delivered measurable improvements to the client's hiring process:

- **Productivity:** The HR team doubled its daily candidate processing capacity.
- **Quality:** Candidate rejection rates improved by 40%, ensuring better role alignment.

- **Speed:** Time-to-hire decreased by 20%, enabling faster fulfillment of open positions.

Client Profile

The client is an international IT company with over 600 employees, specializing in staff augmentation and software development services for diverse industries.

Technologies Supported

Artificial intelligence, machine learning, Microsoft Azure AI Services (Azure AI Vision), Python frameworks (LangChain, scikit-learn)

About INSPYR Solutions

Technology is our focus and quality is our commitment. As a leading expert in delivering flexible technology and

talent solutions, we strategically align industry and technical expertise with our clients' business objectives and cultural needs. Our tailored offerings include a wide variety of professional services, project solutions, managed services, and talent resources, all bolstered by our strategic partnerships with cutting-edge technology services. By always striving for excellence and focusing on the human aspect of our business, we work seamlessly with our talent and clients to match the right solutions to the right opportunities. Learn more about us at www.inspyrsolutions.com.