

23

*Years of
Group Innovation*



ASSESSMENT MODULE

Introduction

Assessment solutions include identifying and evaluating a company's current employees for the objectives of re-assignment, training, promotion, or dismissal. The assessment also includes determining which employees' abilities are required to carry out the company's plans and reviewing their employees to see whether their talents fit the objectives of the business needs. If this practice is repeated on a regular basis, the company's staff develops and their competencies are more closely matched with the business plan.

Our assessment solution helps the users through a guided learning module that presents the idea of industrial symbiosis and prepares them to engage in industrial symbiosis for their own firm. The user is directed through the process of finding waste streams and other underutilized resources that may be repurposed by businesses in various industries, as well as how to collect proof and data for these resources. Ideas are offered to assist the user in identifying replacements for inputs, resulting in a more diverse and resilient supply chain.

Objectives

1. Evaluating the fit of employees for other jobs
2. Improving the company's strategic capabilities
3. Collecting information for restructuring or downsizing
4. Rationalizing and optimizing the current employees
5. Increasing the company's ROI
6. Identifying staff development needs

Outcomes

1. Save time by identifying the right candidate
2. Ready to use assessments
3. Helps in building great candidate experience
4. Helps in reducing the employee turnover
5. Reduce human biases, judgments, and mistakes

Solution Features



Functional Specifications

Complete Assessment Module Solutions

Registration

1. The Admin can create the user's name and password for all the users.
2. Admin can register a candidate by filling in the mandatory details.

Login

1. A user can log in using an email ID and password.
2. A user can reset the password via OTP and email ID.
3. Assessment Module
4. Admin can create an assessment model for candidates to review in 3 modules. (Technical, Assessment questionnaires are uploaded in bulk as per the subject and category.)

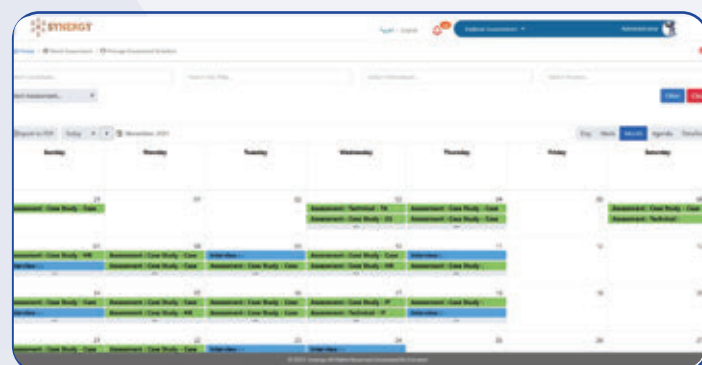
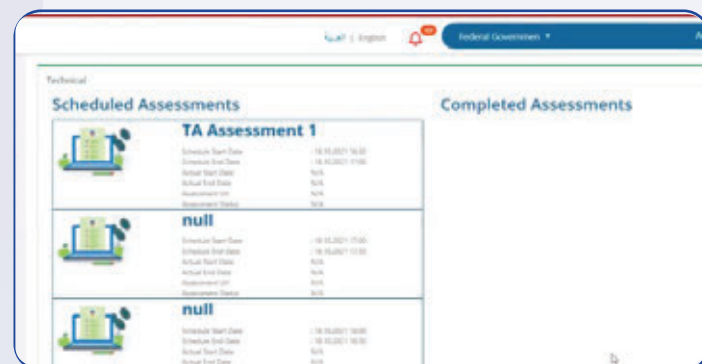
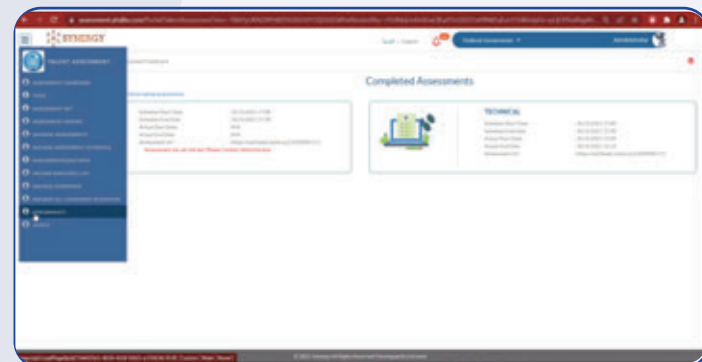
Assessment

1. The interviewer will start the assessment at the scheduled time and date.
2. The candidate reads the instructions, confirms, and joins the assessment.
3. For Candidates- Preloaded questions assigned by the admin will be generated.
4. For case study: A comprehensive understanding of the case study will be generated.
5. For the candidate: A face-to-face interview will be conducted.
6. Completion of the assessment will be as per the scheduled time.
7. Any technical Glitch and Interviewer can restart for the time left.
8. Generate Report

Inbox

1. A user can view the ongoing, pending, completed, and rejected interviews.
2. User can take the action single or in bulk.

