Internship Report:

Impact of External Factors on Mesoor

Introduction:

Mesoor is an international company focused on providing AI-driven Human Resource solutions. This digital HR platform harnesses the power of big data to filter and select the most appropriate resumes for businesses.

Necessity for Digital HR Solutions:

In the traditional recruitment process, HR professionals often find themselves overwhelmed with the sheer volume of applications they receive. Posting on multiple recruitment platforms, sifting through vast numbers of resumes, categorizing them, and evaluating potential candidates based on various criteria, such as educational background, work experience, university rankings, and other accolades, can be a daunting and time-consuming task.

To address this challenge, Mesoor developed a program named "ZhaoHu." This program automatically collects, arranges, and analyzes resumes. By creating a talent pool, it enables companies to accumulate all pertinent resumes, with the software categorizing them based on factors like university reputation, age, education, and more. In this automated process, for instance, a resume from a renowned university might be tagged as "highly-educated." Furthermore, digital recruiting through Mesoor allows job seekers to engage with an AI-driven HR robot, which answers questions and simultaneously collects valuable candidate information.

Impact of the Economic Environment:

The global pandemic disrupted conventional work models and brought many businesses to the brink of bankruptcy. The transformation to remote work meant adjusting to new challenges like stress, fear, and distractions. However, as an internet company, Mesoor's operations remained largely unscathed. We transitioned to working from home seamlessly, using tools like Zoom for meetings. Moreover, with companies finding offline recruitment challenging during this period, many turned to efficient online channels like Mesoor, leading to increased profits for our business.

Social-Political Influence:

Around 2016, government policies began favoring startups, aiming to stimulate economic growth. More recently, anti-monopoly laws were instituted to protect smaller enterprises, exemplified by the hefty fine imposed on giants like Alibaba. Benefiting from such policies, Mesoor, as a burgeoning AI company with a staff of around 50, received government subsidies.

Mesoor's significance is evident in its role in national economic contributions. Serving as a B2B entity, we cater to any company with recruitment needs. By streamlining the recruitment process and connecting businesses to their ideal candidates, we not only enhance organizational efficiency but also contribute through our tax obligations.

Conclusion:

Throughout my 130-hour internship at Mesoor, I gained invaluable insights into the impacts of external factors on business operations. The experience enhanced my understanding of the AI-driven HR domain and the broader socio-economic landscape influencing modern businesses.