SWAYAM ANALYTICS PVT. LTD.

Swayam

PERSONALITY DECODED

Psychometric Personality Assessment Platform for Recruitment & HR Development

11.04.2024

AP
POLICE
HOUSING

Understanding Employee, Manager and Leader Dynamics & Training Needs

A Case Study on AP State Police Housing Corporation Limited

Swayam

AP State Police Housing Corporation Limited

- Founded to bring dignity to each BPL family by assisting them financially and technically for permanent house construction.

- Acts as a Techno Financial Company in rural and urban areas, promoting self-help and community participation.

- Nodal agency for all Centrally Assisted Housing Schemes in the State.

Swayam

- Understand physiological and psychological traits of employees.

- Different training needs that would benefit the employees and consequently, the organization.

- Understand the personality differences between employees, managers and leaders.

- Understand difference in their attitude towards work

- Analyze leadership styles.

- Assess Leader, Manager and Employee competencies.

- Key motivators for employees.

- Administer appropriate growth assessments to employees based on years of experience.

- Conduct a comprehensive training needs analysis.

- Conduct competency assessments for leaders, managers, and employees.

- Comprehensive analysis to understand differences in attitude towards work.

- Identify key motivators of employees.

- Conduct leadership style analyses.

- Submit a comprehensive group analysis report.

- Provide training and engagement strategies.

- The employees at AP police housing were administered the Leadership, Manager, and Employee Growth assessments based on years of experience.

- Each employee received individual personalized report after completion of assessments.

- Reports contained analyses of their personality and difference in attitude towards work.

- 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.

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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.
- Included learning & development suggestions and areas of concern.
- Identified employees' training needs for improved functionality.

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By implementing a comprehensive assessment process, AP Police Housing was able to gain valuable insights about their employees' training needs and how employees at different levels and hierarchies differed in personality.

Based on the success of this initiative, it is recommended that AP Police Housing continue to invest in employee Training & Development and regularly assess employee needs to ensure continued growth and success.

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.

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THANK YOU!

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