



PeopleStrong HR Services cuts costs by 50 percent

An IBM SmartCloud Enterprise infrastructure scales to meet growing demand

Overview

A talent for finding talent

PeopleStrong HR Services needed a scalable, cost-effective skills assessment solution to help its customers hire the right candidate for the right role.

A winning combination

IBM Business Partner Wheebox provided a customized, pay-per-use solution running on an IBM® SmartCloud® Enterprise infrastructure that scales to meet increasing demand.

Cutting costs, increasing productivity

PeopleStrong slashed costs and decreased testing and assessment time by adopting a SaaS platform hosted on a highly available IBM SmartCloud architecture.

Solution components

Services

- IBM® SmartCloud® Enterprise

IBM Business Partner

- Wheebox
-

Headquartered in New Delhi, India, PeopleStrong HR Services is a leading human resources (HR) outsourcing company that specializes in a broad range of shared services, including recruitment, payroll and compliance management. PeopleStrong provides a combination of domain expertise, operational excellence and innovative technology helps it to contribute to clients' organizational growth and stability, by developing a workplace culture fostering productivity by aligning employee skill sets with organizational missions.

Challenge

The PeopleStrong Recruitment Shared Services solution is an integrated platform designed to help the company's customers acquire top talent, managing each step from refining job descriptions to onboarding new hires. The solution helps PeopleStrong staff screen and pre-assess candidates by administering customized tests and using the results to reliably predict success factors such as anticipated productivity and alignment with company culture. Conducted by client managers across 400 locations, the tests were administered in a variety of ways, from pen and paper to locally developed applications. PeopleStrong conducted between 2,000 and 3,000 tests per month and teams of up to 10 employees were tasked with collecting the tests, aggregating and analyzing results and generating assessment reports, adding up to over 100 minutes per candidate. Additionally, the manual assessment process didn't provide a reliable, consistent methodology that established causality between test scores and candidate success.

"We like Wheebox for their technology and ease, but are particularly happy that they chose to run their operation on an IBM SmartCloud infrastructure."

—Pankaj Bansal, chief executive officer, PeopleStrong HR Services



Solution

In 2012, PeopleStrong signed a contract with a large financial services firm, spurring it to seek an efficient, scalable testing and assessment solution that could be rapidly deployed across all of its customers' sites. After conducting extensive market research, PeopleStrong partnered with IBM Business Partner Wheebox, a Software as a Service (SaaS) provider in India, to develop a flexible, cost-efficient talent assessment solution. Hosted on an IBM SmartCloud Enterprise infrastructure, the Wheebox platform provides PeopleStrong with the tools it needs to efficiently manage testing, assessment and reporting processes.

PeopleStrong can now administer tests from virtually any location using a web portal that supports a high number of concurrent users. As a result, PeopleStrong reduced the number of resources it needed to administer tests and assess results, allowing the company to shift its existing resources from transactional, administrative tasks to high value, analytics-focused roles. The flexible and scalable Wheebox solution helps PeopleStrong rapidly provision and decommission testing sites and its pay-per-use pricing model ensures that the company only pays for the resources it needs. "For Wheebox, hosting our operations on the IBM SmartCloud Enterprise platform is 25 percent more economical when compared to traditional hosting with similar hardware configurations. We're pleased to be able to pass our savings along to our customers," says Nirmal Singh, founder and chief executive officer, Wheebox.

Benefits

- Eases administrative burden, decreasing project teams by 90 percent, allowing resources to focus on high value projects
- Reduces resources necessary to administer and assess tests, reducing costs by 50 percent
- Slashes time per candidate by more than 50 percent with a SaaS solution that eliminates manual processes

For more information

To learn more about the IBM SmartCloud Enterprise solution, please contact your IBM marketing representative or IBM Business Partner, or visit the following website: ibm.com/cloud

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