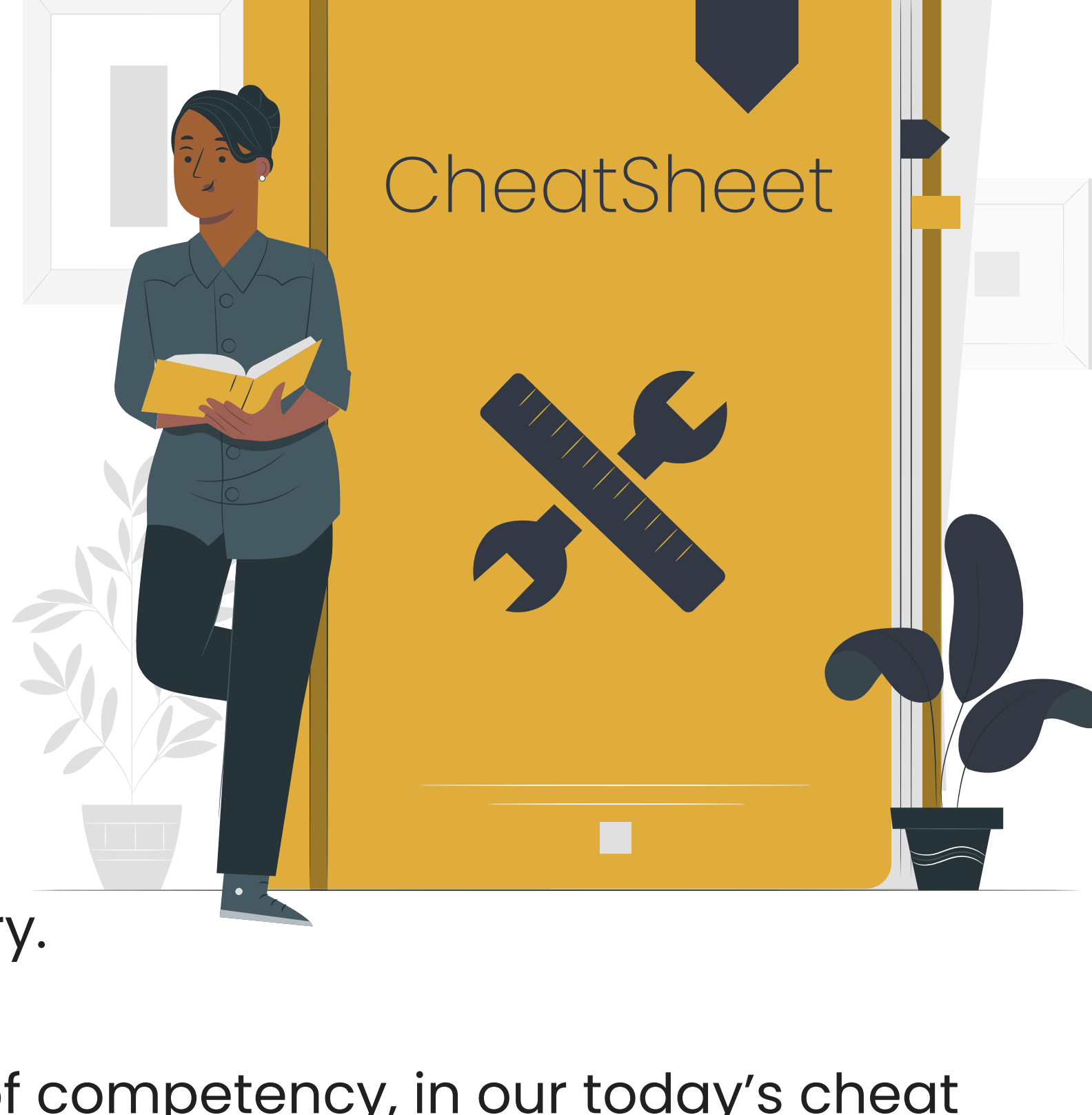


L&D CHEAT SHEET

HITTING THE COMPETENCY ASSESSMENT GOALS WITH THE RIGHT MIX OF MODERN TECHNOLOGY TOOLS

Competencies have been at the heart of our L&D cheat sheet series since the beginning. Till now, we have covered all the essential “must know” secrets about the core of competency i.e., everything about a *competency framework* that businesses need to embrace and adapt to be successful in today’s data-driven L&D industry.



Moving on to the next chapter of competency, in our today’s cheat sheet, we’ll attempt to unleash the power of modern technology to conduct competency-infused assessments across the organization.



