PMaps Assessment Better Hiring

About PMaps

- **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"** assessments to leading corporates for **"Better Hiring"**.

- **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.

- PMaps specializes in campus solution assessments for sectors namely: **Banking, BPO, KPO, ITES, IT, Healthcare, Pharmaceuticals, and E-commerce**.
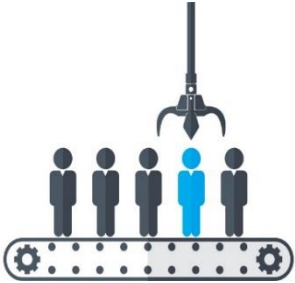
Why to use PMaps Assessment?

PMaps
better hiring

Better Hiring:

We help companies make decisions more effectively.
We filter the candidates on the following layers:
• Job fit • Trainable • Not selected.

Customized Assessment:

PMaps Assessment comprises of:
• Demographics • Behavioural
• Aptitude • Skills

Real Time Reports:

• Auto generated reports for Aptitude and Behavioural and Skills giving deep analytics.
• 'Flexibility' to view and download both individual (pdf) and consolidated (excel) reports.

Predictive Analytics:

• Predict performance of candidates/employees.
• Predicts average tenure of assessed candidates.

Benchmarking:

• Industry – We map the candidate scores with the overall industry benchmark.
• Intra Company – Mapping is done with the top/average scorers within the company.
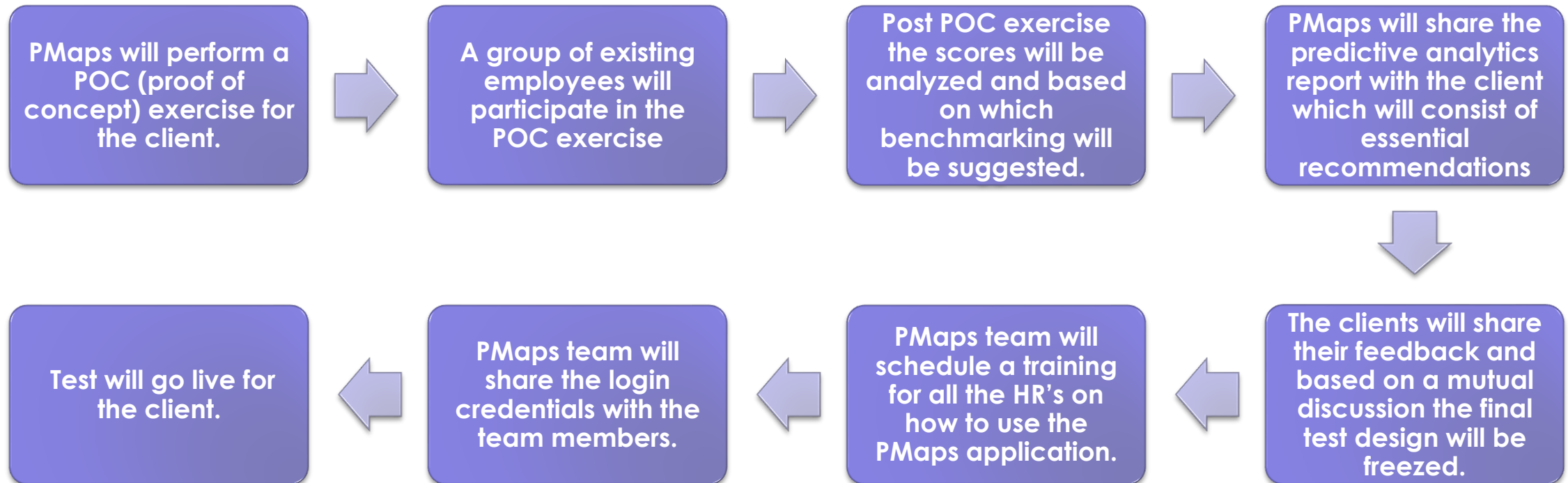
Proctoring:

PMaps Invigilator provides the following features:
• Web cam snapshots • Screenshots
• Application lock • Prevents other applications

Process Flow

PMaps follows a detailed step-by-step process before going live with any of their clients.
A Team of content professionals, senior psychologists and data scientists rigorously work in creating and designing each tests for the clients as per their requirements.

