

Client: A Pharmaceutical Industry Leader

Product / Service:

Assess™ for Post recruitment Training Analysis Test.

Challenge:

On an average an employee has to appear for at least two tests per month for a period of 12 months after which the employee is confirmed based on the performances in the tests. To conduct these tests either the training team had to travel across India or all the employees had to be called to a central location. Moreover, all the results had to be typed manually to prepare the report. Then separate reports were made and sent to the heads of the respective divisions and locations. This was a very tedious and time consuming process besides being expensive.

Our Solution:

We offered them the solution using Assess™ with due customisation. We offered testing solution for the existing employees spread throughout the country and across HQ's and zones.

Frequency of Tests:

Twice every month between 5th to 15th and 20th to 30th of every month, throughout the year Granting access to employees: The Client had to provide necessary data of employees for GOLS to send access key with necessary instructions. In addition Admin module given to HR enabled them to add/modify/delete employees.

Questions

- Questions were fetched randomly. Also candidates did not get to see the same set of questions on subsequent attempts
- For the first section Basic Medical Test the questions provided were common for all
- For the second section Specialty questions provided were division wise, i.e., each division had its own question bank

Result

At the end of the test the candidate would get to see his score. The same would be sent to him, and his immediate boss via email.

Some unique features of the test:

- Admin could analyse report based on different criteria
- In case of power shutdown/internet disconnect candidate would get to resume from where he had left (latest section)

Benefits:

- Flexibility in creating test whenever HR wants to create, send automatic reminder via email / SMS
- Saved substantial time involved in analysing training effectiveness and also significant costs incurred towards travelling
- HR could generate different reports with just click of the mouse. HR could also analyse performance of Sales Manger / Regional Manager and organise additional training or take corrective action based on these reports The client is so much happy with our products and services that it has expressed desire to train its employees by eLearning.