



IRIS-Corp
Empowering People-Enhancing Performance

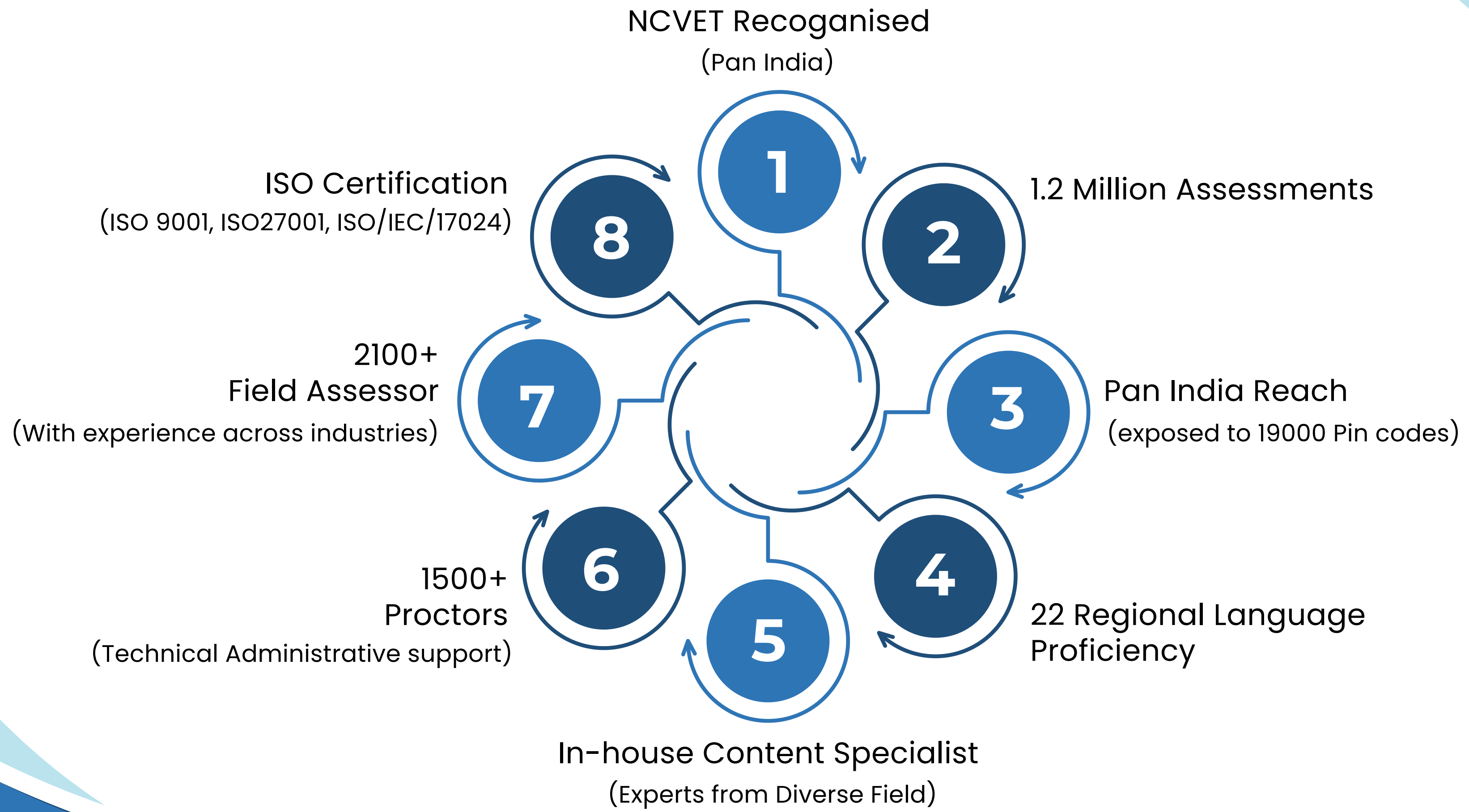
Secure AI-Powered online assessment services



