

<b>Job Title</b>	Industrial Psychologist
<b>Department</b>	Psychology Department
<b>Location</b>	Mumbai
<b>CTC Offered</b>	1.8LPA to 4.5LPA (Negotiable)
<b>Travel Required</b>	No
<b>Position Type</b>	Full Time

**Company Overview:**

PMaps is India's leading analytics driven Assessment Company involved in job fitment services through unique proprietary algorithm and recommendation engine.

PMaps is pioneer in providing its unique "Assessment Analytics" solutions to leading corporates for "Better Hiring". Our solutions result in 'Better Hiring' through our limited understanding of human minds & appropriate application of psychometric principles and data mining capabilities.

Brainchild of management graduates, PMaps does candidate profiling based on psychometric assessments prepared by professional psychologists to identify high performers and reduce chances of wrong hires.

We create, design and schedule assessments for only those sectors which are people driven.

Company Website: [www.pmaps.in](http://www.pmaps.in)

**Job Description -**

- 1) Able to design/ create Psychometric Products / Test Creation. That would include -
  - a. Test Ideation (Developing Psychometric Frameworks)
  - b. Creation of Hypothesis for various Psychometric product creation process.
  - c. Creation of respective Item in accordance to the Hypothesis.
  - d. Creation of Customized and comprehensive reports for descriptors of attributes.
- 2) Post Test Development - Run Reliability-Validity exercises/study for improvising and developing scientific psychometry tools.
- 3) Customization of tools as per industrial expectations and job profiles.
- 4) Analyzing Job roles and required skills to for test development.

- 5) Willingness to research and explore various of Domains of the industries for new product development.
- 6) Work closely with Statistics Department for developing Predictive models through statistical Item analysis.
- 7) Work closely with IT and Technical teams for automating Psychometry products.
- 8) Creation of Formal Presentation with adequate charts and graph.
- 9) Train team members on Behavioural framework/ Hypothesis creation.
- 10) Conducting and presenting various topics on personality development for the employees in the organization.
- 11) High proficiency in language – English

**Preferred Skills:**

- 1) Able to participate in corporate discussions, understanding client's Behavioral framework requirements; explaining industries about various behavioral attributes as per job roles.
- 2) Able to work collectively with all the teams in the organization for new product development and quality enhancement.

**Experience:**

- 1) Minimum Graduation is Required for the Profile.
- 2) Post-graduation and relative experience in the similar domain is preferred.