

NAMASTE INDIA.



You are the backbone of this country's economy.

You build, you create, you employ.

But building a business is hard enough without struggling to find the right people.

It's time to change how Indian MSMEs hire.

Simple systems. Smarter tools. Zero corporate jargon.

Welcome to the AI-powered future of your business.

Great businesses aren't built by founders alone. They are built by the teams those founders assemble.

Let's Build Viksit Bharat 2047 Together.

- India's leap to a \$30 Trillion economy by 2047 won't be driven by giant corporations alone. It will be driven by you—the MSMEs.

→ To scale your business, you need scalable systems.



→ AI is your equalizer. It empowers a 10-person company to hire with the precision and speed of a 1000-person enterprise.



→ Let's build a developed India, one great hire at a time. 🤝 🇮🇳



ORIGIN: TODAY'S MSMEs



GOAL:
VIKSIT BHARAT
2047

You cannot build tomorrow's India using yesterday's HR processes.

Stop Guessing. Start Defining.



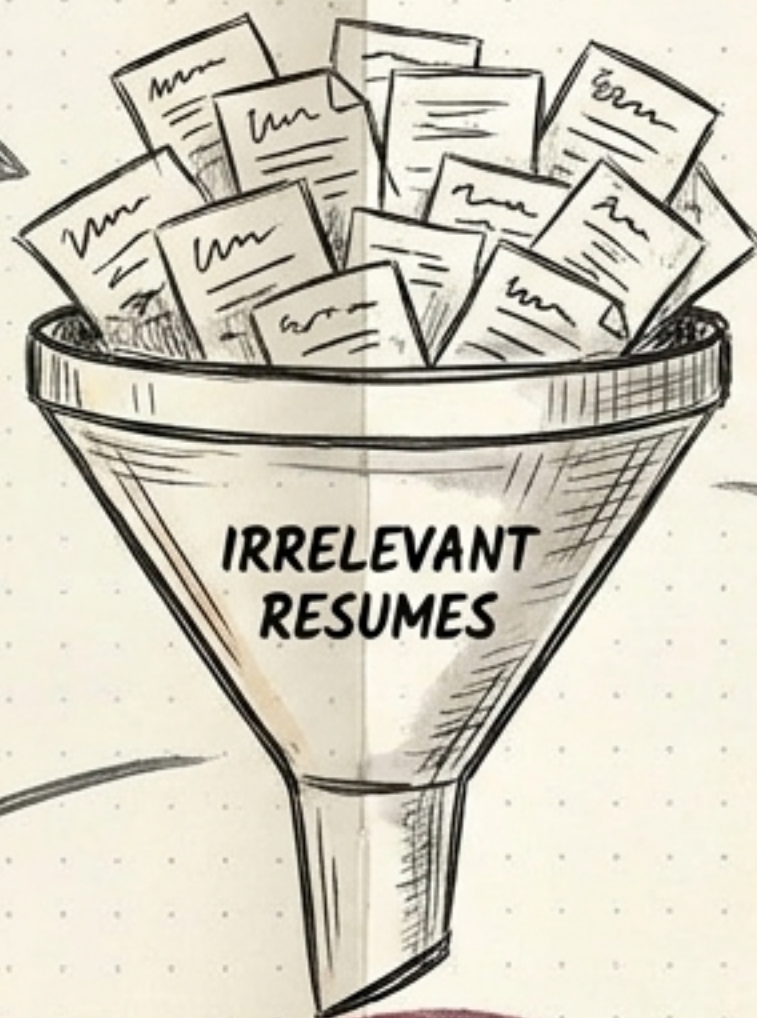
- 1. Better Job Descriptions:** AI turns a vague requirement (“need a hard worker”) into a precise, attractive JD in just 10 seconds.
- 2. Role-Based Checklists:** AI generates day-one checklists so you know exactly what this person will do before you hire them.
- 3. Ultimate Role Clarity:** AI helps map out KPIs for the role, ensuring you don’t hire a manager when you actually need an operator.

If you don't know exactly what the job is, the candidate won't either. Clarity attracts talent.

