

ONBOARDING FROM THE TOP FOUR  
IIM'S ACROSS INDIA FOR

**BILL & MELINDA**  
**GATES *foundation***  
(BMGF)

CASE STUDY



**IRIS-Corp**  
Empowering People-Enhancing Performance

## Contact

### P. Kheterpal

Country Lead, Talent Acquisitions

### E. Berkeley

Operations Coordinator, India Country Office

## Context

The Bill & Melinda Gates Foundation (BMGF) associated with IRIS-Corp for the selection of Business Interns from the pool of 1000 candidates across various IIMs. The idea was to screen the most-versatile candidates out of the lot using state of art video interview technique.

## Intended Outcomes

- Only graduates / post-graduates from **IIM Ahmedabad, IIM Bangalore, IIM Kolkata** and **IIM Lucknow** having minimum 3 years work experience could be shortlisted.
- BMGF desired that in the duration of 2 weeks, 2 people are finalized for the role.

## Proposed Outcomes

Based on the following assumptions, it was proposed that the screening should be done using the Psychometric (PsyChoMeter<sup>®</sup>) as well as Cognitive test tools on online platform. To select the best decision-makers, who could perform under high-stress levels and defined time-lines with success, it was imperative to use the best selection tools and technologies.

## Assumptions

- Candidates from equivalent educational background (IIM) - While interviewing it would be difficult to shortlist the premier candidate, as the small marginal difference between two candidates might lead to a vanishingly small probability to arrive at the best conclusion.
- Screening candidates from different parts of the country using video interview would incur more costs as it would require one designated POC to conduct it in each part of India.
- The screening process could be completed within 3 days i.e. each day for a decided task - (a) Day 1 - Psychometric (PsyChoMeter<sup>®</sup>) and Cognitive tool-based tests, (b) Day 2 - Evaluation by the back-end team, (c) Day 3 - Interview on the online IRIS-Corp Platform - iHiring.

## Process

**Level I:** At the entry level, filtration and shortlisting criteria set were as follows:

- ◆ Work experience - minimum 3 years
- ◆ Graduation - Tier 1 college / University
- ◆ Percentage - Top 20%
- ◆ Preferred - Experience in Banking and consulting domain (Analyst with Big 4, Bain or BCG)

**Level II:** Formation as well as bifurcation of input database on the basis of the above stated standards.

**Level III: (a) Cognitive test** - Candidates were evaluated on:

- ◆ Processing speed
- ◆ Attention span
- ◆ Visual episodic memory
- ◆ Verbal memory
- ◆ Working memory
- ◆ New learning
- ◆ Strategy formulation
- ◆ Planning
- ◆ Multitasking abilities
- ◆ Response inhibition
- ◆ Emotion recognition

**(b) Psychometric (PsyChoMeter®) Test** - Candidates were tested on the following parameters:

- ◆ Team play
- ◆ Conflict handling
- ◆ Decision making
- ◆ Stress handling
- ◆ Leadership
- ◆ Employee reliability
- ◆ Sales achievement
- ◆ Work engagement
- ◆ Persuasiveness
- ◆ Business acumen
- ◆ Customer service attitude

**Level IV: Evaluation stage:** Three member psychologist panel (SME) was set, which selects the best profiles on the basis of the tests. Feedback and results for all profiles were shared with the client.

**Level V: Interview stage:** On the iHire platform, the candidates are interviewed and the best 2 candidates are selected for Internship with the client.

**Benefits**

- Uniformity of the process
- Increased time efficiency
- Test reliability
- Scalability
- Cost-effective
- Flexible interface
- Complementary to interview process
- Unbiased results

**Results**

Each candidate was selected only after being screened on three types of complementary tests across platforms i.e. Cognitive, Psychometric (PsyChoMeter®) and Interview. Out of the 1000 applicants, 400 were selected post test screening stage. And out of 400, only 30 were selected for the final interview. Not just Big Five personality traits, but many other elements which are not regularly tested were taken into consideration. This resulted in choosing the best of the lot as an intern for our client organisation.

### Interpersonal Quotient (I1Q)

- \* Self-Esteem Quotient
- \* Body Well-being Quotient
- \* Locus of Control Quotient

### Interpersonal Quotient (I2Q)

- \* Aggressive - assertive Quotient
- \* Passive-Assertive quotient
- \* Friendliness Quotient
- \* Controlling Quotient



**PSYCHO  
METER®**

### Rational Emotive Quotient (REQ)

- \* Rationality Quotient
- \* Impulsiveness Quotient

### General Well-Being Quotient (GWQ)

- \* Stress Quotient
- \* Happiness Quotient
- \* Anxiety Quotient

## **IRIS CORPORATE SOLUTIONS**

Building No. 81, Sector-44,  
Gurgaon, Haryana-122003, INDIA.  
Tel. : +91-124 4402 400

 <http://www.facebook.com/iriscorpindia?sk=info>  
 <https://twitter.com/IRISCorporate>  
 <http://www.linkedin.com/company/iris-corporate-solutions-pvt-ltd>



To know more about us, visit [www.iris-corp.com](http://www.iris-corp.com)

For corporate enquiries, please write to [bd@iris-corp.com](mailto:bd@iris-corp.com)

*Apart from our own offices, we have partner offices in all the major cities in India.*

**Delhi/NCR, Mumbai, Bengaluru, Chennai, Kolkata, Jaipur, Pune, & Vadodara**