

# Capgemini Hiring Manager Portal Uses Duet Enterprise to Streamline Hiring Process

**Using Duet Enterprise for Microsoft SharePoint 2010 and SAP, Capgemini developed the Hiring Manager Portal business package, which provides a hiring manager with a consolidated view of SAP business processes across multiple SAP systems. It is an easy-to-use solution that empowers organizations to streamline hiring manager functions while improving overall staffing systems.**

## **Business Needs**

In a challenging business world, recruiting the right internal or external resource at the right time is critical to growing a business. Hiring managers play an important role in the recruitment process, working closely with human resources to fill open positions. In most organizations, the hiring manager is also head of the employee selection team.

Beginning with a recruitment planning meeting, hiring managers participate in every aspect of employee recruitment. They initiate the hiring requisition, review incoming resumes

and applications, and conduct the initial phone interview to determine whether applicants merit an interview.

In most organizations, hiring managers use more than one software application for staffing functions.

Using multiple systems results in:

- A need for manual steps throughout many of the processes.

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- Disconnected processes between applicant tracking systems.
  - A manual interface to recruitment and core solutions.
  - A lack of structured collaboration and reliance on phone, email, or paper to communicate.
  - Delayed decisions due to limited visibility, unstructured collaboration, and manual steps.
  - An increased hiring effort that causes hiring managers to deprioritize hiring

### **Solution**

To improve the hiring process, Capgemini developed a simple-to-use Hiring Manager Portal based on Duet Enterprise for Microsoft SharePoint 2010 and SAP. The solution can be used to access SAP business processes across multiple SAP systems such as SAP Enterprise Resource Planning Central Component (SAP ECC) and SAP E-Recruiting.

With the Hiring Manager Portal, hiring managers can request new candidate requisitions for approved positions. Once the candidate selection process begins, the hiring manager can then view applicant numbers, review candidate applications and resumes, short-list candidates, capture feedback at the interview stage, and process a request to ensure that a job offer is made.

The Hiring Manager Portal solution also provides a dashboard through which the hiring manager can view the entire applicant requisition process. Further, the recruiter, interviewer, and HR personnel can

collaborate in real time, making it easier for them to specify hiring needs and provide quick feedback on candidates toward speeding up the process of hiring a candidate.

Capgemini developed the Hiring Manager Portal using Duet Enterprise for Microsoft SharePoint 2010 and SAP. The solution brings together the collaborative and ready-to-use capabilities of Microsoft SharePoint Server 2010 with the business data and processes of SAP ECC and E-Recruiting. Duet Enterprise provides key functions such as single sign on and access to SAP workflows, reports, and collaboration tools.

### Benefits

The Capgemini Hiring Manager Portal provides organizations with the opportunity to streamline hiring manager functions while improving overall staffing systems.

The solution streamlines the end-to-end hiring process by decreasing the number of manual steps needed and by incorporating collaboration capabilities to reduce the time needed to reach a decision. It also gives managers visibility into the hiring process from start to finish.

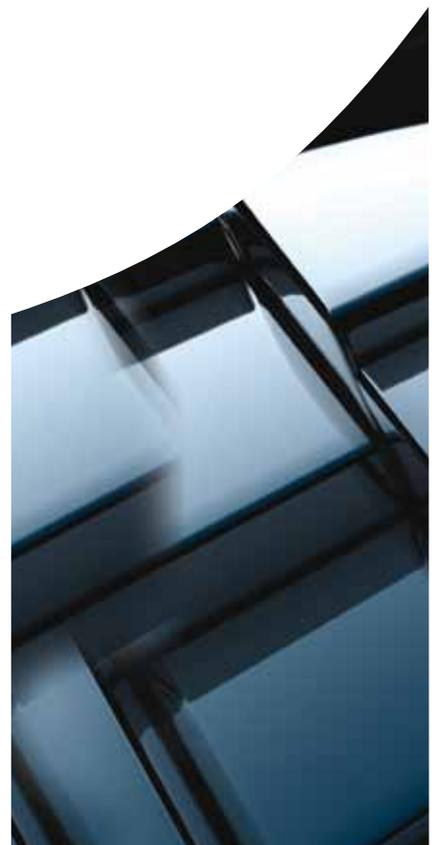
Organizations have the opportunity to realize an overall reduction in total cost of ownership through:

- Reduced time-to-market.
- Consolidation of applications by migrating non-SAP applications to SAP.
- Increased user adoption through interoperability with Microsoft technologies.
- Savings in change management, training, and time to roll out the solution due to the interoperation of SAP data and data processes with the familiar experience of Microsoft technologies such as the Microsoft Office suites and SharePoint Server.

The Capgemini Hiring Manager Portal business package is a SAP-certified solution that provides end-to-end visibility for hiring managers in the enterprise.

**“The Capgemini Hiring Manager Portal business package is a SAP-certified solution that provides hiring managers with a single, consolidated view across multiple business processes in an enterprise. It helps managers streamline the process of initiating a hiring requisition and gives them visibility into the entire recruitment and candidate vetting and interview process.”**

**Rakesh Dube, Chief Solution Architect,  
Capgemini**





## About Capgemini

With around 115,000 people in 40 countries, Capgemini is one of the world's foremost providers of consulting, technology and outsourcing services. The Group reported 2010 global revenues of EUR 8.7 billion.

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