

INSPIRE

Online Recruitment Management System



• **PLAN** • **DESIGN** • **BUILD** • **RUN**

ABOUT INSPHERE

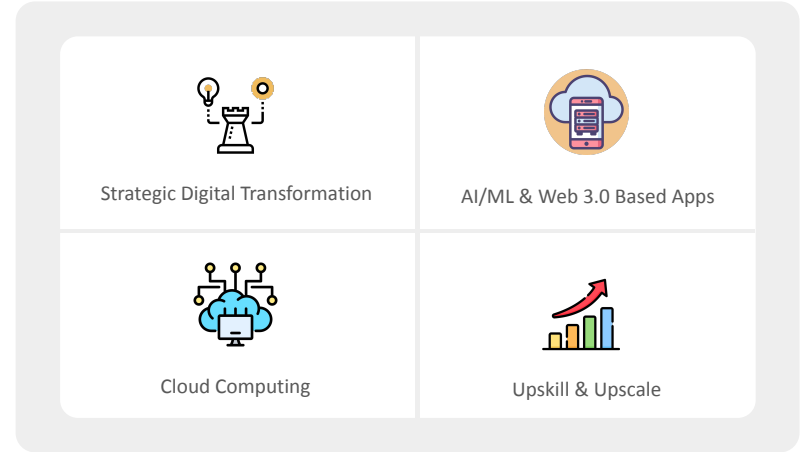
A JOURNEY FROM WEB DEVELOPER TO ENTERPRISE SOLUTION PROVIDER

A Legacy of Application Development

INSPHERE brings over 20 (twenty) years of expertise as a software technology consulting and development company. Initially focusing on traditional IT services, we've seamlessly transitioned to become leaders in AWS Cloud-based IT infrastructure, managed services, and IT security solutions. Additionally, we offer comprehensive capabilities in Web, Mobile, and AI Chatbot App development.

Our journey reflects the evolution of technology, as we've embraced the paradigm shift towards cloud computing and digital transformation. Partnering with Corporates, Govt. PSUs and Departments, INSPHERE delivers tailored Software Development and Managed Services, leveraging our extensive experience based boutique IT consulting and services company. We do Plan, Design, Build, Integrate, Run and Manage sophisticated infrastructure solutions and software applications. Our clients range from Fortune-level Indian enterprises to Govt Alley Nodal Agencies. We are technology agnostic, and have a long track record of successfully delivering the right solutions using the right technology.

High Performance Computing



Unlock Value & Simplify journey with
AWS & Google Cloud Platform

A Quality Tech Staff Augmentation
Services

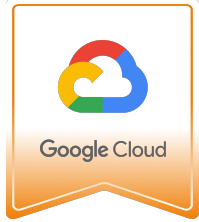
Harness Prompt Engineering & AI/ML
Adoption In present business
functionalities

AI-Powered & Security-First Enterprise
Application Development

INSPHERE CORE BUSINESS

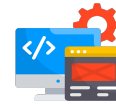
END TO END ENTERPRISE SOLUTIONS

CLOUD SERVICE PROVIDER



Prestigious Partner Status

APPLICATION DEVELOPER



WEB APPS



CLOUD APPS



MOBILE APPS



UI/UX DESIGN

PROBLEM FINDINGS

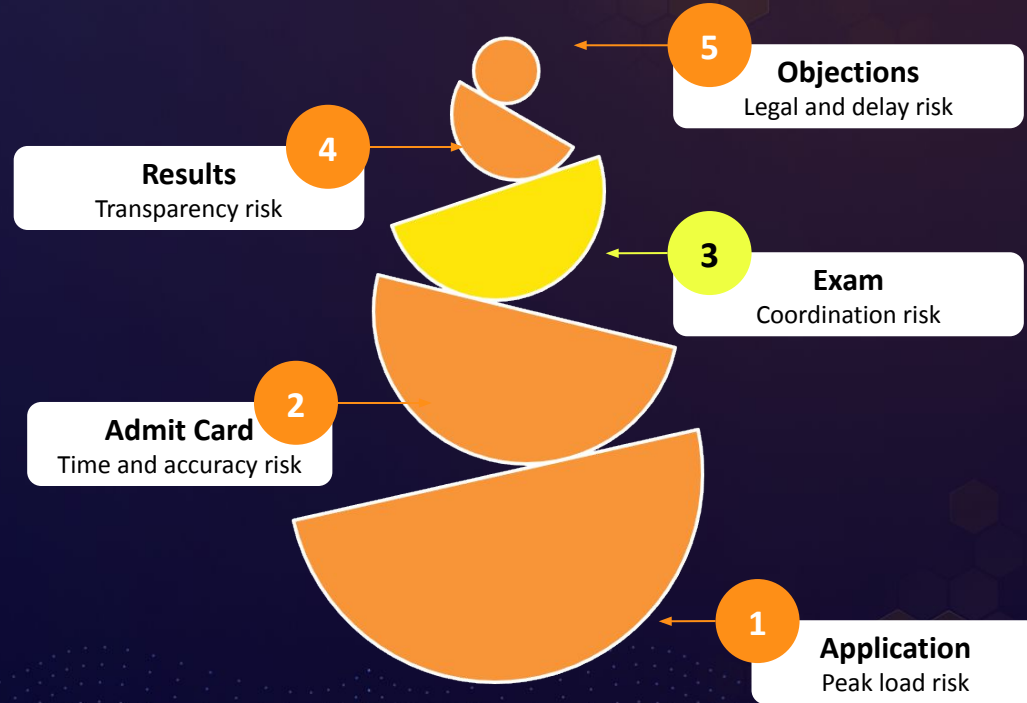
Large-Scale Recruitment Is Operationally Fragile