PMaps will perform a POC (proof of concept) exercise for the client.	**A group of existing employees will participate in the POC exercise**	**Post POC exercise the scores will be analyzed and based on which benchmarking will be suggested.**	**PMaps will share the predictive analytics report with the client which will consist of essential recommendations**

Test will go live for the client.	**PMaps team will share the login credentials with the team members.**	**PMaps team will schedule a training for all the HR's on how to use the PMaps application.**	**The clients will share their feedback and based on a mutual discussion the final test design will be freezed.**

Technical Specification

Web Browser

Compatible with major browsers like,
- Internet Explorer 10 and Above
- Google Chrome
- Mozilla Firefox
- Opera
- Safari

Mobile Compatibility

PMaps Application is also compatible with,
- Tablets and
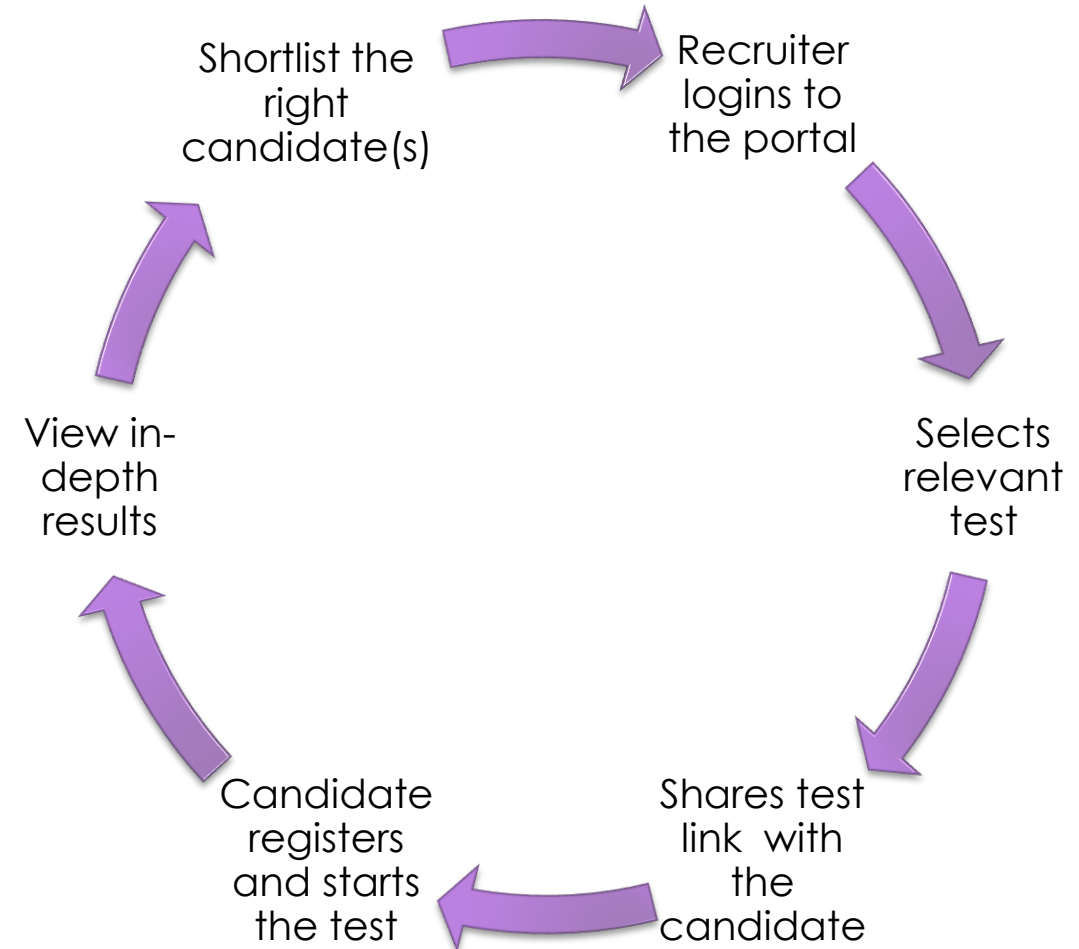- Mobile Phones

Desktop Version

- PMaps desktop version can also run in offline mode (without internet).

- Delivered in paperless format that uses customized assessment.

Concurrent Users

- Round about 300 candidates can sit to appear for the test at one go.

PMaps Campus Solution

- **PMaps campus solution,** helps companies to manage placements online in an innovative proctored/non-proctored approach that reduces costs and improves communication in HR practices.

- It is delivered in a paperless format that uses customized assessments comprising of a no. of modules like aptitude, skills and psychometry. Further it is an highly customizable assessment.

- With its easy to assess approach campus recruiters can now save a lot of time, money and resources.