We all know that a company cannot do without assessing competencies in today’s time. Shifting to the competency assessment culture is a must for today’s organizations. This is essential as competency assessments examine the abilities and appropriateness of employees. They highlight the key strengths and weaknesses of each employee.

Competencies establish what skills are required to execute the job, and assessing them will only help the business to know which candidates are at par with these skills.

COMPETENCY ASSESSMENT IS VITAL FOR A COMPANY’S DEVELOPMENT AND SUCCESS!

Usually, an assessment across a talent lifecycle in an organization comprises of:



RECRUITMENT & SELECTION

- Tests
- Interview



DEVELOPMENT

- Feedback
- Evaluation
- Recognition



PERFORMANCE

- Feedback
- Evaluation
- Recognition

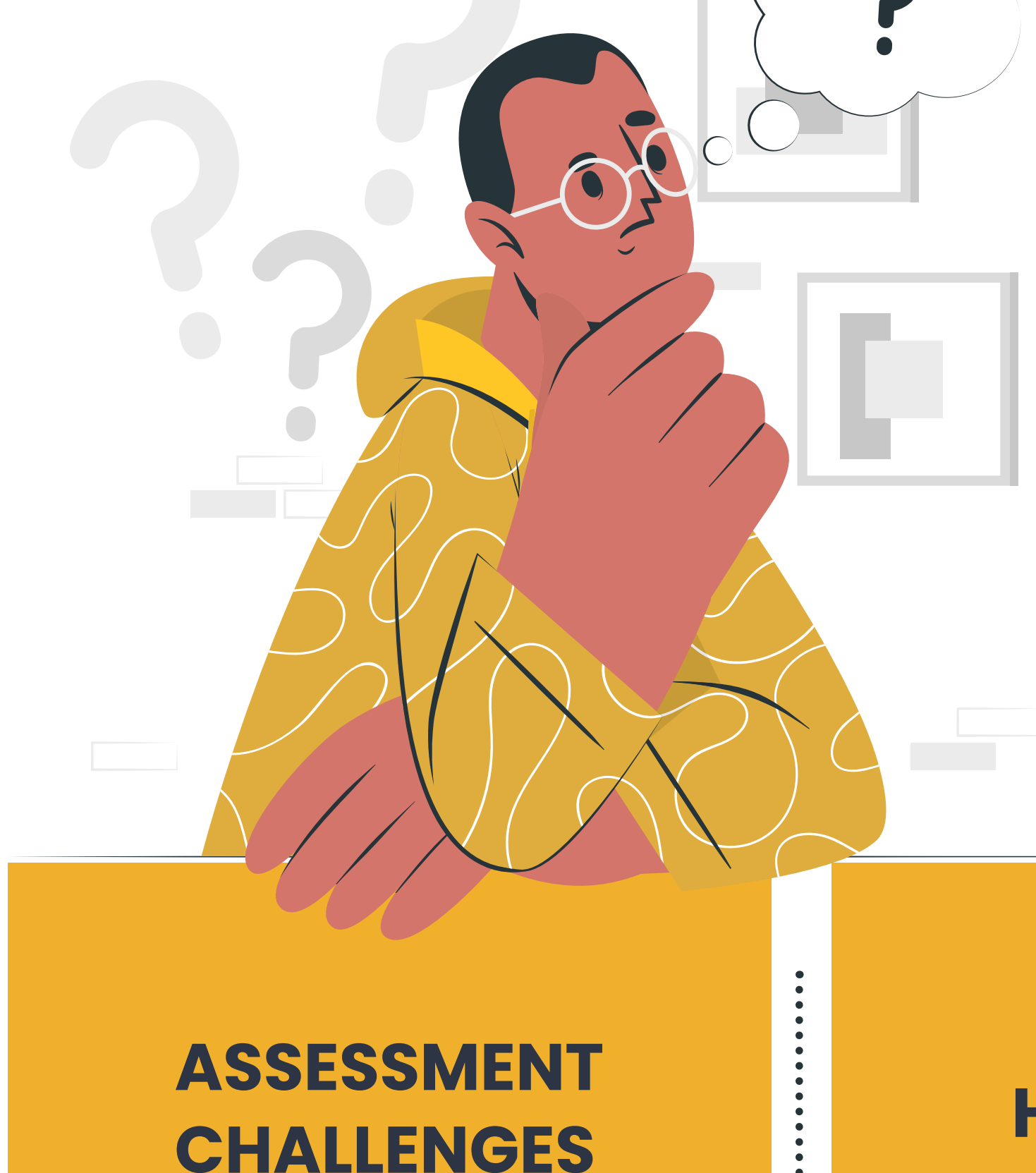


SUCCESION

- Tests
- Interview

Although competency assessments are necessary but conducting them is not a piece of cake. Just imagine the pain of the HR and the recruitment department when they are required to evaluate thousands of applications daily to pick the best out of the lot and onboard them into the business. This is more hectic when you work in a 1000+ staff company!