Key Realities

- Lakhs of applicants accessing portals simultaneously
- Strict timelines governed by notifications and court directions
- Multiple stakeholders: departments, exam bodies, vendors
- High public visibility, RTI exposure, and media scrutiny
- Zero tolerance for data leakage or system failure

Key Common Issues Observed

- Portal instability during peak load phases
- Manual reconciliation across recruitment stages
- Inconsistent audit trails and traceability
- Delays due to objections, representations, and litigation
- Fragmented systems for applications, exams, and results



DESIGN PHILOSOPHY

Built for Governance, Not Just Convenience

Scale

- Peak-Load Resilience
- Handles lakhs of concurrent users

Compliance

- Statutory Alignment
- Notifications, rules, court directions



Transparency

- Audit-by-Design
- Every action traceable

Security

- Privacy by Default
- DPDP & govt data norms

Reliability

- Mission-Critical Stability
- No single-point failure

WHY ORMS WAS BUILT?

Challenges Observed → Purpose-Built ORMS Response

Traditional Recruitment Environment	ORMS – Purpose-Built Approach
High applicant volume causes system stress	Cloud-native auto-scaling for peak loads
Rigid statutory workflows handled manually	Configurable rule engine aligned with statutes
Multiple disconnected recruitment stages	Unified lifecycle platform (end-to-end)
Heavy dependence on manual interventions	End-to-end automation with controlled workflows
Limited audit readiness and RTI exposure	Immutable logs and compliance-ready reports



ORMS

ONLINE

RECRUITMENT

CHALLENGES

A Cloud-Native, AI-Enabled Recruitment Platform for Government & Large Enterprises



INTRODUCTION ORMS

A Cloud-Native, AI-Enabled Recruitment Platform for Government & Large Enterprises

Insphere's Online Recruitment Management Solution (ORMS) is a comprehensive, ready-to-deploy recruitment platform designed for organizations that conduct large-scale, regulated hiring programs.

ORMS seamlessly manages high applicant volumes, multi-stage examinations, and statutory selection workflows, ensuring operational stability even during peak usage periods.

Built on a modern, secure cloud architecture, ORMS consolidates the entire recruitment lifecycle into a single, unified system—eliminating fragmented tools and manual dependencies. From application intake and notifications to examinations, result processing, objections, and grievance management, every process operates within a controlled, auditable environment.

Engineered to withstand public-facing scrutiny, heavy traffic surges, and strict compliance requirements, ORMS delivers a transparent, scalable, and future-ready recruitment ecosystem—without operational bottlenecks.



ORMS END-TO-END COVERAGE

A Purpose-Built Platform for Regulated, Large-Scale Recruitment

ORMS: Built Specifically for High-Volume, Regulated Recruitment

1

Purpose-Built for Government & PSUs

- Designed for large-scale, high-visibility recruitment
- Engineered to withstand peak demand and public scrutiny

2

Ready-to-Deploy & Configurable

- No custom development required
- Configurable to existing recruitment rules and workflows

3

Statutory & Process Aligned

- Aligns with notifications, examination rules, and legal procedures
- Eliminates process redesign and operational disruption