Find the Right Talent, Instantly.

4. Candidate Sourcing Ideas:

AI suggests untapped platforms and local talent pools specific to your city and industry.

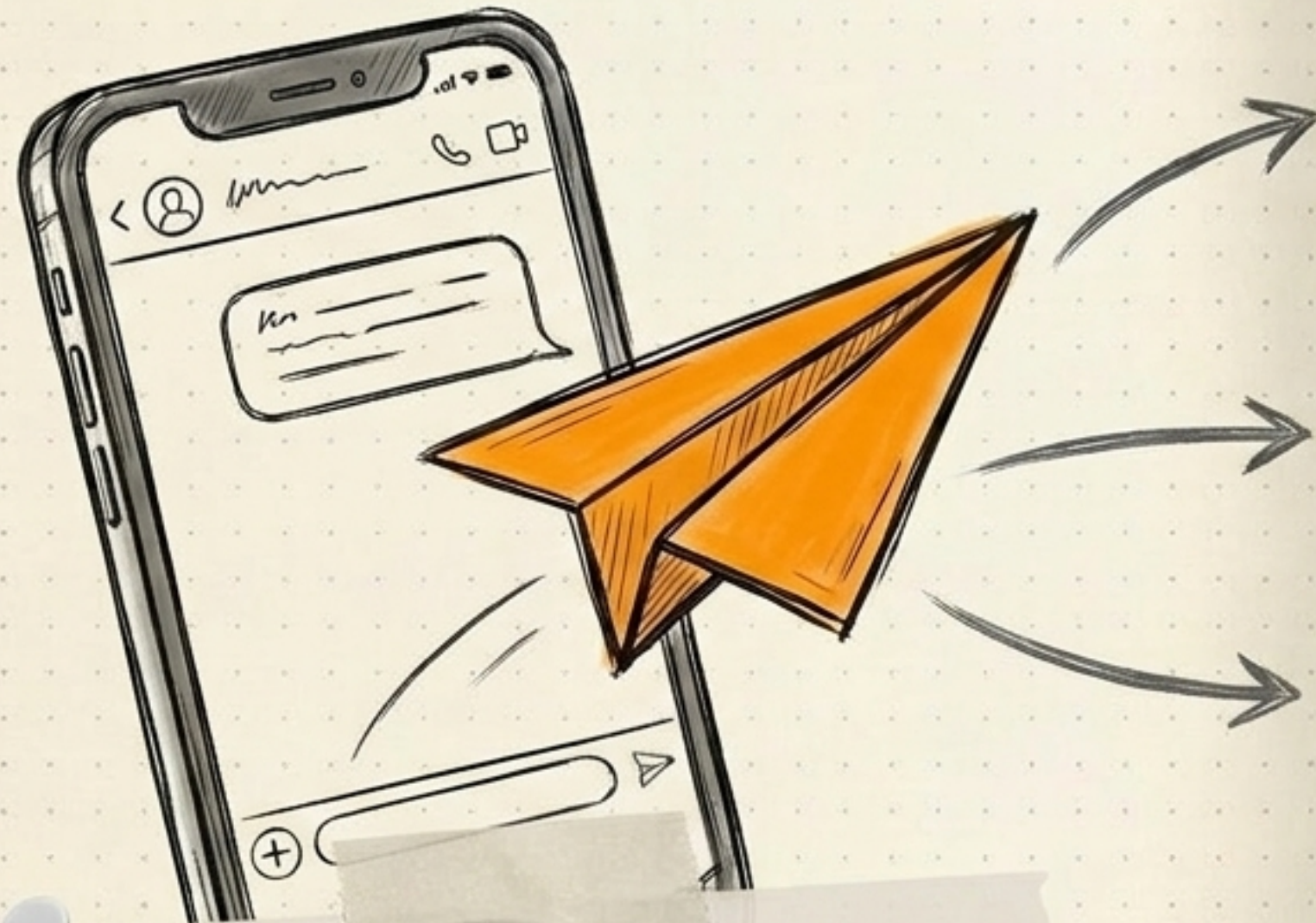


5. **Resume Screening:** Stop reading 200 CVs manually. AI highlights the top 10 resumes that actually match your required skills.

