

Nomination: 5618

Best TA Process

Page: General Information
Provide information about the company to be considered for the award. If you will be nominating an individual, specify the nominee's employer.
Name of Organization/Company Tata Consultancy Services
Additional Contacts I do not wish to list additional contacts
Page: Entry Information
Entry Title Best TA Process
Category B01 - B59 Achievement > B41 - Best Talent Acquisition Process
Achievement Submission Format Written Answers
a. Briefly describe the nominated organization: its history and past performance (up to 200 words). Required <p>TCS has been operating in the U.S. for more than 45 years and is among the top two job creators in the IT services and consulting sectors in the US. Talent Acquisition Group is committed to hiring the best and brightest people locally and has added more than 16,000 new employees since 2020 to strengthen the workforce. Exceptional workplace practices have earned TCS multiple awards including the Top Employer Award from the Top Employer Institute for the fifth straight year and the award for Top 50 Company for Diversity from DiversityInc.</p> <p>Talent Acquisition Group supports early careers hiring from Universities through Internships/CoOps and Full time positions with a dedicated University Relations and Hiring Team. Experienced Professionals Hiring team hires from the market in the Tech, Professional, Sales and Consulting space. University Relations and Hiring Team has onboarded 4300+ new hires from 500+ Universities since 2020 across all 50 US. States. Experienced Recruitment Team sources, evaluates, and hires talent to meet the market demands of one of the largest IT Consultants in the industry. Experienced Recruitment Team has been striving continuously to improve the fulfillment timelines and currently stands at average fulfillment in 52 days from requirement received date.</p>

b. Outline the team's or organization's achievements since the beginning of 2020 that you wish to bring to the judges' attention (up to 250 words). Required

Early careers/University Hiring Program-TCS has been building a strong and long term process of relationships and hiring from 500+Schoools, signed Memorandum of Understanding agreements with Top Universities, implemented it's own fully digital best-in-class recruitment experience for students, implemented post offer engagement program called ALIGN(Aspire, Learn, Imagine, Grow, Network)where students had the opportunity to network with other oncoming hires, meet current TCS employees,and hear from senior management on Career advice and to get a glimpse into various Business Units in TCS,reimagined Initial Learning Program(ILP)which is the flagship training program for students coming from Universities where the focus is to groom new hires in cutting edge technology stacks,business and life skills before getting deployed to project environments. During ILP Program,new hires also network with their peers and meet Alumni of the ILP program hired within the last year. The ALIGN and ILP programs have become vital parts of candidate's early experience with TCS. Lastly, TCS implemented it's own application/tool called Prime for Intern and CoOp hires to work with Mentor, chat with subject matter experts, hear from Leaders and share ideas with peers.

Experienced Hires program - reimaging Applicant Tracking System and candidate experience, improved joining ratio to 77%,making it higher than majority of its competitors. This has significantly helped in improving the average fulfilment TAT in days over the last few years as below:

FY20=58

FY21=57

FY22=52

TOTAL=55

TCS has also implemented REXA™ Multilingual Engagement Chat bot which has successfully responded to more than 7million queries of candidates on TCScareer portals.

c. Explain why the achievements you have highlighted are unique or significant. If possible compare the achievements to the performance of other players in your industry and/or to the team's or organization's past performance (up to 250 words). Required

Two unique Early Careers/ University hiring process are the ALIGN and Initial Learning Programs. The ALIGN program quickly saw success with over 80%of new hires joining on with TCS after attending an ALIGN session. This program is unique to TCS in that it was created solely for college graduate entry level positions and was created using feedback from previous new hires. The second cornerstone program, the Initial Learning Program, is unique to other company's training programs in that this program teaches new hires specific technical skills depending on the needs of the client teams that they will be joining after the Initial Learning Program. In addition, the ILP program provides new hires the opportunity to work on fun group projects such as mini hackathons and other presentations. New hires also get the opportunity to network with recent joiners who joined on with TCS in the last year and can learn about their experience so far at TCS.

Volume at which TCS hires throughout the year is unique. Experienced Hires Team end up hiring more than 5000candidates year on year. This is way higher than a lot of our competitors. Talent Acquisition strategies are formed keeping in mind that we not only have to attract and hire the topmost talent but also ensure that we are truly hiring diverse talent from all available sources. REXA™ Multilingual Engagement Chat bot which has successfully responded to more than 7million queries of candidates on TCS career portals is again very unique and highly innovative

d. Reference any attachments of supporting materials throughout this nomination and how they provide evidence of the claims you have made in this nomination (up to 250 words). Optional

TCS Careers Website

<https://www.tcs.com/careers/?country=US&lang=EN>

TCS Early Careers Website

<https://nextstep.tcs.com/campus/?geo=VVNB#/USHome>

TCS CodeVita Website – Largest Global Computer Programming Contest for Early Career Talent

<https://www.tcscodevita.com/>

Guinness World Record recognizing TCS CodeVita - Largest Global Computer Programming Contest for Early Career Talent

<https://www.guinnessworldrecords.com/world-records/102799-largest-computer-programming-competition>

TCS Recognized by Brandon hall for Sourcing and Assessment Strategy, Onboarding, Candidate Journey and Experience.

<https://www.brandonhall.com/excellenceawards/excellence-talentacquisition.php?year=2021>

TCS Recognized as Global Top Employer for 6th Consecutive year

<https://www.tcs.com/tcs-recognized-as-global-top-employer-for-sixth-consecutive-year>

TCS Profile in Handshake

<https://app.joinhandshake.com/employers/tata-consultancy-services-17639>

TCS Profile in WaUp

<https://www.wayup.com/organizations/tata-consultancy-services-26ZAA5/>

TCS North America LinkedIn Handle

<https://www.linkedin.com/showcase/tata-consultancy-services-north-america/>

TCS Social Media Post covering Success Story of Campus Hire

https://www.linkedin.com/posts/tata-consultancy-services-north-america_jahmarry-grant-a-rutgers-university-graduate-activity-6867154336418435072-y63-

TCS Social Media Post covering ALIGN – Post Offer Program

https://www.linkedin.com/posts/tata-consultancy-services-north-america_we-look-forward-to-welcoming-our-new-campus-activity-6862118761919524866-wpHV

TCS Recognized by New Jersey Institute of Technology in Categories: Top Employer of Graduate Students and Diversity, Equity and Inclusion Programs

<https://www.njit.edu/careerservices/cds-awards-recognition>

Webpage Link

<https://www.tcs.com/careers/?country=US&lang=EN> (<https://www.tcs.com/careers/?country=US&lang=EN>)

Would you like to add an additional webpage link?

Yes

Webpage Link 2

<https://nextstep.tcs.com/campus/?geo=VVNB#/USHome> (<https://nextstep.tcs.com/campus/?geo=VVNB#/USHome>)

Would you like to add an additional webpage link?

Supporting Document

No File Uploaded

Would you like to add an additional supporting document?

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Terms and Conditions

I Agree