

2017

A leading Home Finance



Home
Finance

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Many Job applicant – One Assessment

Case in point : **Leading Micro finance Company – India**

The business

Profile : One of upcoming Micro Finance Banking institute

Product range : Home finance and loan (micro finance Bank)

Operations : 150+ Branches

Situation

Business issues

Applicant Screening	Thousands of job seekers applying from many locations
Collection of Payment	Allocation of manpower to collect payment from unknown locations
Issue of Hall Ticket	Allocation of Manpower to check payment and release hall ticket
Release of Exam result	Too much time taken to release exam results
Monitoring	Monitoring Exam Progress personally and remotely

IT roots

- Bank didn't have an Online assessment platform to conduct exams
- No Intention to keep keep Internal IT staff
- Most Problems were due to managing and screening large applicants received.

Bottom line: IT driven online screening applicants and selection

Many Job applicant – One Assessment

Many applicants , many venue – one IT Assessment Exam

Traditional placement had many applicants for the same job. The bank had different Vision – they knew with IT assessment , all applicants can be screened filtered no matter where ever the applicant take the test in a particular venue.

Accordingly, a new back-office was setup on each and every venue with our Assessment Management Solution. This, in turn, helped not only in quickly conducting test as per schedule, but also in checking mal practices all at once .Releasing of exam results also became trouble free with our solution provided.

To Summarize

- One Exam Assessment for all applicants simplified
- Digitise exam results and increase applicant screening and performance management
- Applicants and bank brought closer to venue through online exams.

The bank did not intend to conduct paper based exams for their clerical and managerial Post . Moreover there were many locations to fill up the vacancy. It was in search of a solution which could enable a fine mix of offline and online screening for Job applicants. . Hence, the virtual assessment plan started to screen and filter candidates