Your time is for growing the business, not sorting through irrelevant PDFs. Let the machine do the sorting.

6. **Faster Shortlisting:** AI flags missing gaps in experience instantly, saving you hours of dead-end phone calls.

Fast, Human, and Local Communication.



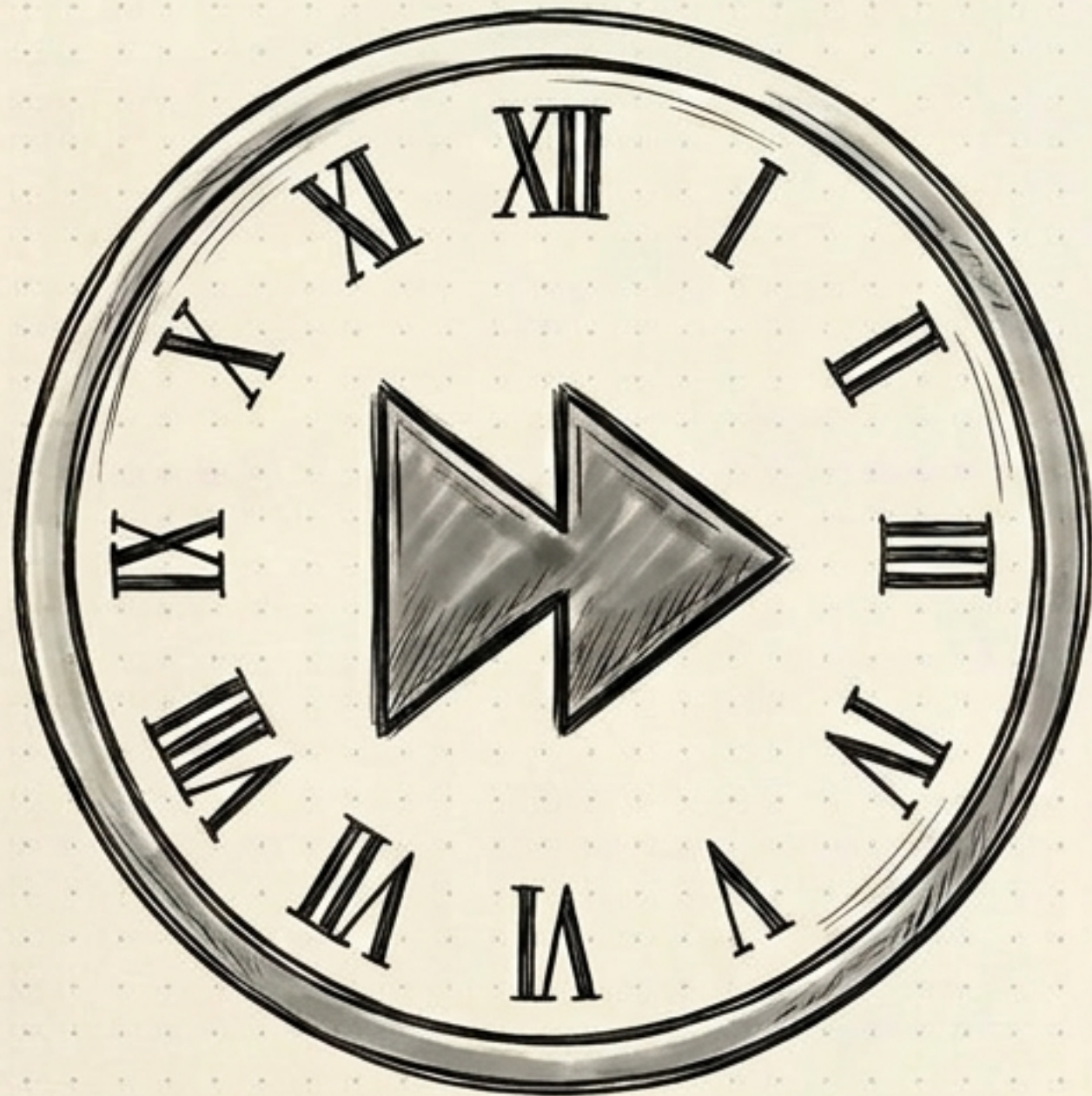
In India, email is formal, but WhatsApp is action. AI helps you use both perfectly.

