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Data-Driven Candidate Screening and Talent Acquisition in IT Recruitment: A Study of Onelab Ventures, Pune

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ABSTRACT

Specialised technology professionals are in high demand. IT organisations need effective talent acquisition to survive in a competitive market. Recruiters hunt for candidates with the right technical skills, education, experience and availability.

Onelab Ventures in Pune became the subject of this study. An MBA On-the-Job Training project ran from April to June 2026. Research focused on how they source and screen candidates. Recruitment records and field observations provided the data.

111 candidate records were examined. Only 46 had numerical test scores. Average score was 37.91. Out of those 46, 44 scored below 75. Structured screening matters. Clear eligibility criteria matter. Systematic data management matters too. Combining measurable assessment with human judgement works best. That's what improves recruitment quality and consistency.

Keywords: *Talent Acquisition, IT Recruitment, Candidate Screening, Recruitment Analytics, Human Resource Management, Onelab Ventures*

1. Introduction

Technology organisations now demand specialised skills. AI, Generative AI, Large Language Models, Agentic AI, software development. Finding candidates isn't enough anymore. Recruiters must match skills and experience to actual job requirements.

Suitable employees drive organisational performance. Bad hiring decisions in tech companies hurt project delivery, productivity, resource allocation. A systematic process prevents these mistakes.

Onelab Ventures is a technology and software development company in Pune. An internship there exposed the author to candidate sourcing, resume screening, eligibility checks and recruitment data management. Structured screening and recruitment analytics can improve talent acquisition decisions in IT. That's what this study explores.

2. Review of Literature

Technology reshapes recruitment. Upadhyay and Khandelwal (2018) examined how Artificial Intelligence affects recruitment strategy. Albert (2019) looked at AI applications in talent acquisition, screening software, chatbots, task automation.

HR analytics organises recruitment information. Candidate records reveal patterns in skills, assessment results, eligibility, recruitment progress. Evidence-based decisions become possible.

But technology shouldn't replace professional judgement. Screening systems have blind spots. Criteria that are too strict eliminate suitable candidates. Limited indicators create wrong conclusions.

Onelab Ventures provides a practical setting. Candidate screening and recruitment assessment data get examined here. Insights come from real IT recruitment activities.

3. Research Objectives and Methodology

Primary objective: examine candidate sourcing and screening at Onelab Ventures. Understand how recruitment data supports talent acquisition.

Specific goals:

1. Understand sourcing and preliminary screening for technical and AI positions.**2. Examine criteria used to evaluate candidate suitability.****3. Analyse recruitment test-score data. Identify ways to improve screening.**

Field-based descriptive design was used. Observations and recruitment records came from the OJT period, 6 April 2026 to 26 June 2026. Candidate sourcing used LinkedIn, Naukri and Indeed. Profiles got reviewed against role requirements, technical skills, educational qualifications, relevant experience, CGPA, institution, notice period, other eligibility conditions.

111 candidate records were available. 46 had identifiable numerical test scores. Descriptive statistics interpreted these scores. Results apply to available data only. No generalisation to all IT organisations. Internship records, not population-wide survey.

4. Findings and Discussion

Effective IT recruitment goes beyond just collecting resumes. Recruiters need to grasp what the job actually demands, then turn that into concrete screening criteria before they start looking at candidates.

Recruitment test scores: 46 test scores came through. Scores ranged from 6 to 76. Mean was 37.91, median hit 34.50. Out of those 46 candidates, 44 scored below 75, which is 95.65%. Only two crossed the 75 threshold. Benchmark was extremely selective when you look at what data was available.

Multiple screening requirements: Technical skills mattered. AI competencies too. Educational qualifications came up. Relevant experience. Notice period. CGPA got checked. Educational institution factored in. Plus other role-specific conditions. One candidate might nail one requirement and bomb another. Screening isn't a quick resume scan anymore. It's juggling multiple criteria at once.

Importance of structured data: Organised candidate information helps recruiters keep track of profiles. They record screening notes. Duplication drops. You get chances to look at recruitment metrics too. Sourcing effectiveness. Assessment results. Why people got rejected. All visible when data's clean.

Communication and follow-up: Candidates don't always pick up calls right away. Some ask for follow-up contact instead. Candidate management demands patience. Accurate record-keeping matters. Professional communication matters. Technical screening matters too.

High screening benchmarks cut down how many candidates move forward. That protects quality standards. But the benchmark needs testing. Does it match actual job needs? Does it predict who performs well later? Available data doesn't answer that. Can't tell if benchmark predicts real job success.

5. Recommendations

Use a structured screening framework: Split criteria into essential and desirable for each role. Consistency improves.

Review assessment benchmarks: Do test cut-offs match job requirements? Are good candidates getting filtered out unnecessarily? Check.

Strengthen recruitment analytics: Track who got sourced, screened, shortlisted, selected. Log sourcing channels. Document rejection reasons.

Combine technology with human judgement: Recruitment platforms and structured records boost efficiency. Recruiters still review candidate context though. Human input stays.

Improve candidate follow-up: Keep clear communication records. Maintain follow-up schedules. Candidate experience gets more organised.

Recommendations support transparent, evidence-based recruitment. One screening measure can't determine if someone's right for the role.

6. Conclusion

Structured candidate sourcing, screening and recruitment data management matter in IT talent acquisition. Work at Onelab Ventures showed that technical recruitment means evaluating multiple requirements at the same time. Accurate candidate records are essential. Basic descriptive statistics on those 46 test scores revealed how selective the assessment benchmark actually was.

Recruitment success shouldn't come down to rejected candidate counts or test scores alone. Process needs balance. Role-specific competencies. Relevant experience. Fair evaluation. Hiring outcomes down the line. Future research could pull a bigger candidate sample. Compare screening with interview performance, selection rates, job performance. Evidence like that would help organisations build better, more reliable talent acquisition.

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