Maryland Technology Consultants, Inc.

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Introduction

A U.S.-based information tech company called Maryland Technology Consultants (MTC) offers consulting services to small and medium-sized businesses, as well as to government entities and non-profit institutions. Four hundred fifty persons are employed by MTC, which has yearly revenues of $95,000,000. MTC is dependent on IT advisory services to remain effective. They operate on-site and provide direct hands-on support for their customers in the IT business as part of their commitment to them. So, to complete the recently won contracts, MTC will have to hire an estimated 75 more employees. After sixty days after their hiring, the new employees must have received training and be working. Identifying the strategic usage of technology within their employment process will be the first step in the four-stage report's first phase. The subsequent phases will examine the present corporate strategy, the chance for a competitive edge at MTC, and the strategic goals of assisting the judgment process.

First Stage: Strategic Technology Use Business strategy

The current method taken by MTC is to "deliver exceptional consulting services to its clients by employing highly qualified consultants and keeping up-to-date with the latest business ideas and technologies. The mechanical nature of MTC's recruitment and employment process makes it difficult for the Human Resource Department Hiring Division to implement efficient and productive hiring procedures. To quickly satisfy the employment demands of its clientele, MTC will have to change its recruitment procedure. By putting in place a cutting-edge technical system, MTC could streamline its hiring procedures and broaden its scope to encompass domestic and foreign markets. Researchers assert that, compared to a manual method, new technology will greatly simplify and improve the employee experience.

Business Plan - MTC's existing business philosophy is to deliver exceptional consultancy services to its clients by recruiting highly trained consultants and remaining current with new business concepts and technology. MTC's mechanical recruiting and recruiting process now makes it difficult for the human resources hiring department to use just-in-time, effective recruitment procedures. In addition, to swiftly satisfy the employment requirements of its customer base, MTC will have to improve its current hiring procedure. Employing a cutting-edge technology system will enable MTC to streamline its hiring procedures and broaden its scope to a larger stage, including a regional and global marketplace. Thanks to advanced technology and claims, the recruitment team will be considerably simpler and more accurate than a human procedure.

A services company called Maryland Technology Consultants (MTC) offers tried-and-true management, and IT approaches to help its clients get quantifiable results. The prominent IT consulting company Mary land Technology Consultants (MTC), which has 450 workers, was established in Baltimore in May 2008. The MTC, renowned for its excellent corporate strategy, aspires to go above and beyond for its clients by guaranteeing that every worker is well-educated, educated, and highly talented within their areas of specialization. All personnel is expected by the MTC to be up to date on all recent trade initiatives, IT issues, and professional development. To remain effective in the cutthroat IT sector, MTC will keep going beyond the ordinary to hire competent personnel who can provide the best for their clients. Nevertheless, before having to hire and the application process, one must look at the organization to spot or explain advancements in the whole recruitment procedure and accreditation standards processes, the overall development costs for new business strategies, effective advancements in technical

support, improvements on protecting personal client observation, and improving efficiency a more effective method to subscribe to time-sensitive timeframes.

B. Competitive Advantage - MTC's competitors range from smaller businesses to major corporations. The competitiveness of a corporation will be significantly impacted by efficient human resource management and technological advancement. MTC will gain a greater competitive advantage with a more modern hiring system. With the proper equipment and more successful hiring of new employees, recruiting will be able to find and choose from an applicant pool of experienced employees, enabling the company to expand even while raising the standard of its products. MTC will have to select how much money to invest in a top-notch technological system before it can install a newer one. The technology would be focused on enhancing the company's overarching goal of sponsored content and market expansion.

C. Strategic Objectives

The hiring procedure at MTC will be more efficient and effective thanks to new technology. Gaining a durable competitive edge by applying technology to hire the best individuals would help a business grow its market share, satisfy customer demand, and fend off strong competition from competing enterprises. The table below depicts the objectives of MTC's new employment system and the problems it will address when it is in existence.

Strategic Goal	Objective	Explanation
Increase MTC business development by winning new contracts in the IT consulting arena	Within the next 6 to 12 months, MTC needs to win at least 3 to 5 additional contracts.	The awarding of new contracts will give MTC's consultants the opportunity to manage multiple contracts with the goal of potentially cutting costs and lessen the need for any more additional staff.
Build a cadre of consultants internationally to provide remote research and analysis support to MTC's onsite teams in the U.S.	Increase international recruiting efforts and employ 5 research analysts in the next 12 months.	The new hiring system would allow applicants to apply on line globally which will increase the number of over all applicants including international. It would allow the recruiters to carefully monitor the application pool for these positions, identifying the necessary research and analysis skills required, and screen resumes for these specific skill sets. Recruiters can review just in time applicant while building pipeline candidates for quicker and easier consideration.
Continue to increase MTC's ability to quickly provide higher quality consultants to awarded contracts to better serve the clients' needs	Hire at least 75 top qualified candidates as quickly as possible	The new hiring system will afford MTC the ability to hire larger numbers within a shorter period of time. This will allow MTC to constantly have qualified candidates available to meet the needs of newly awarded contracts.
Increase MTC's competitive advantage in the IT consulting marketplace by increasing its reputation for having highly skilled IT consultants whom are known for leading edge technology and innovative solutions for their client base.	Increase hiring efforts in anticipation of the goal of additional contracts being awarded within the next 3-6 months.	It will be beneficial for MTC to increase hiring efforts in preparation for newer contracts being awarded. Having already initiated a more effective and efficient applicant assessment processes will speed up readiness of qualified candidates availability, while giving MTC the competitive advantage.

Making decisions - The following table illustrates how a new hiring system will assist each

management function through the overall process.

Role	Level	Possible Decision Supported by Hiring System	Information the Hiring System Could Provide
Senior/Executive Managers *(Decisions made by the CEO and the CFO at MTC supported by the hiring system.)*	Strategic	Solicit and obtain the decision to expand international as well as additional contracts, and the number of employees.	Budgeting and accounting details, financial statements, decisions regarding employee statues and business development.
Middle Managers *(Decisions made by the Director of HR and the Manager of Recruiting supported by the hiring system.)*	Managerial	Receive and review applicants, evaluate assessments, along with interviewing. Forecasting staffing needs and hiring timelines i.e. monthly, quarterly, and annually.	Applicant screening, ranking and selection along with hiring goals and onboarding time lines.
Operational Managers *(Decisions made by the line managers in the organization who are hiring for their projects supported by the hiring system.)*	Operational	Knowledge, skills, and abilities required to fill positions, and request additional staff as needed.	Operation managers having access to applications and candidate profiles. Receiving and reviewing referrals quickly for qualified candidate selection to pass along to hiring authorities for review.

Numerous possibilities for improvement have been identified after analyzing the hiring procedures. It is necessary to streamline the findings that are now being received. The CIO, supervisors, and team members from high-level and low-level jobs have all been questioned. There is broad agreement that the manual hiring procedure is inefficient. The team at Maryland Technology Consultants has concluded that a manual recruiting procedure will not help the company expand. Many of the new hiring procedures being established at MTC will be streamlined and automated due to the improvements described below.