

SWAYAM ANALYTICS PVT. LTD.

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PERSONALITY DECODED

Psychometric Personality Assessment Platform for Recruitment & HR Development

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Strategic talent Acquisition through Personality Analysis

A Case Study on Pre-Employment Assessments at I4C

Inter Institutional Inclusive Innovation Center

- Inter Institutional Inclusive Innovations Center (i4C) is an independent, non-profit entity based in Pune.
- I4C identifies individuals from India with innovative ideas and serves as a facilitator for those with out-of-the-box ideas or innovative working prototypes.
- The center aims to create and foster a culture of innovative thinking.
- I4C's purpose is to manifest latent ideas into commercial products that can benefit humanity and help solve India's existing social issues.

CHALLENGES

- Understand physiological and psychological traits of candidates.
- Identify stress factors.
- Identify candidates exhibiting certain traits that their client companies were looking for.
- An indicative list of some of the traits they required were as follows:
 - a. Adaptability
 - b. Dependability
 - c. Ethical/Honest
 - d. Goal setting
 - e. Positive Attitude

- Administer Junior Profiler assessments to the candidates
- Identify specific traits of candidates based on requirements by employers looking to recruit them.
- This would enable I4C to identify candidates with necessary traits and recruit them to provide training before placement in the respective organizations.

IMPLEMENTATION

- The candidates were administered the Junior Profiler assessment.
- Each candidate received individual personalized report after completion of assessments.
- Reports contained analyses of their personality and difference in attitude towards work.
- Group analysis report and competency list was submitted to the management.
- Discussions were held to provide an in-depth understanding of all aspects of the group analyses.

For Candidates

- Detailed analysis of overall personality traits.
- Identification of strength and development areas.
- List of workplace traits which they exhibit.
- Rating obtained for the relevant competencies.

For Organization

- Group analysis report for management.
- List of candidates analyzed for relevant competencies and specific requirements.
- Included list of candidates who answered the test honestly.
- Stress levels of all candidates.
- Identified areas that requires training before placement.
- List of candidates with high/medium/low rating for each competency and traits, including their specific trait lists.

CONCLUSION

By implementing a comprehensive assessment process, I4C was able to identify employees with specific trait dominance for their client companies, identify competencies and traits along with work place traits to provide necessary training before placing them.

Based on the success of this initiative, it is recommended that I4C continue to invest in identifying relevant traits and competencies in candidates to ensure successful placements.

ABOUT SWAYAM

Swayam is the result of over 24 years of experience and 12 years of pre and post-doctoral research by our Founder-Director, Dr. Shilpa Datar.

Our tests have been used by national and international universities for research in human behavior and have been presented at prestigious forums like Bank of America Merrill Lynch. They are accredited by the Indian Institute of Business Psychology.

Swayam tests 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.

Our reports have a minimum accuracy of 80%, providing organizations with reliable data to make critical decisions confidently, saving time, money, and effort.

THANK YOU!

Swayam

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