Assessment Module Dashboard



Schedule Assessment

1. Admin will assign the assessment to the candidate for a technical, case study, and interview.
2. Admin will assign the available proctor and Interviewer/ Interview team to the candidate.
3. A calendar invite for the assessment will be auto-emailed.
4. The assessment schedule for the assessment will be displayed in the Proctor & Interviewer Dashboard.

Create a New Schedule

1. Admin creates a new assessment for each candidate with the following data:
 - a. Type
 - b. Candidate's Name
 - c. Preferred Language
 - d. Job Title
 - e. Monitoring Type
 - f. Proctor
 - g. Start Date & Time
 - h. End Date & Time
 - i. Location

Create a User Profile

1. User Creation.
 - A. Name
 - B. Job details
 - C. Organization
 - D. Email id
2. A welcome email will be sent to the users.

Reports

1. Admin/ Assessor can export to in PDF
2. The Admin/Assessor can view the assessment summary and interview report for the candidate.
3. Admin can generate the final report on the assessment and provide it to the organization.

Data Management

1. User can search the assessment report using Assessment Name, Assessment Type, Assessment ID, Date and Time, Assessor.
2. Assessor can view In progress, overdue, and completed tasks.

Mobile App

Bring your idea to life and get set up for success! Our mobile app is a new opportunity to make difference.



Technical Specifications

The assessment module is compatible with all modern browsers and works on all devices and operating systems. Mobile applications are available on all mobile platforms such as Android & Apple. Its User- friendly and easy to access.

Hardware - The assessment module server can be hosted in the cloud or in an on-premise data center. Both per-user and per-core licenses are available.

Implementation - The Assessment module can be implemented with a high availability configuration and in cluster mode.

Scalability - The assessment module is highly scalable with the ability to add site servers for remote (different) locations in an asynchronous mode. Read-only replicas can be set for faster access in each geographic location.

Localization - Local site servers speed up reads and writes and minimize the use of internet bandwidth. No single point of failure.

Backup - Assessment module auto data backup as per set frequency. Backups can be easily restored if required.

Technology and support - Thin client developed using Microsoft ASP.NET Core, HTML, CSS, and JS along with PostgreSQL DB & Mongo DB. Other database support can be provided if required.

Upgradable - The assessment module can be upgraded without impacting operations by switching to failover servers if required.

Manageability - Easy to manage infrastructure as there is no overhead of maintaining relational databases separately.

Easy Integration - The assessment module can be easily integrated with existing systems (ERP, CRM, etc.) through web services APIs.

Desktop App - A desktop app developed using the electron framework that is available on Windows, Linux, and Mac.

Single Sign-On - Single sign-on (SSO) integration capability with other SSO providers. access control.

Secured Data - Data is secured while in motion and at rest.

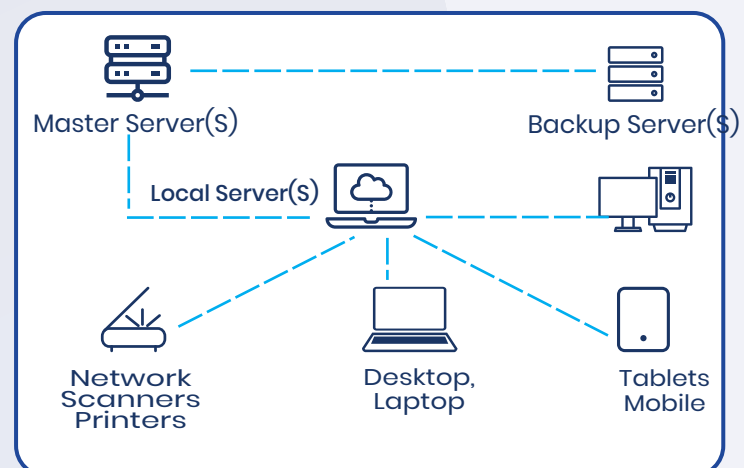
Fast APIs - Fastest GraphQL APIs for mobile and desktop applications

Technical Solution Building Blocks

Application Stack



Distributed Network Architecture





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