7. WhatsApp Hiring Comms: AI drafts professional, translated WhatsApp templates to reach candidates where they actually are.

8. Recruiter Email Drafts: Generate warm, personalized interview invites and polite rejection emails with a single click.

9. Offer & Joining Comms: Keep candidates warm during their notice period with AI-scheduled, engaging check-in messages so they don't ghost you.

Don't Lose Good People to Slow Processes.



10. Interview Scheduling: AI finds common open slots and coordinates directly with candidates, eliminating endless back-and-forth calls.

11. Reducing Turnaround Time: Automate the hand-offs between screening, interviewing, and offering. Cut your end-to-step hiring time in half.

12. Standard Recruitment Steps: AI provides a custom step-by-step workflow for every role so nothing falls through the cracks.

Good candidates don't wait. The faster you move from 'Hello' to 'Hired', the better talent you secure.

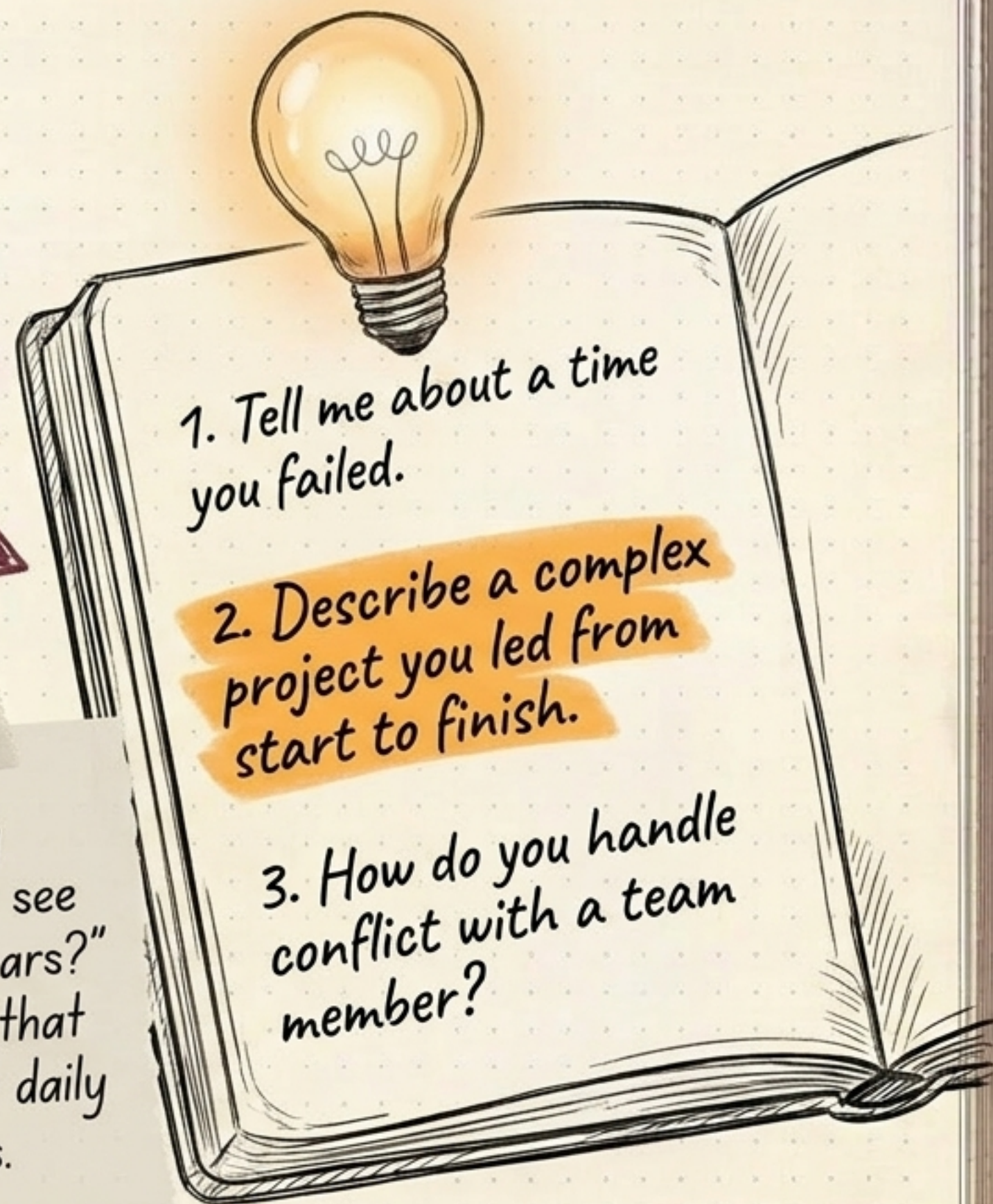
Interviews That Actually Reveal the Truth.

