



Workforce Assessment Solutions

Organization Overview

Euphony HR is one of the leading firms in the country that provides multi-featured, customizable and highly secure web-based workforce assessment solutions. It provides workforce assessments based on decades of research from world over with a strong emphasis on effectiveness, accuracy, affordability and ease-of-use.

Quality people are the mainstay of any organization. Euphony HR assists companies in effectively selecting, developing and retaining the best talent in the market with the help of affordable and environment friendly online assessments. Our forte is the ability to assess and analyse a variety of behaviour patterns and skills. Objective and lucid reports are compiled on these assessments, in graphic as well as textual formats, both as snap shots and as detailed analytical reports.

Products & Services

Euphony HR offers its Assessment Solutions in software-as-a service (SAAS) model.

I. Pre-employment & employment online assessments

Euphony HR has vast experience, unmatched expertise and in-depth understanding of human resources processes and functions. Integrating its knowledge-base, experience and expertise in human resources and high-end software, Euphony HR has developed an online assessment system which is user-friendly with unique features such as multi-layer security, instant report generation, test event management etc.

Euphony HR has partnered with professionals from various industries and disciplines for the development of these skills and aptitude tests. It has partnered with internationally acclaimed psychologists who constantly develop, study and validate personality assessments for Euphony HR.

Products & Services (Continued...)

a) Skills tests

We provide multi-skills, multi-discipline tests for various job levels for varied corporate and industry profiles. We assess prospective employees for job skills as customized for each type of job as per client requirements. Our dynamic data bank endeavors to constantly expand the array of tests and thereby reach across to a broad spectrum of industries and disciplines. Some of our skills test features are: Time-bound test submission, Random pattern questions, Statistics reports with location, time, date, IP address, log-in records, Result displayed by rank etc.

We have skills tests for the following skills:

Accounting, HR, Marketing, Finance, Supply Chain Management, Java (Advanced Java, Basic Java, Java Classes/ Methods, Swing, JDBC, JSP), Dot Net, C Programming, C++ Programming, C# Programming, PL/ SQL, SharePoint Server, MS .NET Framework, Windows Communication Foundation, Windows Workflow Foundation, SQL Database Server, PHP, Power Builder, Mechanical Engineering, Chemical Engineering, Electrical Engineering, Electronics Engineering, Telephone Etiquettes, Business Etiquettes, English Language, Soft Skills, and more.

Products & Services (Continued...)

b) Aptitude tests

Logical tests of reasoning, problem solving and troubleshooting skills are important benchmarks that organizations desire in an employee. Euphony HR tests are designed to assess every aspect of these HR skills and thereafter provide the inter-se merit of the candidate group. Hence recruiters are provided the benefit of clear and unambiguous inputs for selection of the right candidate for the right job.

Some of our aptitude tests are:

Analytical Reasoning, Quantitative Aptitude, General Cognitive, General Reasoning, Numerical Reasoning, Pattern Series Test of Abstract Reasoning, Verbal Reasoning, Form Pattern Test of 2-D Reasoning, Mechanical Reasoning, 3-D Reasoning, Visual Acuity, Visual Inspection, and more.

Products & Services (Continued...)

c) Personality/ Psychological Assessments

Behavioral patterns, attitudes, personalities, competencies, sociability and a host of individual psychometric parameters define the tangible personality and abilities of the job-seeker and his ability to integrate and contribute efficiently in a team especially under ambiguous and stress situations. Euphony HR in consonance with a team of eminent psycho-analysts, have developed tests that profile the candidate and provide a snap shot of his innate qualities as well as his psyche. This form of detailed testing and analysis helps to identify inappropriate behaviors, attitudes, competencies and personality.

Products & Services (Continued...)

c) **Personality/ Psychological Assessments** (Continued...)

Why do Employers use Personality Tests?

Studies have shown that modern personality testing is one of the most valid predictors of future job performance. The benchmarks of effective personality tests are :

- Objectivity – good personality tests are standardized on a large sample and provide normative data across a wide range of demographics and age cohorts.
- Validity – psychometric tests are a more valid method of assessment than interviews, academic achievement and reference checks, and when utilized in the correct combination (for example in an assessment centre) are highly predictive of future job performance.
- Cost – the cost of selecting the wrong employer can be high. Psychometric tests can help minimize cost while ensuring that there is a strong fit between the candidate and the job.

Products & Services (Continued...)

c) **Personality/ Psychological Assessments** (Continued...)

Euphony HR Personality Assessment tests are developed by a group of psychologists who bring in decades of collective experience in psychological testing in various organizations. The convergence of their research and the validation of distinct factors have led to the formation of a robust, logical and accurate assessment system.

We offer more than 120 personality assessment tests covering almost all industries and disciplines.

Please ask for our Personality Test Catalog to see list & details of the personality tests we offer.

Products & Services (Continued...)

d) Psychometric Assessments

Our Online Psychometric Assessment System is a composite package of Online Skills Tests and Online Personality Assessment.

The Online Psychometric Assessment System enables organizations to assess skills and personality traits of its employees simultaneously i.e. both the assessments are conducted as one event in a continuous flow and results for both are generated simultaneously resulting in substantial savings in time, effort and logistics.

Products & Services (Continued...)

Key Features of our Assessment System

- Client administrative interface to manage assessment events, made effortless with great features
- Instant test report delivery
- Multilayer security
- Prompt & efficient technical support
- Tailored solutions

Products & Services (Continued...)

II. Employee Performance Appraisal

eAppraisal is the Euphony HR's comprehensive employee performance appraisal tool that adds value to your organization by transforming your conventional paper based appraisals into a very effective and time efficient system that delivers better results.

Key Features:

- eAppraisal System automatically identifies and assigns an employee rights of appraiser or appraisee based on the organization's hierarchy.
- Appraisers can appraise and view self-appraisal & appraisal reports of their juniors for whom the system assigns them rights.
- Multiple appraisal and self-appraisal forms in any number and in any combination can be assigned individually to various departments, functions, sub-functions, levels, teams/ groups, etc.

Products & Services (Continued...)

II. Employee Performance Appraisal

Key Features (Continued...):

- Self-appraisal and appraisal reports can be viewed and downloaded as PDF files.
- Self-appraisal and appraisal reports can be viewed and downloaded individually for each employee and also in one consolidated file for multiple employees.
- Appraisal reports lay off graphical score comparison of employee's score in each competency factor against department's and organization's average scores for the respective competency factor.
- System offers easy navigation of the employees' information and reports by creating a tree of employees based on their departments, functions, sub-functions, levels, groups/ teams, etc.

Our Clients

- Essar Group
- GlaxoSmithKline
- Pidilite
- Jindal Power
- UB Group
- Moser Baer
- Dax Networks
- SBC Petrochemicals
- Leegra, South Africa
- Robert J Hall, Europe
- Virgin Media, UK
- Winspire Solutions
- Vienova
- Annet Technologies
- SSP India
- BL Chainrai Group, Africa
- McLube Asia
- M W Aragao, USA
- Alcor Capital & Assset Management
- Techno Group, Russia
- Shipnet Software Solutions
- and more...

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