4

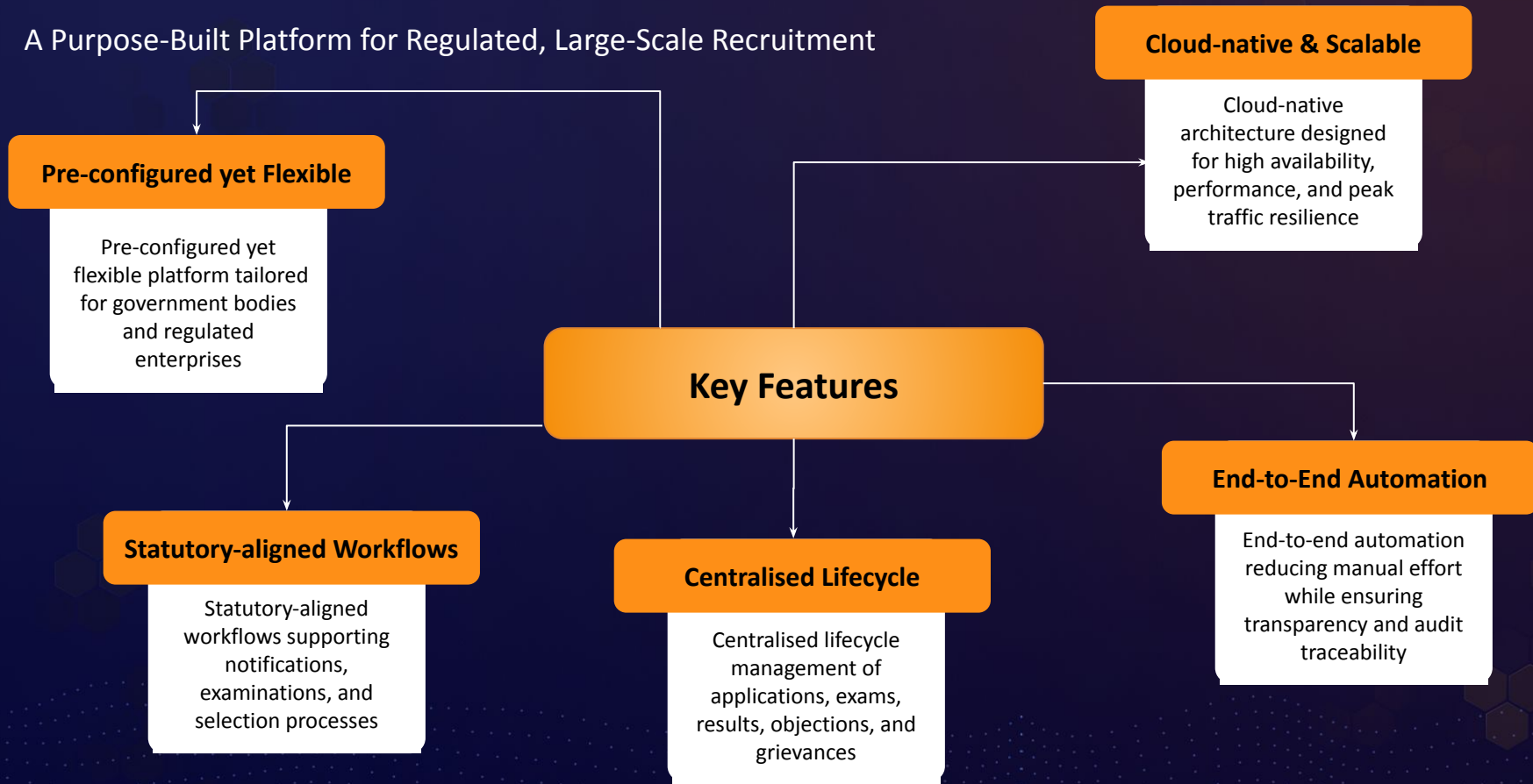
Unified & Governed Platform

- Entire recruitment lifecycle on a single system
- Built-in governance, control, and auditability

ORMS delivers stable, compliant, and scalable recruitment operations—even at national scale.

ORMS END-TO-END COVERAGE

A Purpose-Built Platform for Regulated, Large-Scale Recruitment



FEATURES

End-to-End Recruitment Capabilities

Candidate Services

- Candidate Registration (OTR)
- Candidate Dashboard & Profile Management
- Post Preference Selection
- Online Objection Submission
- Live Status & Notifications
- Automated SMS/Email Alerts
- Admit Card Download
- Chatbot

Recruitment Workflow

- Allocation (Centre / Exam / Post)
- Edit Feature (Correction Window)
- Special Edit (Defined Fields Only)
- Attendance Portal



Department & Admin

- Admin Portal for Departments
- Applicants Management
- Application & Exam Management
- Objection Review & Resolution
- Audit Logs & Monitoring
- Bulk Application Exporter
- Smart Filter & Search Grid
- Drilldown Reports
- Financial Reports

Security, Compliance & Integration

- DPDP Data Protection Compliance
- Role-Based Access Control
- Aadhaar Integration
- DigiLocker Integration
- PAN / Driving License Validation
- Payment Gateway
- Live Photo Capture with Multi-Checks
- Security Audit Passed

BENEFITS

Operational Stability, Transparency, and Governance at Scale

BEFORE ORMS

- System instability during peak loads
- Longer recruitment cycle timelines
- Manual handling of objections & grievances
- High audit and litigation exposure
- Heavy dependency on custom development

ORMS Transformation

With ORMS Platform

- Stable & reliable performance during peak phases
- Reduced recruitment cycle time with statutory compliance
- Transparent result publication & objection handling
- Lower operational and reputational risk
- Continuous audit readiness with full traceability
- Faster deployment using configurable templates

USP – Why Choose ORMS

Purpose-built recruitment platform for regulated, large-scale hiring

ORMS – Built for Govt & PSUs

- Purpose-built for Government & PSU recruitment
- Designed specifically for regulated hiring programs
- Handles lakhs to crores of applicants reliably
- Built for public scrutiny, audits & RTI
- Compliance-first architecture (DPDP, statutory workflows)
- Backed by Insphere's 20+ years of delivery experience

Generic HR / ATS Platforms

- Designed primarily for private enterprises
- Limited scalability during peak recruitment phases
- Fragmented systems across application, exams & results
- Compliance and audit as add-ons
- Higher operational and legal risk
- Heavy customization & dependency on vendors

INSPHERE

• PLAN • DESIGN • BUILD • RUN

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ORMS

THANK YOU