- The entire filtering activity is conducted in a systematic and scientific way and all the data of the candidates are stored in our dedicated servers and remains confidential.

Shortlist the right candidate(s)

Recruiter logins to the portal

Selects relevant test

Shares test link with the candidate

Candidate registers and starts the test

View in-depth results

PMaps Flagship Products

Sales Orientation Assessment

Purpose:

Assesses desired orientation for sales. Construct comprises sets of behaviour displayed in all sales related activities that pertain to understanding the latent need of the consumer, keenness to approach and interact with people, build rapport, highly competitive outlook, ability to handle rejections positively with desired motivation towards sales.

Benefit:

Fitment of hire with job roles like direct, channel or Tele sales, Relationship management & other type of sales related job.

Scale/Competencies Measured :

Perspective Taking, Positivity, Motivation and Ambiversion.

Test Construct:

- No of items: 37
- No of Question Bank Used: 4 sub Q-Bank
- Question Type: Situational, Customised as per industry type
- Estimated completion time: 30 Min
- Shorter version of assessment: Available
- Recommended age level: + 18
- Qualification: Min SSC/HSC
- Norm Group: BFSI/ Pharma/ e-Commerce

Features :

- Benchmark: Industry wise
- Fitment: Select or Not Select
- Group comparison: Available
- Delivery: Web based
- Mode: Proctoring/Non Proctoring
- Report: Customised
- Registration: Customised
- Branding: Available
- Interface: Multi-layered

PMaps Flagship Products

Customer Service Orientation Assessment (PMaps CSO)

Purpose:

An assessment of the candidates interest in serving the customers in a manner that exceeds customer satisfaction and provides customers' delight.

PMaps CSO is a unique assessment that is used to find out a candidate's inclination or orientation towards customer service. It has been designed using rigorous proprietary framework.

Benefit:

- **Improvement in operational metrics**

Candidates with high CSO score have displayed better performance on Key Performance Indicators (KPIs) such as quality score, first call resolution, average call handling time, customer satisfaction score and absenteeism.

- **Predictive Analytics**

Predicts agent's job performance over the period of time. Predicts agent's average tenure in the organization.

Test Construct:

- No of items: 45
- Estimated Completion Time: 25 Mins
- Norm Group: BPO and KPO
- Question Types: Situation based, audio & video based and image based.
- Recommended age level: + 18

Scale/Competencies Measured :

Empathy, Presence Of Mind, Emotional Control, Achievement Orientation, Conscientiousness.

Features :

- Benchmark: Industry wise
- Fitment: Select or Not Select
- Group comparison: Available
- Delivery: Web based
- Mode: Proctoring/Non Proctoring
- Report: Customised
- Registration: Customised
- Branding: Available
- Interface: Multi-layered

Collections Assessment

Purpose:

Assess candidates on various behavioural parameters to determine their fitment for the collections role. The test construct comprises of various situational questions that checks candidate's inclination or orientation towards the role. It has been designed using rigorous proprietary framework. The key facet to be tested here is whether the candidate can be positive and emotionally stable if s/he hears a 'NO' from the customer/debtor.

Benefit:

The collections agent brings back the loan from the customers without losing the relationship. As they are assertive but not insensitive or aggressive.

Test Construct:

⊙ No of items: 29
⊙ Estimated Completion Time: 25 Mins
⊙ Norm Group: BFSI
⊙ Question Types: Situation based, audio & video based and image based.
⊙ Qualification: Min SSC/HSC

Scale/Competencies Measured:

⊙ Toughness
⊙ Positivity
⊙ Emotional Control
⊙ Conscientiousness

PMaps Flagship Products

Managerial Assessment

Purpose:

Assess candidates on various behavioural parameters to determine their fitment for the role Team leader. The test construct comprises of various situational questions that checks candidate's skill and capability of handling others well, be it extending empathy when needed or leading the troupe from the front, Capacity to lead people without any biases or prejudices and being able to recognise the best and worst in every team member, Capability of handling oneself and one's emotions during or on apprehending any setback and on direct provocation from others.

Purpose:

Assess managerial capabilities for mid to senior executives in terms of motivation, interpersonal skills and team handling capabilities.

Test Construct:

- No of items: 24
- Estimated Completion Time: 20 Mins
- Norm Group: Agnostic
- Question Types: Situation based
- Qualification: Min Graduate

Scale/Competencies Measured:

- Social Competence
- Personal Competence
- Drives

PMaps Flagship Products

Personality Evaluator

Purpose:

- PMaps Personality Reckoner, our premier personality assessment is a scientifically validated psychometric tool designed to understand psychological makeup or characteristics of an individual, based on the contemporary five-factor model of personality commonly known as the "Big Five" model.

