An Online Skills Assessment Platform to Hire, Develop & Measure Talent
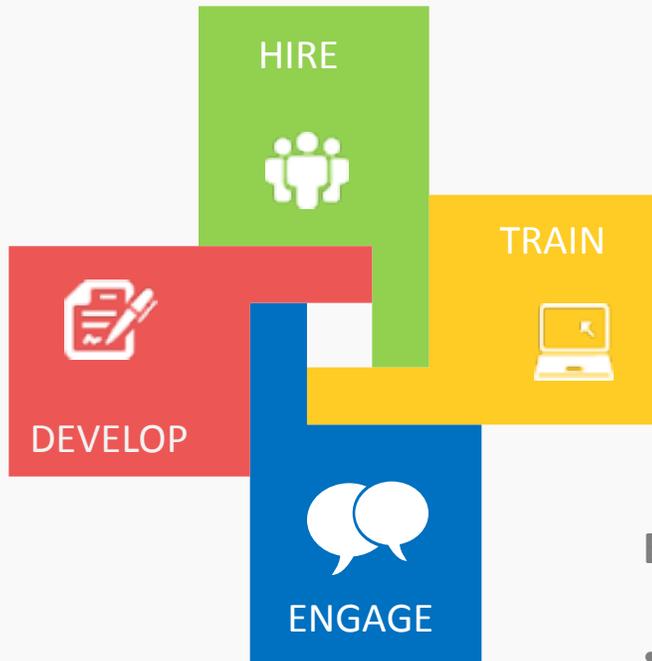
ASSESSHUB

Assessment Landscape – Hire to Retire

Hiring Assessments

- Behavioural Competencies
- Technical Skills
- Functional Skills
- General Skills
- Simulators

Training Assessment

- Pre – Training gap analysis
- Post training effectiveness
- Product / Service Training
- Training Feedback

HIRE

TRAIN

DEVELOP

ENGAGE

Development Assessments

- Feedback 360
- Appraisal
- Individual Development Plan

Engagement Assessments

- Onboarding process
- Employee Engagement
- Employee satisfaction
- Employee Exit

Our Uniqueness – Company specific Skill Score

Company Specific Skill Score

Scientific & Validated Question Bank

- 1.5 Lacs questions
- 140 Ready to use tests
- Custom built to evaluate job relevant skills

Benchmarking Exercise

- Assessment of existing employees
- Correlate performance & assessment score
- Identify organisation specific suitability score

Technology Delivery + Analytics

- Web, mobile , SMS and IVR
- Instant Report
- Talent Analytics – Time to hire | Source to hire | Cost to hire

Our Approach - Customised Test for each JD

Analyse JD	Customise Test	Benchmarking	Analytics	Machine Learning
Technical Skill	Role	Existing Talent	Source v/s Time	Exposure Rate
Functional Skill	Level	Test Scores	Source v/s Quality	Question Calibration
Behavioural SKill	Yrs of Experience	Performance Score	Interview v/s Selection	Test Calibration
General Aptitude	Funtion	Suitability Score	Source v/s Function	Score Calibration

Why Us

32 Clients | 3,60,000+ assessment delivered | 9 industry verticals served| 140+ Tests

Industries served:

Banking | Financial Services | IT / BPO | Education | Oil & Energy | Manufacturing | Pharma | NGO's

We have helped customers achieve:

- Hiring
  - Reduce cost of bad hire by 70%
  - Reduce time to hire by 90%
  - Improve selection ratio by 30%

- Development
  - Improve training effectiveness by 25%
  - Reduce time for developmental activities by 90%

- Qualitative parameters
  - Standardization of talent measurement
  - Centralized Management of Activities
  - Real time reporting

- Predictive Analytics
  - Source v/s selection
  - Desired skill v/s candidate skill
  - Pre-Post training effectiveness
  - Skill gap analytics

Product Features & Benefits

Features:

