

# The connected HR lifecycle

BlueOneHR is not a set of separate tools glued together: a hire, an offer, an employee record, a payroll contract, an objective and a background-verification case all reference the same underlying data, in one system. This page follows one hire through that connected lifecycle — candidate, interview, offer and acceptance, employee record, a payroll contract an HR leader explicitly activates, an individual objective, and a background-verification case on a mock provider — and says, at each step, exactly what is real product behaviour and what is illustrative or mocked for the recording.

*Illustrative demonstration prepared using publicly available company context and synthetic data. This video does not represent a production deployment, customer endorsement, or use of real employee data.*

<https://www.youtube-nocookie.com/embed/Fgg9vJvo7KE>

[The connected HR lifecycle: hiring to workforce operations](#)

## The hire this page follows

Every screen below was recorded against a fresh, fictional company built for this walkthrough — Mumbai head office, a regional office, and a handful of departments spanning project delivery, MEP, EHS, tendering and estimation, HR and finance. Its name, its departments, its one example employee and every figure on screen are synthetic; none of it represents a real customer, a real headcount or a real payroll.

## Candidate, interview and offer

A requisition's open position becomes a candidate in [Recruitment](#)'s pipeline board, moving through stages such as Applied, Initial and Hired. An interview can be scheduled against the candidate at any stage. An offer is a separate record: it carries a position, a salary template and an annual CTC, and the platform's own compensation engine computes the monthly Basic/HRA package and **freezes it with the offer** — the breakdown shown on an offer is read-only from that point on. The candidate accepts (or declines) the offer from their own link, without signing in to the rest of the platform.

# The protected handoff: offer to employee

Accepting an offer does not, by itself, create an employee. Converting a candidate is a single, guarded action that checks, in order: the offer is **Accepted**, the offer is **effective** (accepted and — where a signature is required — signed), and the candidate's **onboarding hand-off** has been consumed. Any one of those being missing refuses the conversion outright, with a specific reason, rather than creating a half-complete employee. Converting a candidate that does pass every check creates, in one step: the [employee record](#), their work information (department, job position, reporting line), and a **draft** payroll contract built from the offer's frozen package.

## A contract a person activates

A draft [payroll contract](#) does not pay anyone. Nothing in this chain auto-activates a contract — not the conversion step, and not Mitra. An HR leader reviews the draft against the offer it was built from and activates it explicitly; only an active contract with a positive wage is ever payable. That one explicit, human action is the point where "a person was hired" becomes "a person is on payroll."

## Workforce operations continue from there

Once someone is an employee, the same record is visible to [Performance](#) (an individual objective can be set against them), and to a background-verification case, which in this recording used the platform's **mock** BGV provider — the case, its status and its audit trail are real BlueOneHR behaviour; no outside verification agency was contacted. Corporate learning assignment and ERP/payments integrations exist as real product surfaces but are shown only as capability boundaries in the video that goes with this page, not as completed third-party actions.

## Where Mitra fits

[Mitra](#) opens alongside pages such as the Control Center and reads only what the signed-in person's own permissions allow, explaining rather than acting. It does not activate a payroll contract, approve an offer or convert a candidate. Every action described above — approving, sending, converting, activating — was taken by a named person, not by Mitra.

## Related reading

- [How recruitment works](#)
- [The employee directory](#)
- [Contracts](#)
- [How performance works](#)
- [What Mitra is](#)

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