13. Interview Question Banks: Tell AI the role, and get 10 targeted behavioral and technical questions customized strictly for your industry.

14. Skill-Fit Evaluation: AI provides practical mini-assignments or real-world scenario tests to prove if they can actually do the work.

15. Culture-Fit Prompts: Smart questions designed to reveal if the candidate genuinely shares your company's work ethic and values.

Stop asking
"Where do you see
yourself in 5 years?"
Ask questions that
matter to your daily
operations.



1. Tell me about a time you failed.

2. Describe a complex project you led from start to finish.

3. How do you handle conflict with a team member?

Your "gut feeling" is biased. A simple scorecard protects your business from costly bad hires.

Hire on Data, Not Just Gut Feeling.



16. Hiring Scorecards: AI creates simple rating scales so you and your team evaluate every candidate on the exact same metrics.

17. Founder-Led Interview Notes: AI records and summarizes your unstructured interview conversations into neat, actionable bullet points.

18. Better Candidate Experience: AI automatically sends feedback and next steps, building your employer brand reputation even with the people you reject.

Hiring for the Engines of Your Business.

19. Sales Hiring

Support: AI helps identify candidates with true hunger and resilience by instantly generating **mock-pitch scenarios** for interviews.



20. Operations Hiring

Hiring: AI crafts strict assessments focused entirely on **process adherence, reliability, and crisis management** for your floor managers.

Sales brings the money, Ops keeps it. Hiring differently for these two roles isn't optional; it's survival.

Managing the Masses Without the Mess.



21. Manufacturing Workforce: AI simplifies complex JDS into local-language snippets and sets up rapid SMS/Voice bot screening for factory floor talent.

22. Support-Staff Hiring: Create hyper-simple, no-nonsense evaluation criteria for delivery, administrative, and clerical staff.

23. Bulk Hiring Support: AI manages hundreds of applications simultaneously, instantly filtering out any that lack your non-negotiable basic requirements.

When hiring in bulk, systemization is your best friend. Don't let volume break your HR process.

Secure the Hire and Start Strong.



A great hire is ruined by a terrible first week. AI ensures your business is ready for them on Day 1.

