

SWAYAM ANALYTICS PVT. LTD.

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Swayam

PERSONALITY DECODED

Psychometric Personality Assessment Platform for Recruitment & HR Development

11.04.2024



Enhancing Employee Development through Personality Assessment

A Case Study on SATVAT INFOSOL PVT LTD

Satvat Infosol Pvt Ltd

- Chennai-based IT solutions company, Founded in 1999.
- Reliable provider of IT services for businesses and organizations.
- Emphasis on quality, customer satisfaction, integrity, and honesty.
- Offers software development, web design, online/offline exam conducting, IT infrastructure management, and digital marketing services.
- Specializes in AI-powered solutions for online assessments and remote proctoring.

CHALLENGES

- Understand physiological and psychological traits of employees.
- Identify stress factors.
- Analyze leadership styles.
- Assess Leader, Manager and Employee competencies.
- Identify employees at-risk of attrition.
- Identify high-potential employees.
- Develop retention and engagement strategies.

SWAYAM'S SOLUTION

- Administer appropriate growth assessments to employees based on years of experience.
- Provide individualized reports on personality, competencies, and stress levels.
- Conduct comprehensive analysis of all employees.
- Identify employees at risk of attrition.
- Identify high potential employees and strategies to retain them.
- Submit a comprehensive group analysis report.
- Provide retention, training and engagement strategies.

- The employees at Satvat Infosol were administered the Leadership, Manager, and Employee Growth assessments.
- Honest/manipulated/confused answering by employees were identified.
- Each employee received individual personalized report after completion of assessments.
- Reports contained analyses of their personality, competencies, and other factors.
- Group analysis report was submitted to the head of the institution.
- Discussions were held to provide an in-depth understanding of all aspects of the group analyses.

For Employees

- Detailed analysis of overall personality traits.
- Identification of strength and development areas.
- Competency analyses under People, Self, and Business categories.
- Curated resources for personal and professional development.

For Employers

- Group analysis report for management.
- Competency analyses of all employees.
- Identification of learning & training needs.
- Analysis of employees at risk of attrition.
- Identification of Hi-Po employees and strategies retain them.

CONCLUSION

By implementing a comprehensive assessment process, Satvat Infosol was able to gain valuable insights about their employees, their career trajectory and L&D requirements, ultimately leading to improved organizational performance.

Based on the success of this initiative, it is recommended that Satvat Infosol continue to invest in employee development programs and regularly assess employee needs to ensure continued growth and success.

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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