- 2,00,000+ question statistically validated data bank
- Customised assessment for each role and level within an organisation
- 140 different tests – customised for each role
- Delivered over – Internet, SMS, IVR and OCR
- Web and image proctoring for remote testing
- Time bound and random question generation
- Role based secure access
- Supports multiple question formats

Benefits:

- Customisation of evaluation across levels
- Standardisation of evaluation process
- Centralised management of assessment activity
- Real time reporting on candidates performance
- Detailed reporting
- Insightful analytics

Assessment Interface

Sample Report - Sales profile (Functional + Behavioural Skills)

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SALES APTITUDE TEST - PRODUCT REPORT

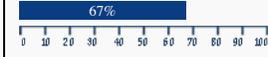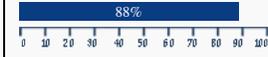| CANDIDATE INFORMATION |
|---|
| Name : **SFT1 single point HR** |
| Test Date : 19-08-2014 at 11:47 |
| No. of questions : 47 | Answered : 47 |
| Time Allocated : 20 mins | Time Taken : 11:55 mins |

RESULTS SUMMARY

52 %   **Good**
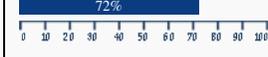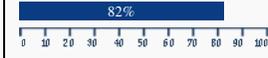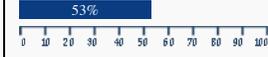
Sales Aptitude Test - Product is designed to analyse the overall sales ability of an individual that includes the sales prospecting ability, presentation ability, objection handling Ability, sales closing ability, etc. The result will identify the fitment level of an individual for a sales role.

	Strengths	Potential Strengths	Needs Attention
Closing Skills			● (red)
Cold Calling Skills	● (green)		
Knowledge Attitude and Skill		● (yellow)	
Overcoming Objections			● (red)
Presentation Skills			● (red)
Qualifying Skills		● (yellow)	

Personality Profile Report

Test Taken on : 19-08-2014 at 12:05

Competency Description	Level of Expertise	Individual Qualities
Ability to Influence Ability to influentially present one's opinions to others in such a way that they will listen and adopt the same view.	High 67%	• Gets people to influence on organisations behalf. • Uses Indirect influence • Builds strong alliances with colleagues or stakeholders to build behind the scenes support for ideas.
Customer Orientation Ability to understand and provide helpful, responsive and knowledgeable service to the customers.	Very High 88%	• Is attentive to customers' needs, even during busy periods. • Anticipates customer needs and regularly goes "the extra mile" to provide service. • Makes useful improvement suggestions to the appropriate manager or leader.
Drive to Succeed Undertaking actions conducive to achieving new results successfully.	High 72%	• Shows practical sense making it possible to resolve complex situations. • Enjoys competing with others and manifests ambition to achieve. • Is self-motivated and shows satisfaction at achieving what he/she proposes.
Goal Setting Skills Ability to determine activities and projects toward measurable goals and standards, setting these in collaboration with others so as to arrive at a clear understanding and elicit commitment.	Very High 82%	• Will never lose sight of the goal and attain it with high perseverance. • Will thoroughly follow the action plan and hold self accountable at every instance. • Will make your visualization as specific and realistic as possible.
Interpersonal Skills Ability to engage with other people in a positive and respectful way at all the levels irrespective of status or rank.	High 72%	• Proactively initiates consistent and direct communication and an exchange of ideas and points of view. • Effectively listens and empathizes with others; respectful of others views and insights. • Consistently delivers accurate, clear and concise messages orally and/or in writing to effectively inform others.
Perseverance Ability to tenaciously stay on track and maintain focus on personal and/or professional goals.	Average 53%	• Will not be consistent in follow-ups & may end up missing deadlines. • Can pursue smaller tasks that have short delivery span. • Will try to put in best efforts in difficult task but will need handholding.
Resilience Deals effectively with pressure; maintains focus and intensity even under adversity.	High 75%	• Projects energy and optimism in the face of adversity that influences organizational members. • Uses the organizational system and determines a course of action to deal with crises. • Recognizes and rewards personnel who incorporate use of existing policies and programs which help employees balance work, personal life, and wellness.