24. Reducing Hiring Errors:

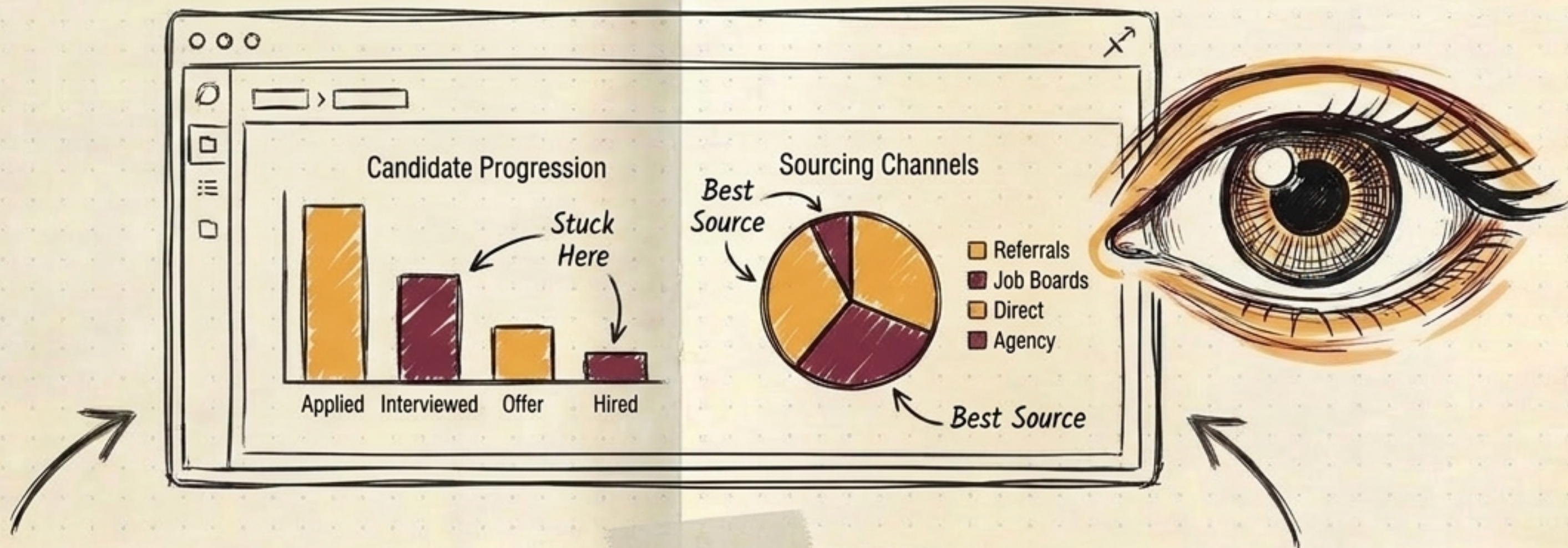
AI flags inconsistencies in resumes and interview before you make a costly, unretractable offer.

25. Recruiter Productivity: AI frees your HR person from repetitive admin work, allowing them to focus entirely on building relationships and negotiating compensation.

26. Onboarding

26. Onboarding Readiness: AI generates customized 30-60-90 day training plans the exact moment the candidate signs the offer letter.

See the Invisible Bottlenecks.



27. Recruitment Dashboards:

Get a real-time, one-page view of exactly how many open roles you have and precisely where candidates are stuck in the pipeline.

What gets measured gets managed. You track your daily sales data; it's time to track your hiring data.

28. Hiring Analytics:

AI tells you exactly which sourcing channels provide the best long-term talent and where your process is leaking good people.

