

Client: A Pharmaceutical Industry Leader

Product / Services:

Assess™ with customization for nationwide recruitment process combined with offline testing process

Challenge: The Client has Pan India presence and recruits throughout the year and for posting in all parts of the country. Earlier, candidates who have applied for the Job had to appear at the nearest branch and take a pen and paper test. The data of the candidates had to be manually typed and sent by the Branch Head to the HR. The HR had to compile all the data and call the candidates for Interview. This process was time consuming and prone to errors.

Our Solution:

We offered them the solution using Assess™ with due customisation. Each candidate was provided with the link to appear for the online pre recruitment test. The candidate had to register and provide all details, upon which his login credentials (roll no) were sent to him via SMS and email.

Then the candidate had to appear for the test. On being successful, result details were mailed to him informing him of the result and that someone from the client side would contact him soon. The candidate was then prompted to add further details regarding self, family details, blood group etc.

All these information were made available at the click of a button. The respective Regional / Sales Managers then shortlisted the candidate for an interview and based on his recommendations the HR confirmed / rejected the candidate and also decided his remuneration. If the candidate failed to meet the registration (age, qualification, experience etc) criterion the MIS enabled the Client's personnel to make exceptions and allow candidates to appear for the test. If the candidate failed in the test, the system ensured that he cannot reappear for the next 6 months.

Offline mode of recruitment: In case the client wished to conduct a recruitment drive in a college or any other campus where internet connectivity is low, the recruitment personnel could use the "Offline Question Set" facility in the system to conduct the same. HR admin logged into the Administrative module, selected questions (any number) from each section and compiled and built them into one composite question set. He could then print the Question Set (for candidates), the Answer sheet (for candidates) and the Evaluation sheet (for Evaluators). Finally the results were integrated into the Online Assessment System after keying in the necessary data.

Benefits:

- Candidates could be hired from all over the country without incurring travelling and other costs
- The entire pre recruitment process was automated
- The system also offered facility to export data in a format compatible to the in-house HRMS/ERP
- It saved a lot of time in screening and made recruitment process efficient

In order to maintain consistency in the quality the client, train their appointed candidates regularly and also test them for post training effectiveness analysis. They have placed their trust and confidence on our Assessment Solution by giving us the order for the Post Recruitment Training Analysis Testing, too.