Thanks to the recent technological innovations and developments, it is much easier for companies to come out of such stressful situations and pave the way for companies to tap on the best tools and resources to attract and hire the best talent.



HOW ?????

ASSESSMENT CHALLENGES

THE EVALUATION PROCESS IS ARBITRARY AND ONE WAY.

ASSESSMENT TAKES TIME! (SOMETIMES, A LOT!)

NOT ENOUGH ASSESSMENTS ARE CONDUCTED

LACK OF OPENNESS IN EVALUATIONS

HOW TECHNOLOGY HELPS!

- Use automated/ semi-automated evaluation systems and accessing pertinent data from other corporate systems helps avoid subjectivity.
- Develop and send competency-based tests to applicants automatically using a software.
- Leveraging the data processing capabilities of a competency software to save time and money!
- Handling daily operations, which include designing custom assessment forms on the basis of relevant job profiles with desired competencies faster through the software.
- Configuring the system in the software to notify everyone about forthcoming competency assessments, performance appraisals, results of evaluations and follow-up action plans, if any.
- Scheduling assessments periodically from time to time ensures that your employees are ready to take over!
- Getting all the essential data such as performance trends, competency growth, etc under one roof i.e., through individual dashboards in the software and tracking the data to ensure transparency.
- Accessing competency-based job profiles available on the platform to comprehend the management’s objectives.
- Generating personalized reports from the software to know the exact stage at which the employees stand currently.

WHAT THE FUTURE OF ASSESSMENT HOLDS?

The introduction of competency-based automated / semi-automated platforms has been able to solve most of the complex assessment challenges that a business face, but that’s not it. With modern technology taking over the world, the future of assessment looks secure and reliable with some of contemporary features such as:

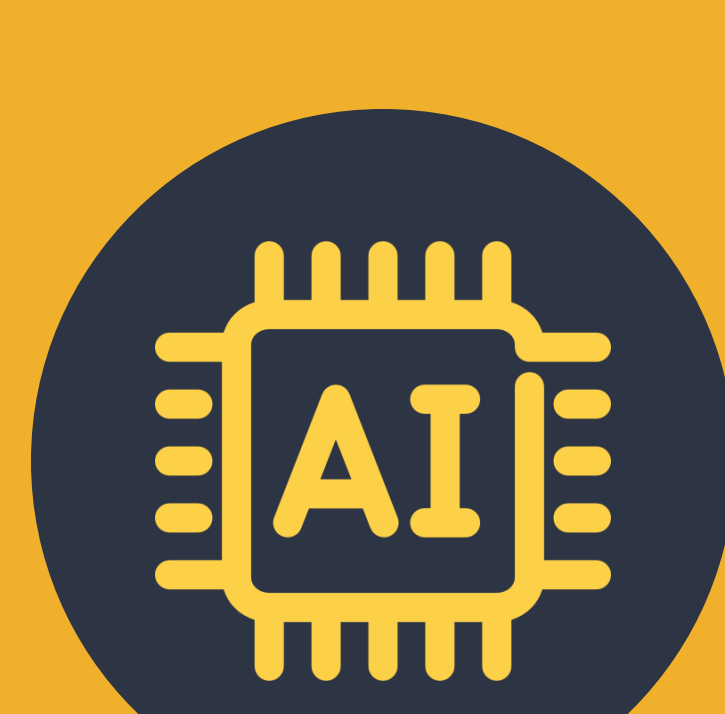


CLOUD-BASED TECHNOLOGY

Allowing access to assessments at anytime, anywhere!

AI INTELLIGENCE

Ensuring automated proctoring and sentiment analysis without human intervention.



360-degree feedback

Providing complete, open, and transparent feedback with a plan of action.

Finding the perfect competency assessment platform with such contemporary features seems like finding a needle in a haystack (okay, not literally) but don’t worry, we have the perfect solution!

So here comes our “much talked about” product – EasySIM (We guess you already knew)

EasySIM is time and again proving to be one of the most efficient competency-based platforms with the latest technological features to ensure that you definitely close the competency gap and drive your organization to achieve its business goals.

And as we say – We are just a call away from helping you up the competency ladder and stay in the competency game!

Reach out Now!