

EXECUTIVE SUMMARY

Recruitment has always been the number one challenge for any company. There are several phases of recruitments: job posting, pre-screening, HR & user interviews, offering, and onboarding. Companies lose over IDR 200,000,000 every year due to bad hiring caused by ineffective recruitment process. A research conducted with over 150 HR practitioner in Indonesia proved it being the case. 33% of the total respondent agreed that getting quality candidates is the recruitment's most common challenges. The second most common challenges in recruitment is the candidate pre-screening phase according to 20% of the total respondent, as they find it difficult to scour through hundreds and thousands of job applications.

In 2020, the world was hit with a global pandemic of Covid-19. The pandemic stirred up the whole global economy, affecting people's lives, habits, and most importantly jobs. The HR landscape has also been mixed up by the global pandemic as shown by the research conducted, which stated that a new challenge arises in the form of ineffective interviews, confirmed by 20% of the total respondent. The pandemic has made a new habit of virtual work where face-to-face interviews are no longer possible, and it is predicted that this new working environment most likely will stay for years ahead. A study done by McKinsey and Company stated that 52% of global workforce agreed to work in a hybrid manner even after the pandemic is over. With the current ongoing trends, the need of a more effective and technological advanced way of recruiting job candidates is needed.

BIZA is an innovative new solution to conduct your company's interview. BIZA is an online video interview technology integrated with assessment algorithm, focusing on entry-level positions, which aim to provide insights to company's job interview process and help the HR team to conduct job application screening process in a more effective and efficient way. The assessment algorithm was constructed based on entry-level interview data of over 50,000 interviews in 2 years which have been validated both scientifically and practically by HR practitioners throughout companies in Indonesia. BIZA targets technology companies who have been running for 5 years, have around 100-10,000 employees, and is known to have a dedicated entry-level recruitment program.

BIZA first launched in early March 2021 with one goal in mind, streamline company's interview process and make Indonesian graduates fully employed. BIZA strategically partnering with a well-known recruitment firm AMBIZ, who also share the same vision. Together, BIZA and AMBIZ formed a strong alliance to help companies' HR process. In the first month, BIZA worked with a well-known insurance company in supporting their internship

recruitment program. The online video interview technology successfully assessed 113 candidates in just 2 days' time. By the end of June 2021, BIZA have assessed 541 candidates in several companies and have an ongoing dealing process with two multinational companies.

The business so far has proven to be valid and has huge potential to grow, identified by the market's interest to invest in such technology to help streamline their HR processes, also by catching the interest of a world-renowned venture capital. BIZA's journey has just begun, and the company aim to continuously keeping a lean and agile working pace to support more and more companies, not only in Indonesia, but also the world.

