# International Human Resource Management

-Pascal Doering

Group

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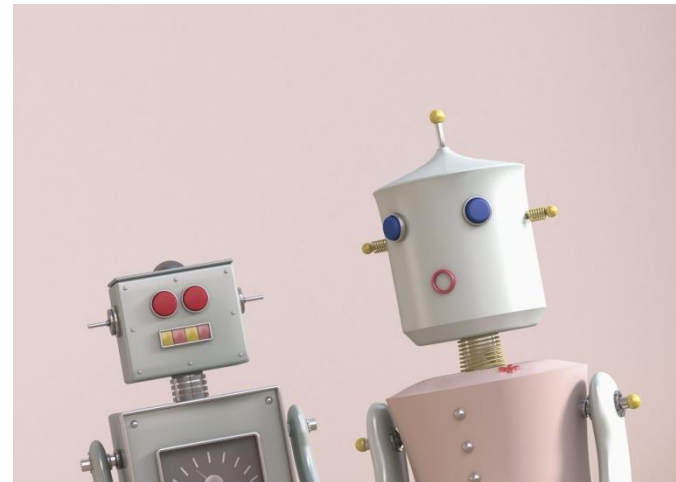
# Contents

# Mitr.ai

## Learn locally, Impact Globally

## Company name

# About us

- Co-founders: Ankush Bohora, Gaurav Bhatia

- An interactive application/web-based solution for interactive training by industry experts based on your current skill sets

- Target groups- B2B, B2C

- B2B: Train their employee, help them recruit the right person

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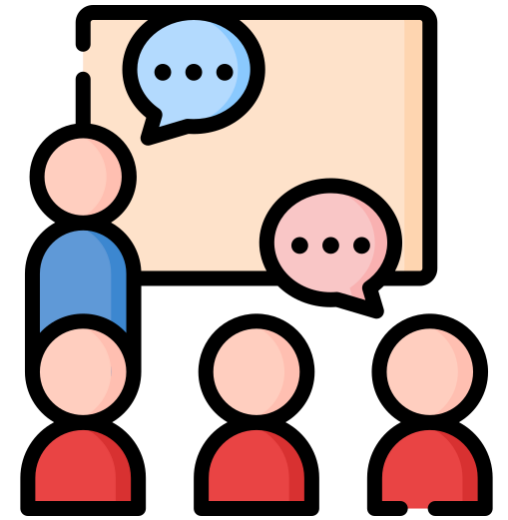
# Vision and Mission Statement

**Vision statement:** To be the most trusted and ethical AI learning platform.

**Mission statement:** We support our vision by offering active learners real-time industrial training to help them thrive in the field of AI in this era of industrial digitalization.

Hochschule Anhalt
Anhalt University of Applied Sciences

# Company's challenges

To bridge the gap between the companies and the people by providing real-time practical knowledge and skills to the people in accordance with the current company standards

To establish a good customer base and co-operate with different universities and companies in the field of AI

To be up to date with the ongoing practices in the companies to be able to provide highest level of training

# HR's Recruiting Challenge

How do we attract and hire suitable candidate who aligns with the company values?

Considering we are a Start-up, how do we compete with other competitors for recruiting people?

How to tackle the lack of local talent?

How do we expand the reach to candidates?

# Employer Brand Pillars

Inspire & multiply **creativity** which furthers learning & skill development

Intercultural working environment which relies on **mutual respect and teamwork**

You like **challenges** and have **innovative ideas** to drive our business further

**Opportunity to grow** with us and at the same time make impact on society
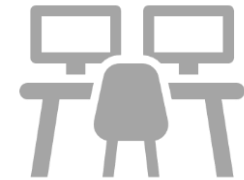
# Candidate Persona

People ready to take on challenges and do tasks on individual level

That are eager to keep learning

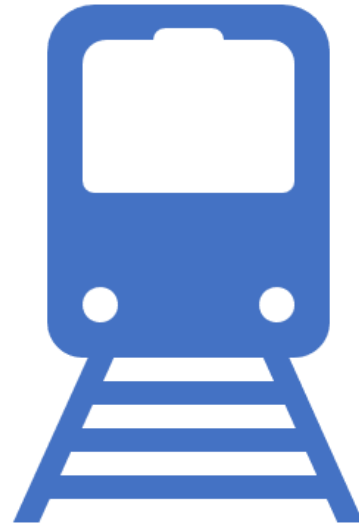People who are interested to work in diverse fields

