

# hiring great resources

requires

# Talent & a hint of

# TECHNOLOGY

**PexiScore** is a product from **Pexitics**, an Indian HR Analytics organisation, based in Bangalore that has engineered a systematic process to cover the entire hiring journey online. Automated. It's faster, smarter, better.

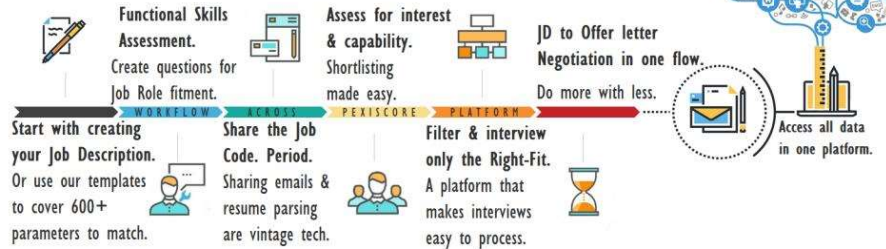
The **PexiScore** stands for **People excellence indicator Score**.

A complete workflow that has been technically adapted based on manual processes with flavour of tech and algorithms to make it smarter, faster, better.

Reach out to [PexiScore.com](http://PexiScore.com) today to know more about global hiring practices technology that's as simple to use as LinkedIn & Naukri. Yet packaged with far higher efficiency as it uses **HR ANALYTICS** framework to assess data that will provide further insights about your hiring culture as you improve knowledge benchmarks for **hiring winning teams** plus lowering hiring costs, time and improve hiring practices.

**WE SIMPLIFY HIRING.**  
...actually we don't but our algo does!

India's first hiring platform on Cloud; hiring faster, better, smarter  
Saves time and cost, and improves hiring efficiency  
JD to Offer letter negotiations covered in single workflow  
Timed assessments algorithm to find the Right Fits for shortlisting  
Interview panel scoring model to measure and offer post interviews  
Data and documents available for HRMS integration & Analytics  
Complete workflow solutions including candidate documentation



Interviews & hiring insights

Talent pooling

Pre-hire assessments

Reach out to us if you believe Analytics is no longer an option but a must for Talent Acquisition workflow and data metrics insights.

30%

savings on time spent on hiring processes.

30%

savings in hiring costs.

40%

improvements in hiring metrics & efficiencies.



95% candidates are more willing to trust technology than humans to find them the Right jobs.  
86% CHROs believe HR technology can bring about improved delivery of Talent Acquisition challenges.  
LinkedIn ranks faster screening as the No.2 important task in hiring.

## PexiScore on Youtube:

[https://www.youtube.com/watch?v=Ibn\\_Dx4pxqW](https://www.youtube.com/watch?v=Ibn_Dx4pxqW) (How to get hired) : A candidate perspective

<https://www.youtube.com/watch?v=ImsfkWN3ZAA> (Measure your Hire) : Why measuring helps

<https://www.youtube.com/watch?v=-Tz2hamnQX8> (Hiring great teams) : Hiring great teams

# When Hiring, First Test, and Then Interview.

~ Harvard Business Review

The modern recruiter in this new world needs to be a business person first, complete with the ability, gravitas, and the intellect to influence and advice hiring managers and leaders at all levels with **data in hand** at every step.

~ Brendan Browne  
Sr. Director of Global Talent Acquisition  
[LinkedIn](#)



Information

Data acquisition

Data Metrics

Reporting

1. Should cover both basic details & specific parameters required for candidature.

PexiScore has over 600+ parameters to cover every aspect you need as a checklist for pre-hiring.

### What Talent Acquisition mandates

2. Should cover broad organisational hiring framework and policies.

Define the framework once; it's captured for every JD you create as a recruiter.

3. Should be able to share JD with approving authorities and business for a final go-ahead.

Allows multiple types of users; an editor/approver, a viewer and an investigator for the Job Description process & Interview Panelists. Investigation helps in remote Proctoring; useful for large scale campus hirings.

4. Should be able to automate JD creation; store every JD data and create question banks for future Jobs.

Every JD can be automated; data and question bank stores information for future JD requirements.



## PexiScore pre-hire assessments for efficient screening

Recruiter (automated)	Proprietary Assessment Module		Recruiter / Business
<b>JD vs. Candidate Match</b>	<b>Aptitude Assessment</b>	<b>Work Behavior Assessment</b>	<b>Functional Skills Assessment</b>
Matches primary areas like qualification, age, work experience etc.	English Language & Comprehension Numerical ability Situational Judgment Logical Reasoning	7AS Work Psychometrics showcasing motivation and behavioral traits.	Create questionnaire to assess functional Skills across
Mandatory	Administered only once in 6 months		<b>HR Interview questions</b>
	Optional to Recruiter		Ask subjective questions to assess candidate attitude

Improving the quality of assessments is three times more profitable than increasing the size of the candidate pool - and six times more profitable than getting the chosen candidate to accept a lower compensation package.

- B.Groysberg, Nitin Nohria & C Fernández Araújo, HBR

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people excellence indicator score

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HR Data Decisions. Delivered.

