SWAYAM ANALYTICS PVT. LTD.

Swayam

PERSONALITY DECODED

Psychometric Personality Assessment Platform for Recruitment & HR Development

14.08.2023

AP State Police Housing Corporation Limited

A Case Study

APSHCL aims to bring dignity to each and every BPL family by assisting them, both financially and technically, for construction of permanent (pucca) houses.

APSHCL Acts as Techno Financial Company in providing permanent houses in Rural and Urban areas by encouraging self help and mutual help with community participation in the construction.

APSHCL is the Nodal agency for taking up all Centrally Assisted Housing Schemes being sanctioned for various groups for the State.

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- Know the physiological Nature of the employees.

- Know the psychological Attribute of the employees

- Assess work place traits of employees

- Identify employee competencies (Business elements, People elements, Self elements) for Executives (Leadership), Mid-Management and Junior Levels.

- Kind of trainings that would benefit individuals and the consequently, the organization.

- The employees were administered the Junior Profiler Report, Manager Profiler Report and Leader Profiler Report based on the number of years of experience.

- Each Employee received their individual personalized report after completion of assessments.

- The reports included analysis of their personality, competencies, and stress levels.
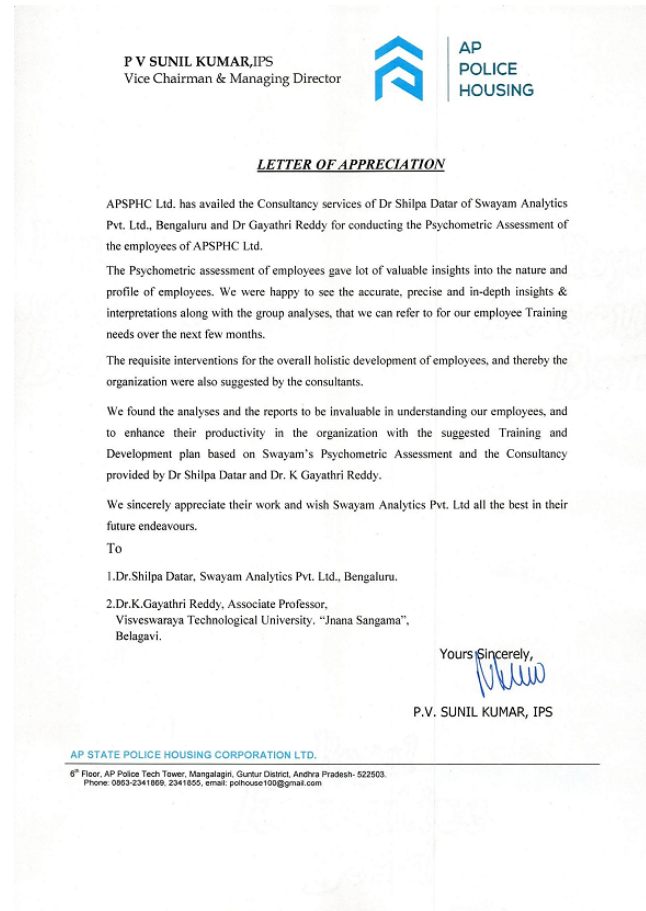
- After all the employees completed their assessments, they were provided with their individual reports.

- Each employee's report included an in-depth analysis of their personality—both physiological and psychological as well as their stress levels for both leaders and Managers.

- The reports indicate if the employee (Leader or the Manager) has answered the assessments honestly, if they have manipulated them or if they were confused while answering.

- The different competencies under the categories of People, Self and Business were analysed and their levels for the same were provided. This included mentions of caution and growth areas and possibilities for improvement.

- Curated resources—videos to watch, books and papers to read and podcasts to listen to help employees overcome their inhibiting and weak traits and competencies are provided in the report itself.

- Other than individual reports, the management were provided with the group analyses of the employees to facilitate a high-level understanding of employees.

- This provided the learning & development suggestions, training areas and areas of concern if any.

- The dominant physiological and psychological personalities of employees, their age and gender distribution, list of employees who answered honestly or not along with their stress levels, if any, were also provided.

- The competency analyses of all employees (Leaders and Managers), on different categories of People, Self and Business aspects were provided. This led to identifying employees with specific learning & training needs.

- These analyses helped the organization identify employees who could take on higher levels of leadership roles in different projects.

- These analyses identified training needs required by employees to function better.

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P V SUNIL KUMAR,IPS
Vice Chairman & Managing Director

AP POLICE HOUSING

LETTER OF APPRECIATION

APSPHC Ltd. has availed the Consultancy services of Dr Shilpa Datar of Swayam Analytics Pvt. Ltd., Bengaluru and Dr Gayathri Reddy for conducting the Psychometric Assessment of the employees of APSPHC Ltd.

The Psychometric assessment of employees gave lot of valuable insights into the nature and profile of employees. We were happy to see the accurate, precise and in-depth insights & interpretations along with the group analyses, that we can refer to for our employee Training needs over the next few months.

The requisite interventions for the overall holistic development of employees, and thereby the organization were also suggested by the consultants.

We found the analyses and the reports to be invaluable in understanding our employees, and to enhance their productivity in the organization with the suggested Training and Development plan based on Swayam's Psychometric Assessment and the Consultancy provided by Dr Shilpa Datar and Dr. K Gayathri Reddy.

We sincerely appreciate their work and wish Swayam Analytics Pvt. Ltd all the best in their future endeavours.

To

1.Dr.Shilpa Datar, Swayam Analytics Pvt. Ltd., Bengaluru.

2.Dr.K.Gayathri Reddy, Associate Professor,
Visveswaraya Technological University. "Jnana Sangama",
Belagavi.

Yours Sincerely,

P.V. SUNIL KUMAR, IPS

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Swayam

Swayam is the outcome of 22+ years of experience and 12 + years of pre and post-doctoral research by our Founder-Director, Dr Shilpa Datar. These tests have been used by national and international Universities as part of their research in people behaviour and analysis, and have been presented at various international forums like Bank of America Merrill Lynch, and are accredited by Indian Institute of Business Psychology.

The tests are Swayam are the only ones in the world analysing physiological, psychological & ethical aspects of behaviour making it holistic, in-depth, and comprehensive while offering unparalleled accuracy in decoding behaviour. This results in detailed, multi-layered interpretations without the need to take multiple tests.

Swayam reports have a min. accuracy of 80% which organizations can depend on as it is backed by science and data to help them take critical decisions that save money, time and effort with confidence.

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THANK YOU!

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