Ready to bring in new ideas and evolve further

# Employer Value Proposition

- **Challenging** roles, diverse fields and varied tasks

- Creative **working environment** with relatively flatter level of hierarchy

- Greater **flexibility**

- Evolve while working on **innovative ideas**

- Career development and **training**

# Benefits

# Social channels

Company Website: Career page, blogs

Social media and professional networks
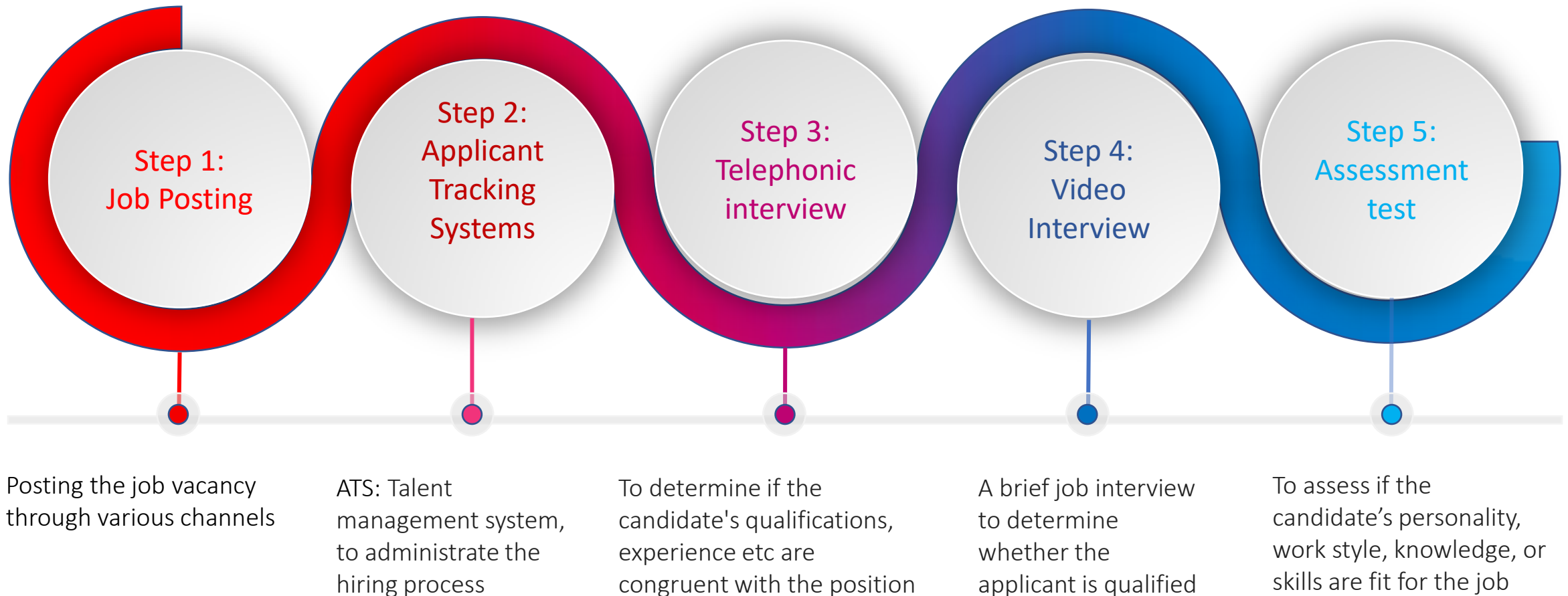
Employee referrals

Internal recruitment

Campus recruitment programs

Events: Lectures, seminars and workshops

# Recruitment Process

**Step 1:**
Job Posting

**Step 2:**
Applicant Tracking Systems

**Step 3:**
Telephonic interview

**Step 4:**
Video Interview

**Step 5:**
Assessment test

Posting the job vacancy through various channels

ATS: Talent management system, to administrate the hiring process

To determine if the candidate's qualifications, experience etc are congruent with the position

A brief job interview to determine whether the applicant is qualified

To assess if the candidate's personality, work style, knowledge, or skills are fit for the job

# Recruitment Process



Step 6:
Final interviews

Step 7:
Negotiation

Step 8:
Checks

Step 9:
Job offer

Step 10:
Hiring

The candidates who pass the screening interview are selected for finals interviews.

To negotiate salary, benefits packages etc.

Reference checks, background checks etc.

After the negotiations, the candidate can accept/reject the job offer.

Completing the paperwork to get the candidate on board as an employee.

# Thank you