

Case Study – Employability Report Card for Fresh Graduates for no. 1 HR Solutions and Outsourcing Firm

Project Overview – Assess candidates on certain aspects like academics, aptitude, psychometrics, corporate fitment, technology and communication skills to generate candidates employability report card

Project Details –

- Duration 3 Months
- Tools Psychometric Parameters, Expert HR Assessors
- Success Criteria Successfully generating an Employability report card to assist Hiring Managers
- Challenges Identifying all parameters to assess a candidate, one on one session with individual candidates to assess on communication & corporate fitment

Client Reference Available on request

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Problem Statement –

- Holistic pre assessment solution for bulk fresher hiring which gives consistent results with maximum conversion

Our Solution –

- Survey hiring managers expectations
- Create tests to cover the entire spectrum of Aptitude, technical ability and psychometrics
- Calibrate a team for 1:1 assessments to cover communication skills and corporate fitment
- Merge the results to generate employability report card

Value Delivered –

- Successfully rolled out the tool to the entire organization in India for Pre assessment of fresher's hiring – initial success rate of 70% plus conversion

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