



Effective & Digital

People and Processes

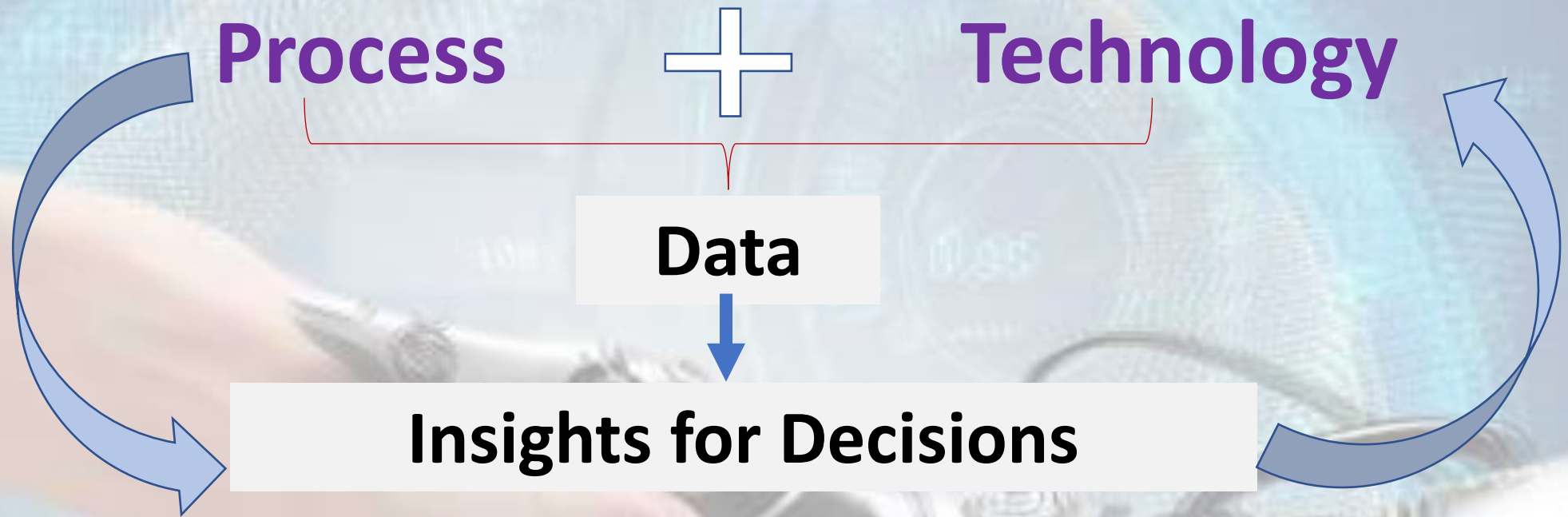
Reach us : score@pexitics.com ; +91 734966 2321

Intelligence Amplification – Amplifying Human Intelligence

IA

Its not AI

Towards Purposeful Digital and Data Practices



Effective Digital Process Management

Our aim is to Empower your organization for Effective Digital Process Management

Interventions :

1. Self Management : Through Technology transfer and Training
2. External Consultants

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Generation of Data

1. HR Process data (assumed existing in organization)
 - ATS – for hiring data
 - HRMS / HRIS for onboarding to exit data
2. **Talent attribute data for Hiring and Talent Management** (competencies, maturity, decision making, team management etc.) - PexiTest Assessment and Surveys
3. **PMS – Performance Management System** – dedicated to driving Performance across the levels in the organization using interactive interfaces (customized)

Consolidation of Data

Creating a dynamic Data warehouse

1. Unified data from all HR & People Management systems
2. Integrate business performance data (sales etc.)
3. Easy to plug in any Dashboards on the data
4. Easy to extract any lists from this data

Insights from Data

1. **Dashboards with Insights** – for easy decisions each day
2. **Realtime Incentive calculation**
3. **Predictive and Prescriptive analytics**
Forecasting recruitment, attrition numbers
4. Identifying optimal **Hiring Sourcing strategy**
5. **Hiring fast for Optimal Fitment to Role** on psychometry, skills and competencies across levels (FOS – Leadership)
6. **Top Talent Identification** (promotion, growth programs)
7. **Engagement, Culture surveys and feedback**
8. **LNI** - Learning needs identification
9. **Leadership recruitment and growth**
10. **Compensation benchmarks**

Common Projects:

Management Efficiency

1. Data and Decisions across Multiple HR Systems –
 - Common Insights Dashboards
 - Realtime incentive calculation (linked to performance)
 - How to understand insights (learning intervention)

Junior Levels

2. FOS Recruitment, Incentives, Engagement and Attrition management
 - Recruitment : mobile process (including psychometric test in regional language), enabling real-time onboarding and central HR control
 - Incentive calculation : real-time , in-database sales system linked calculation
 - Engagement and Attrition management : Hooks are Incentive, Job Role Branding, Reduced tie gaps between promotion slab

Mid & Senior Levels

3. Managerial and Leadership Management :
 - HiPo identification and Early Leadership identification for accelerated growth paths
 - Engagement and Needs Surveys, Feedback surveys and analysis
 - Analytics and Data based decisions across departments – as a culture (learning)
 - Digital Journeys optimization – for customers, vendors and employees (re-aligning digital assets for maximum ROI)

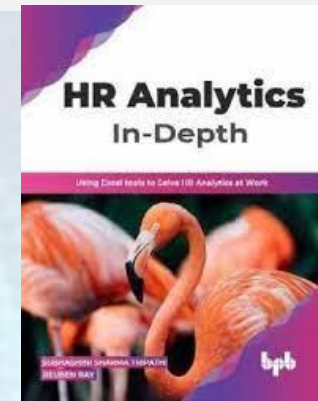
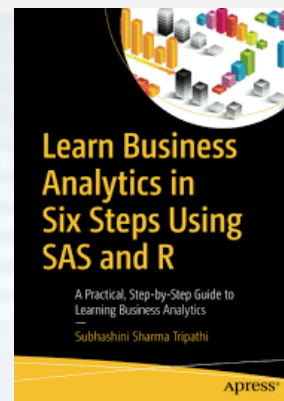


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