



THE IN-DEPTH CUSTOMISED SCIENCE OF ASSESSMENTS AT HIREPRO

How an American multinational corporation and e-commerce company utilized HirePro's in-house science of assessments

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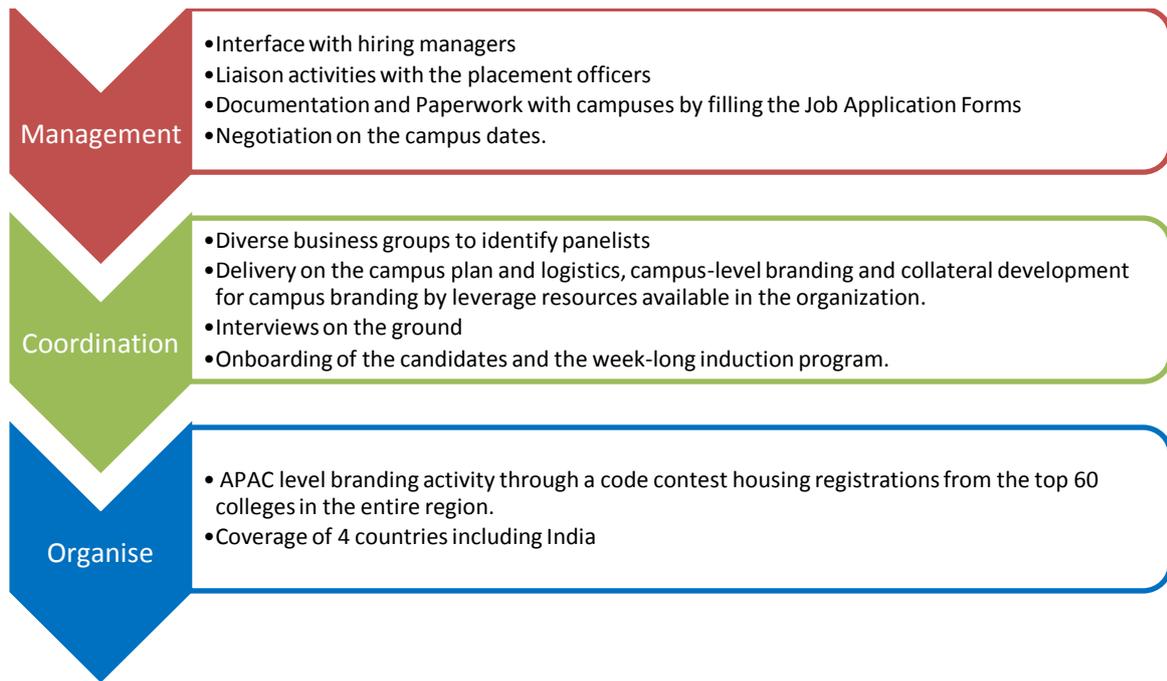
Synopsis

eBay is an American multi-national corporation and e-commerce company which provides an online platform for B2C and C2C sales. The company had a subsidiary which was focussed on payment gateway solutions. With very different business models and focus areas; the approach for each of these companies to campus hiring varied significantly.

Assignment

Client was looking for an integrated campus hiring solution with HirePro to manage the entire gamut of the campus hiring. Apart from services like market intelligence, assessments, branding and in-campus coordination they were also looking for support to manage the internal workflow tools, create an interface with the hiring managers and also encourage active participation in contributing to planning activities.

The primary tasks at hand for HirePro as a scope for this project included a multi-location management, coordination, administration and organizing the assessment process for both the businesses. A large part of the work included updating of tools used for offer management and onboarding, develop custom assessments for diverse business groups and, tools for shortlisting in campus by collating information from the candidate and collating the test scores.



HirePro Approach

HirePro has an extensive and rich knowledge of management of campus programs independent of the inherent scale of the operations. The team had an in-depth knowledge of managing the in-house activities which started from planning and shortlisting of the campuses. HirePro would help to decide the TA leadership on the set of the campuses which they should add or delete every year. The team would also give very specific inputs on how to brand the organization, compensation to be offered and give insights on whether a given date from the campus was favourable for tapping right talent or not.

The program management expertise helped to work on different TA tools for raising request for requisitions for campus hiring, approval process and then final decisions on numbers to be hired. The team would then plan the colleges, panels and execute it as per the dates received.

Since there were two diverse groups there were lot of information that had to be shared with campuses and HirePro also give insights to the client on positioning themselves.

The assessments were custom built with very specific focus on hiring for product engineering. The assessments were a combination of aptitude and CS skills like algorithms, databases and programming concepts with application of specific programming languages like C and C++.

Impact

The client would need to hire ~70 candidates per year but the specific nature of the hiring meant an uphill task for the client, with a mandatory visit to as many as 20 campuses. The client could achieve the entire planning and execution with a single full time resource who was overseeing other activities as well.

The Global Team which managed University Relations was also working with the HirePro team to define recruitment strategies based on the inputs given. The existing brand equity helped HirePro to efficiently manage to get very favourable dates for the client

On HirePro's advice, the client also made a transition from an offline to an online test which yielded in quality reports, metrics and reduced TATs across the campus landscape. The transition to online test had to be managed well, as there was a lot of apprehension about the performance of the software platform in the campuses, the candidate experience and whether the shift would create a negative impact on the performance on the candidate.

Results

- The entire process helped the client successfully rebrand themselves as a unified entity in spite of having diverse business models
- With a focussed approach and single resource deployment the client could optimize costs
- The HirePro resource was elevated to manage the University relations functions in India for the client in close coordination with the Global University relations team
- HirePro paved in for a clear pathway and candidate engagement, ensuring most of the interns got converted to full time employees. This largely reduced the cost and the effort put in, for the hires.

Contact Us

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