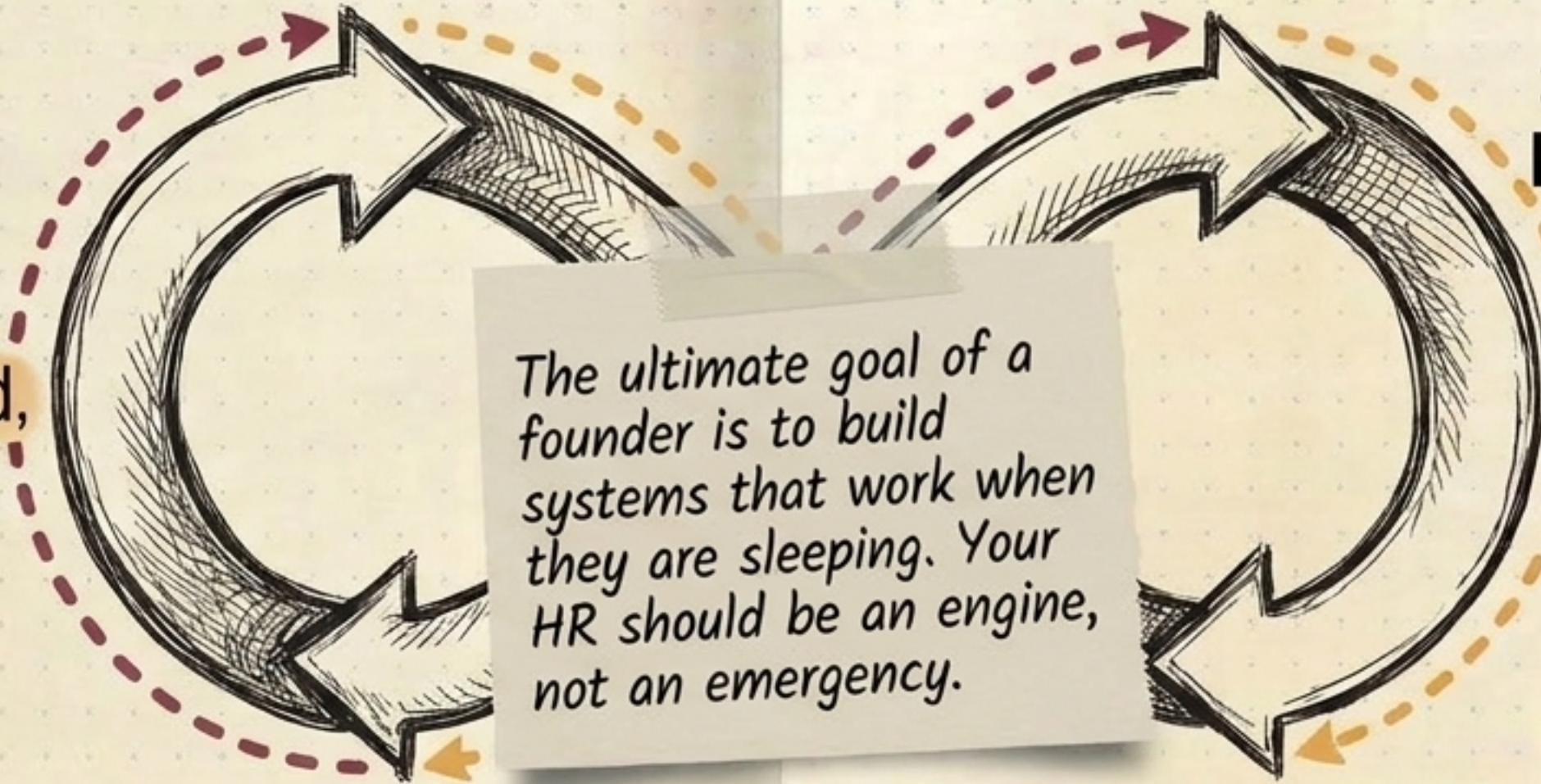
From Haphazard Hiring to a Reliable Engine.

29. Repeatable Hiring System:

Turn your one-off hiring successes into a documented, AI-backed playbook.

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Turn your one-off hiring successes into a documented, AI-backed playbook that anyone in your company can execute.



The ultimate goal of a founder is to build systems that work when they are sleeping. Your HR should be an engine, not an emergency.

30. Complete MSME Recruitment Engine:

Integrate JD creation, sourcing, and onboarding into working.

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Integrate JD creation, sourcing, screening, and onboarding into one seamless, automated flow that never stops working.

The MSME Advantage: Before & After.

The Old Way	The AI Way
45 Days to hire.	15 Days to hire.
Reading 200 CVs manually.	AI highlights the top 5 instantly.
Hiring on biased 'Gut Feeling'.	Hiring on structured, objective scorecards.
Candidates ghosted & confused.	Automated WhatsApp updates & clarity.

AI doesn't replace the human touch in HR. It removes the admin work so you can actually be human.

Want to Build Stronger Recruitment & HR Systems for Your MSME?

You have the vision. You have the drive. Now get the tools.

Stop letting hiring bottlenecks hold back your growth.

Empower your business with AI-driven HR designed exclusively for Indian MSME founders.

Start Now



Visit www.shikshakjisuper30.com to know more about **Shikshakji Super30.**

Your next great hire is waiting. Let's find them together.