



Product Brochure
PRESTO HR

Introduction

In today's scenario where majority of the field force is both global and mobile, hiring a right candidate for any given job has become immensely challenging. Relying on candidate's interview alone can put the whole organization at stake as one bad hiring decision can cost company not only economically but also in terms of brand value. Hence, the need for a thorough pre-employment screening or background check/verification. Through this process employers primarily verify all important information like, education, work history and performance. Optionally, employers can also ascertain candidate's credit history, driving records, criminal convictions and civil litigations. It can also reveal behavioural tendencies enabling the employer understand the connected risk with the hire.

A good background screening practice can help employees to hire better employees leading to greater productivity, higher quality and lesser turnover rate.

Why do Back-ground Verification?

By thoroughly verifying the back-ground of an employee or a prospective hire an organization can safeguard itself as the people who are hired potentially have access to property of great value both physical and intellectual. Background screening can help minimize the possibility of theft or corporate espionage. Background screening helps minimize the possibility of violence at workplace or campus by checking for past criminal behaviour thus promotes safety. It also helps to hire the best employees or select the ideal applicants by establishing that candidates are qualified for the positions for which they've applied. Recruiting and on-boarding can be expensive processes. By screening employees, one can help ensure that individuals are properly qualified and can thus reduce turnover. Finally, background checks help companies maintain good reputation and build trust within the organization.

The above checks needs to be done in compliance with the local laws like EEOC (Equal Employment Opportunity Commission) and FCRA (Fair Credit Rating Act) to avoid discrimination.

Presto HR

Is an integrated solution from Browseinfo Solutions that helps companies and organizations carry out the entire task of back-ground verification from a single web interface. Presto HR makes the process of verification simple and faster by ensuring all the required checks on an applicant's background (education, work history, driving history, criminal conviction, civil litigation and credit history) happens from a single interface even while dealing with multiple external service providers.

To demonstrate, HR personnel uploads an applicant's profile into Presto HR and selects all criteria that needs to be verified. The system then assigns tasks to the respective external service provider who carries out the verification process and updates the data on Presto HR to help the HR personnel make a final decision. The whole process happens in hours rather than days. With Presto HR, the entire process is automated to help eliminate human errors and confidential information is handled securely vis-a-vis a paper process where access is not tightly controlled.

Features

- ✚ Automated system that offers end-to-end verification with a single interface for multiple information providers (external agencies) to receive, process and update information.
- ✚ Ability to configure user roles based on current internal process. Role based access and permission to perform specific business functions. Pre-defined rules to suggest a decision to the HR personnel based on results of various tests.
- ✚ 100% paper-free process, drastic reduction in cost and carbon footprint with improved perception in the market for being green friendly. Pronounced reductions in staff time and enhanced quality of communications and data management.
- ✚ Single sign-on and password management due to Active Directory integration.
- ✚ Flexibility to integrate with existing, new or emerging technologies. Can be used as stand-alone web application or integrated with 'Careers' zone of company portal or hosted on the intranet.
- ✚ Cloud based application reduces overheads on IT infrastructure, suitable for small and medium enterprises.
- ✚ Innovative pricing options like "pay-per-use" model.

Benefits

Drastic reduction in background verification process time, from week/s to days.

Increased productivity due to significant reduction in effort with single interface to manage multiple agencies.

Improved security in handling confidential data, with no need to maintain paper records.

Greater ROI as no new infrastructure is required, can work with existing IT systems.

*To learn more about Presto HR, please visit
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