Client Case Study 1 – Private Bank

Entry Point:
Assessment
of sales people.

Day 1

Custom built test
based on JD

Day 2

Benchmarking Exercise
of 100 people from
50 branches

Day 3

Data Correlation
resulted in 95% match

Day 5

Month 6

Common entrance
for entire bank

Month 4

Operations & Audit
Positions

Month 1

Implemented in
550 branches

Day 10

Implemented in
50 branches

Client Case Study 2 – MNC Engineering Company

Entry Point:
Campus Recruitment

Day 1

Test customised to evaluate
various engineering domains

Day 3

Benchmarking Exercise
on existing employees

Day 5

Data Correlation
resulted in
90 % match

Day 8

Month 12

Assessments across
fresher's and laterals
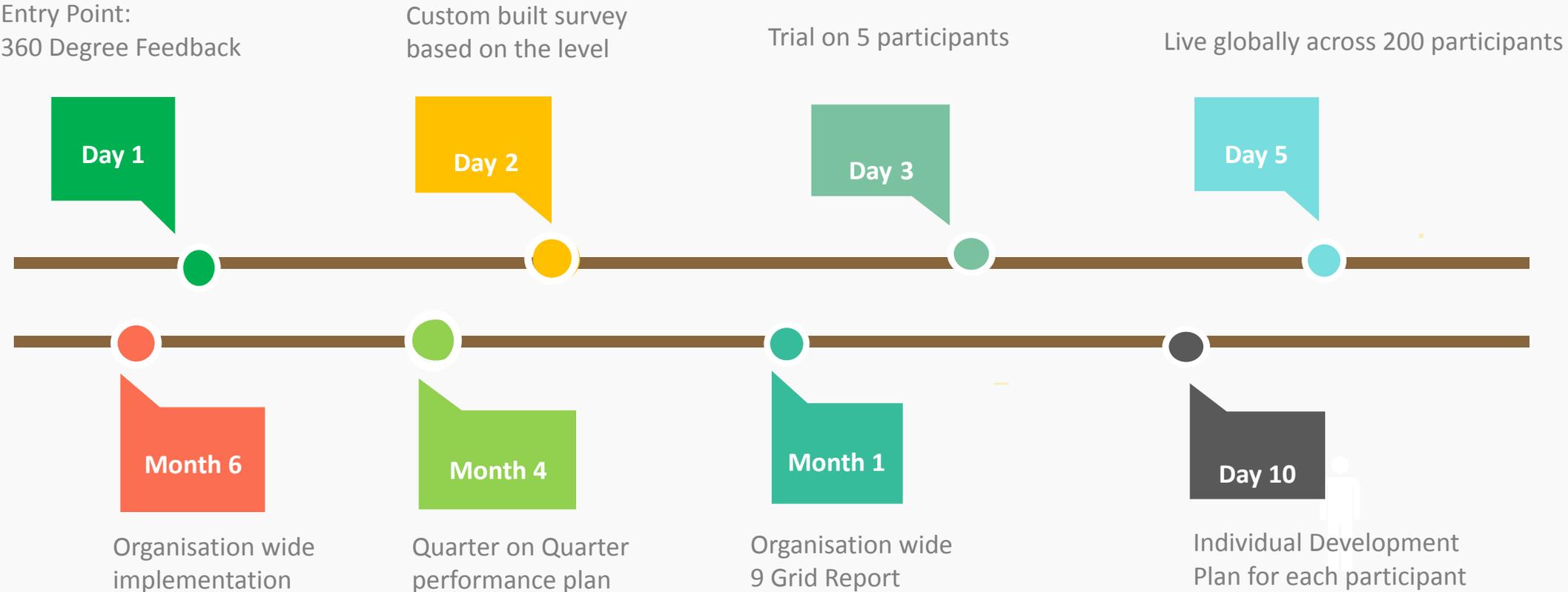
Month 6

Ongoing year long
off- campus assessments

Month 2

Introduced Off-campus
assessments

Day 10

Go Live across
colleges Pan India

Thank You.