Benefit:

- Measure personality for each candidate to decipher existing predisposition and predict characteristics for high performers at work place.

Test Construct:

- No of items: 60
- Estimated Completion Time: 30 Mins
- Norm Group: Agnostic
- Question Types: Situation based
- Qualification: Min SSC/HSC/Graduation

Scale/Competencies Measured:

- Extraversion
- Conscientiousness
- Emotional Stability
- Openness to experience
- Agreeableness

PMaps Flagship Products

PMaps Basics for Domestic BPOs

Purpose:

PMaps Basic filter assess candidates aspects of orderliness, achievement drive, dependability, rule conformity and self efficacy. It also assess candidate's tendency to experience unpleasant emotions easily, such as anger, anxiety, depression, and vulnerability. It also refers to the degree of emotional stability and impulse control.

It also measures candidate's general intelligence required to perform workplace roles efficiently.

Benefits:

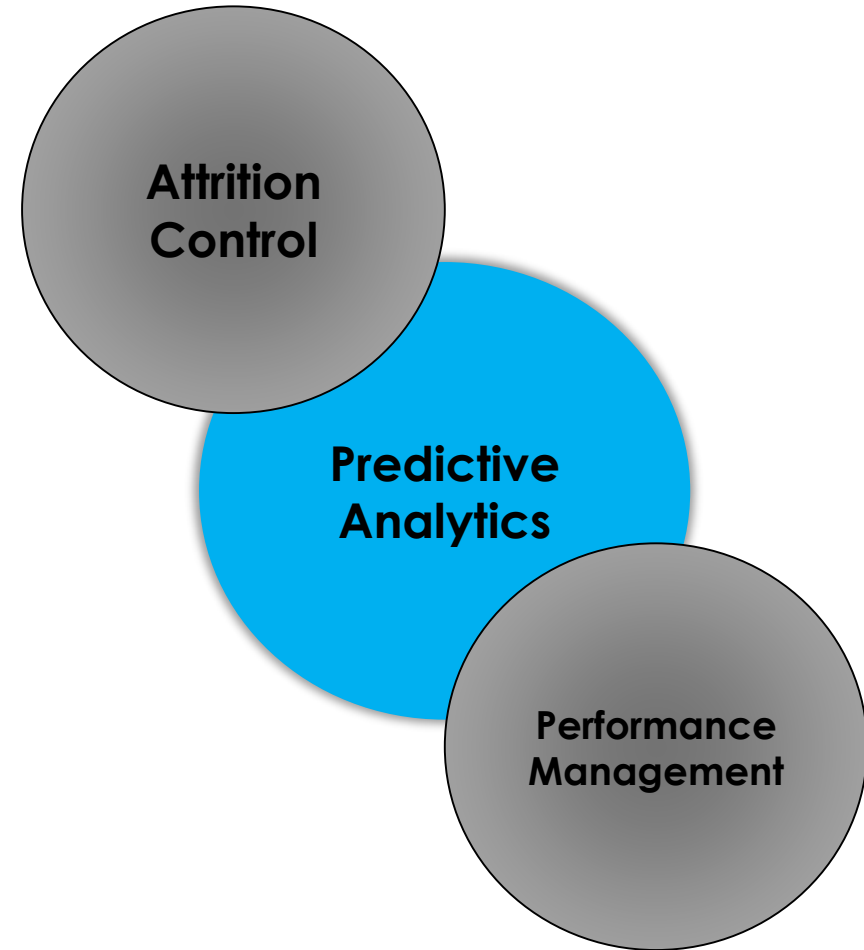Measures the minimum required competencies without impacting selection throughputs.

Test Construct:

- No of items: 60
- Estimated Completion Time: 30 Mins
- Norm Group: Domestic BPOs/ KPOs
- Question Types: MCQ / Picture based
- Qualification: Min HSC

Scale/Competencies Measured:

- Conscientiousness
- Insecurity
- General Intelligence

Predictive Analytics

- PMaps is India's leading predictive analytics-driven firm that has successfully helped various companies in predicting their next top performers/leaders. Based on our huge deck of data and a lot of data crunching, we have developed a unique algorithm for prediction.

- Predictive analytics work on various predictive modelling techniques, statistics and analytical tools to find a pattern that comprises of both historical and transactional data set that are used to identify both the employee's tenure in the organization as well as performance.

Attrition Control

Predictive Analytics

Performance Management