

Recruitment Strategies In Tech Based System Activities BGV In Zauba Corp

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Abstract:

Recruitment processes have become increasingly dependent on technology to improve speed, accuracy, and reliability. This study explores how tools like Applicant Tracking Systems (ATS), Verification Management Systems (VMS), Recruitment CRM, and Document Verification Systems are used to make hiring more efficient. The research is based on 250 recruitment records collected from over a three-month period from January to March 2026. Using statistical techniques such as percentage analysis and ANOVA, the study evaluates patterns in hiring across different job roles. The results show that there is no significant difference in recruitment distribution among categories, suggesting that hiring demand is fairly balanced.

Keywords: *Recruitment Analytics ,Talent Acquisition Applicant Tracking System (ATS) ,Vendor Management System(VMS),Recruitment CRM, Background Verification (BGV) ,Compliance Management System ,Human Resource Analytics*

Introduction

In the modern digital era, organizations increasingly rely on technology-based recruitment systems to enhance hiring efficiency and reduce operational complexity. Background Verification (BGV) has become an essential process to ensure candidate authenticity and organizational security.

This study focuses on a recruitment and verification service provider, analyzing the effectiveness of various digital recruitment platforms. Despite advancements in automation, human decision-making and system integration continue to influence recruitment outcomes. This increasing demand has led to the expansion of cities and the development of new urban areas, which in turn has further boosted the growth of the real estate sector. Modern consumers are no longer satisfied with basic housing; they seek properties that offer comfort, convenience, security, and access to essential services such as transportation, education, healthcare, and entertainment.

Research Methodology

The study adopts a descriptive research design, as it aims to describe and analyze the existing technology-based recruitment and background verification (BGV). This design helps in understanding recruitment patterns and system effectiveness without manipulating any variables. The study is conducted within focusing on its recruitment and background verification operations. It covers technology-driven recruitment systems such as ATS, VMS, Recruitment CRM, Document Verification Systems, and corporate verification platforms used in BGV activities.

Review of Literature

Technology-driven recruitment and background verification (BGV) systems have become essential components

of modern human resource management, particularly in the IT sector. Several studies highlight the increasing reliance on digital tools to enhance hiring efficiency, accuracy, and transparency.

- **According to Sharma (2012)**, the adoption of recruitment technologies such as Applicant Tracking Systems (ATS) significantly improves the efficiency of candidate screening and reduces manual workload.
- **Cappelli (2019)** emphasized the role of artificial intelligence in recruitment, stating that AI-based systems enhance candidate-job matching and optimize decision-making processes.
- **Deloitte (2022)**, in its Human Capital Trends report, highlighted that organizations are rapidly integrating digital platforms into recruitment processes to improve speed and accuracy.
- **KPMG (2021)** emphasized that structured background verification processes are critical in minimizing hiring risks and ensuring candidate authenticity.
- **The NASSCOM (2023)** report on Indian IT workforce trends indicated that companies are increasingly adopting AI-based recruitment systems to manage large volumes of applications efficiently.
- **Objectives of the Study**
- The main objective of this project is to **analyze the effectiveness of technology-driven recruitment and background verification systems in improving hiring efficiency, accuracy, and reliability.**
- To critically analyze the effectiveness of technology-driven recruitment and background verification (BGV) systems in enhancing hiring efficiency, accuracy, and reliability within the organization.
- To study key recruitment parameters including number of positions, employee turnover, and candidate rejection rates.

Data Collection Method

Primary Data: Collected through surveys of employees and HR professionals.

Secondary Data:

The study is based on the **secondary data collection method.**

Data was collected from:

- Company recruitment process records
- HR operational requirement classifications
- Technology platform-based recruitment data
- Corporate verification tools used in BGV operations
- Internal structured recruitment datasets
- **Data Analysis and Interpretation**

- **Analysis Tools**
- Percentage Analysis
- Tabular Representation
- Pie Chart Analysis
- ANOVA (Analysis of Variance)

Percentage Analysis – Zauba Corp

Total recruitment activity = 50

(Positions = 30, Turnover = 12, Rejections = 8)

Role	Positions (%)	Turnover (%)	Rejections (%)	Total (%)
Cognos Developer	10%	12%	4%	26%
Power BI Developer	28%	4%	2%	34%
SAP FICO	22%	8%	10%	40%
Total	60%	24%	16%	100%

Limitations of the Study

- It focuses only on **technology-based recruitment** activities in BGV operations.
- The sample size is restricted to **250 recruitment records**.
- The analysis is based on selected variables such as positions, turnover, and rejection count.

Zauba Corp and ANOVA Results

Zauba Corp

Requirements	No. of Positions	No. of Turnover	No. of Rejections	Total
Cognos Developer	5	6	2	13
Power BI Developer	14	2	1	17
SAP FICO	11	4	5	20

ANOVA: Single Factor

Groups	Count	Sum	Mean	Variance
Cognos Developer	3	13	4.333	4.333
Power BI Developer	3	17	5.667	52.333
SAP FICO	3	20	6.667	14.333

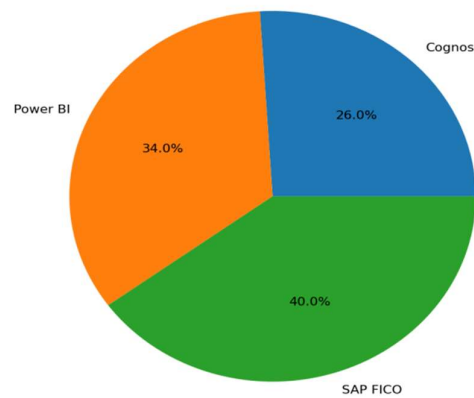
ANOVA

Source of Variation	SS	df	MS	F	P-value	F crit
Between Groups	8.667	2	4.333	0.183	0.836	5.143
Within Groups	142.000	6	23.667	—	—	—
Total	150.667	8	—	—	—	—

Interpretation

The calculated F value (0.183) is less than the critical value (5.143) at 5% level of significance. Hence, the null hypothesis is accepted. This indicates that there is no significant difference among Cognos Developer, Power BI Developer, and SAP FICO recruitment categories in Zauba Corp recruitment pattern.

Zauba Corp - Table 1



Findings and Suggestions

Findings:

1. Recruitment demand is evenly distributed across job roles.
2. No statistically significant variation is observed ($P > 0.05$).
3. ATS and VMS systems improve recruitment efficiency.
4. Automation reduces human error and enhances decision-making.

Suggestions:

1. Integrate recruitment platforms (ATS, VMS, CRM) to ensure seamless data flow and improve efficiency.
 2. Implement AI-based tools and predictive analytics to enhance candidate screening and decision-making.
- Provide regular training for HR professionals to effectively utilize advanced recruitment technologies

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