gieom

An Xcelerate Venture

Digital Recruitment Compliance Management

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The Digital Recruitment Compliance Management System is a complete digital solution designed to streamline and automate the hiring process at any scale. It provides role-based access, transparent selection criteria, and smooth workflow management across various recruitment stages.

Key Challenges Faced By Public Sector Organizations HR Teams:

- Managing large-scale recruitment processes
- Ensuring compliance with reservation policies
- Accurate merit list generation & candidate rankings
- Handling massive applicant registrations & screening

Our Plug-and-Play Solution Offers:

- Automated job position publishing
- Seamless reservation percentage management
- Merit list generation & candidate ranking
- Dedicated candidate login & registration portal
- Efficient candidate screening & cutoff configurations

With advanced analytics, secure access controls, and compliance tracking, improves recruitment efficiency, minimizes manual work, and ensures a fair and transparent hiring process.

Project & Post Definition:

Recruiters can create projects with multiple posts, configure state-wise or PAN India recruitment, and assign category reservations with percentage-based vacancy allotment.

Reservation & Eligibility Configuration:

Define age, education, and fee relaxation for different reservation categories. Set minimum eligibility criteria, including qualification and experience. Configure special categories such as PWBD, ex-servicemen, and 1984 riots-affected.

Category	%Reservation	No. of Post	Age Relax		Qualification relax		Application Fee	
			Non PwBD	PwBD	Non PwBD	PwBD	Non PwBD	PwBD
Compassionate	0	0	0	0	0	0	0	0
Persons affected by 1984 Riots	0	0	0	0	0	0	0	0
Ex-Serviceman ECOs and SSCOs	0	0	0	0	0	0	0	0
Scheduled Caste	15	15	0	0	0	0	0	0
Scheduled Tribe	7.5	7	0	0	0	0	0	0
Economically Weaker Section	10	10	0	0	0	0	0	0
Other Backward Class	27	27	0	0	0	0	0	0
Unreserved	0	41	0	0	0	0	0	0
	Total	100						

PwBD Categories							
	OC	HI	ID	VI	BI	DPC	Total
Reservation %	1	1	1	1	2	1	
No. of Post	1	1	1	1	2	25	31

Reservation category and relaxation

- **Recruitment Process Management:**

  - Define application scrutiny stages to filter eligible candidates.
  - Configure exam patterns, score criteria, and interview processes.
  - Integrate with IBPS recruitment systems where applicable.

Candidate Application Process

- Job Posting
- Application Form
- Fee Relaxation

Application Scrutiny Stage

In the scrutiny stage, the panel reviews candidates' profiles, approving or rejecting them. Only approved candidates progress.

Exam Stage

Candidates are scheduled based on requirements, the Recruitment Officer coordinates details, results are uploaded, and only top performers advance.

Interview Stage

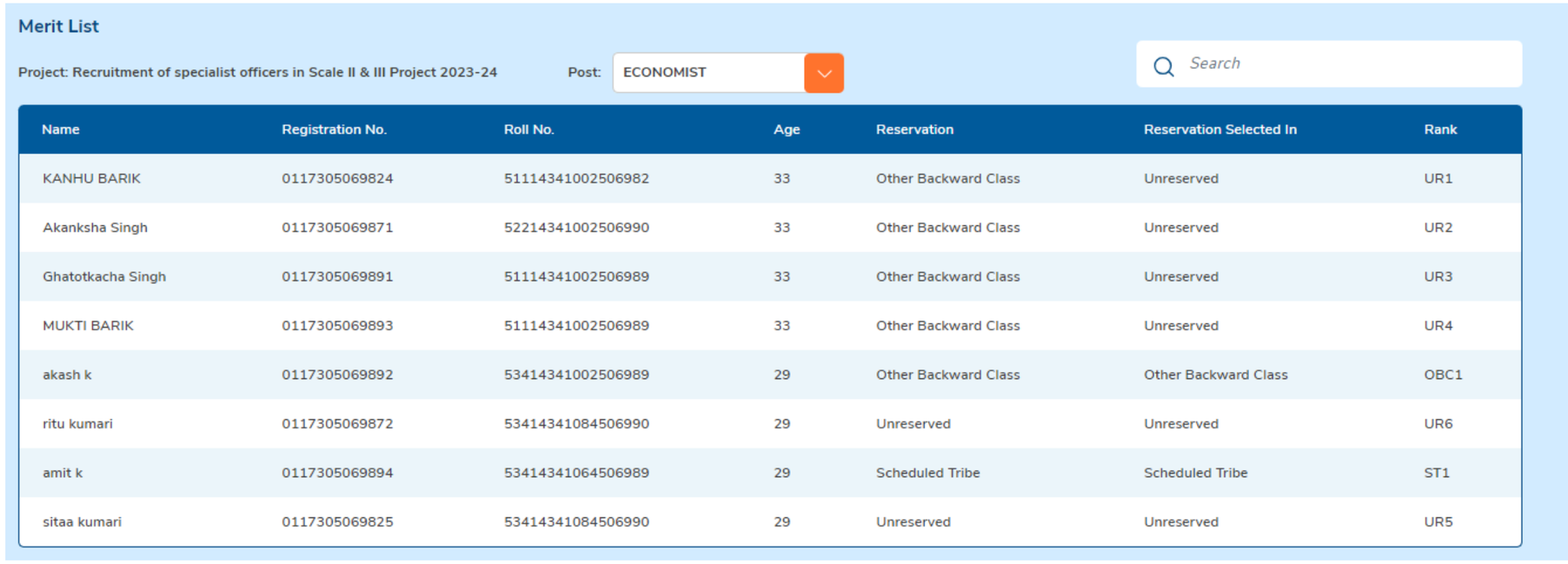
Qualified candidates are evaluated by the Interview Panel, scored on predefined skills, and shortlisted based on cut-off marks for the Final List stage.

Final List Stage

Candidates meeting category specific cut-offs are ranked in the Merit List, and the final list is prepared based on category-wise rankings.

Job Offer / Joining Order

streamlines job offers, document verification, zone assignment, and joining formalities - all in one platform.



Merit list ranking

IBPS Recruitment
The recruitment process for job posts with the IBPS Recruitment option. This feature allows for the bulk import of the final qualified candidate list provided by IBPS, ensuring an efficient and automated hiring workflow.

Reports
The recruitment application provides detailed reports for each workflow, offering insights into candidate profiles across all stages of the hiring process. It also includes payment details for applications submitted, enabling banks to monitor transactions efficiently.

Email Notifications
Candidates will receive email notifications at each stage of the interview process as their profile progresses. Additionally, once they qualify, they will receive important documents such as offer letters, joining letters, and posting letters via email.

Get in touch

sales@gieom.com
+91 8040901243
Connect with us on LinkedIn
For all other queries contact marketing@gieom.com

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