

# AM Talent Map<sup>®</sup> Benchmark for Hiring

## Product Benefits

Improve quality of workforce,  
identify skill gaps and promotions

Make hiring objective and  
benchmark driven

Bring scalability to hiring process

## Establish the '*Right*' candidate

In today's people centric environment, the **quality of talent** has become an essential component of business success. Every organization faces the challenge of recruiting the 'Right' talent not only for its industry but also specific to its organization.

Specific roles in your company require specific kind of people who have the potential to succeed in the given role. Our general understanding of what skills are required to succeed in a role is subjective and not validated by actual employee performance. Recruitment based on such subjective criteria is not standardized and leads to inconsistency across locations and over years. What is required is an objective measurement tool, which is benchmarked for the particular role in your company and can be deployed scalably for recruitment.

The right way of benchmarking such a tool is to calibrate it to pick up candidates *similar* to the ones who **perform best** in your company. By getting people similar to the top performers in your company, the average performance of your organization can be improved substantially.

This is exactly what Aspiring Minds' Talent Map helps you do. Talent Map helps you find out the skills, behavior, educational background and demographics the best performers in your organization have, but others lack. The exercise is completely objective. For instance, Talent Map would tell you if the person needs to have really good English for the profile or not; whether he needs to be extrovert, agreeable or both; Or how his inductive logic capability fare compared to his over our logical capacity; Or in what proportion should the Quantitative and Logical score be combined to find the right person.

Using this 'map' of top performers in your organization, one can use Aspiring Minds' assessment and profiling tools to hire people who have the same map and improve the quality of workforce by a huge margin. This makes the entire mapping exercise easy to implement p recruiters a very strong tool to do quality hiring.

Talent Map is not a consultant driven exercise, it is done through a completely objective set of tools including assessments, 360 degree feedback, performance data and mathematical models.

Talent Map's power lies in being able to control the quality of intake by hiring candidates similar to the top-performers at your organization in a scalable, objective and consistent matter.

## HOW WE DO IT?

The benchmarking is carried out by delivering standardized suite of assessments to a cross section of employees in a particular profile to understand the traits exhibited by top performers' vis-à-vis the bad performers. Internal company matrix like 360 degree reviews and

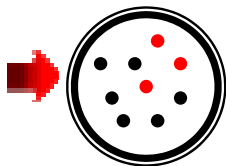
performance appraisals are considered as performance indicators and are used in the statistical study carried by AM for the benchmarking.

1.

Job Desc.



Skills Needed



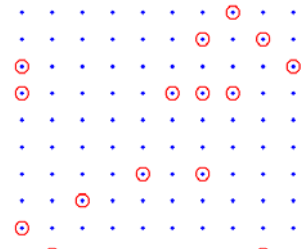
Study Job Profile  
Hypothesize Assessment  
Modules & Profile  
parameters

2.



Setup Performance  
Measurement Apparatus,  
Objective metrics and  
360 degree feedback

3.



Stratified Sampling:  
Decide employees to  
assess.

4.



Online Assessment  
Conduction & Perf. data  
collection

5.



Statistical Analysis:  
Linking Assessment &  
Profile to Performance

6.



Fitment Scores:  
Incorporation in hiring  
process

## OUTCOME AND DELIVERABLES

- ⇒ **Dominant aptitude, skill, personality traits** in successful employees missing in others
- ⇒ Quality of talent at your organization **compared to national talent pool** available
- ⇒ **Objective Hiring Benchmark** based on Assessment and Profile parameters
- ⇒ Subjective Hiring Benchmarks as recommendation to interviewers
- ⇒ **Skill gap** in employees, training and **input for promotion** process

## CASE STUDY

In a recent deployment of Talent Map at an IT organization, Aspiring Minds could recommend objective hiring benchmark which would take the success percent of employees from 40% to 68% **a 70% increase**. Talent Map diagnosed the skill gaps and recommended the right mathematical combination of aptitude, skill scores and degree points to fulfill it.

Get your Talent Map today

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