www.iris-corp.com

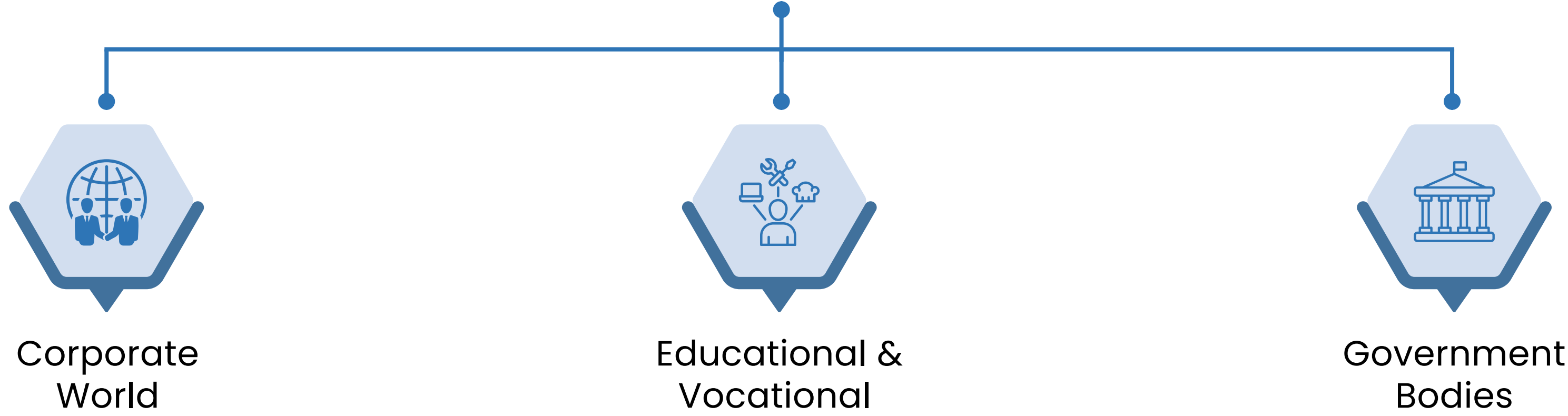
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About IRIS-Corp



»»» — What We Do? —————

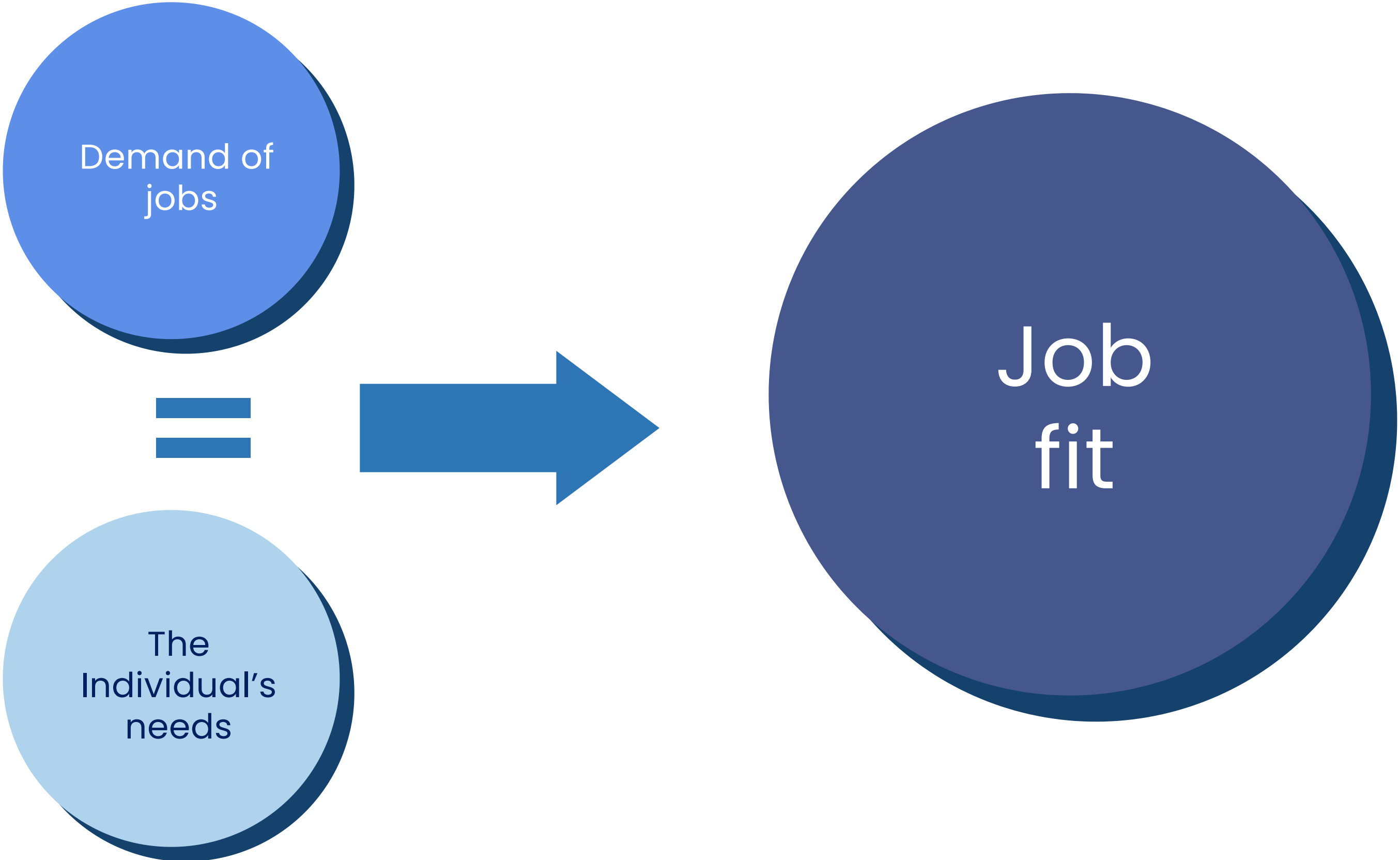
Bouquet of assessments



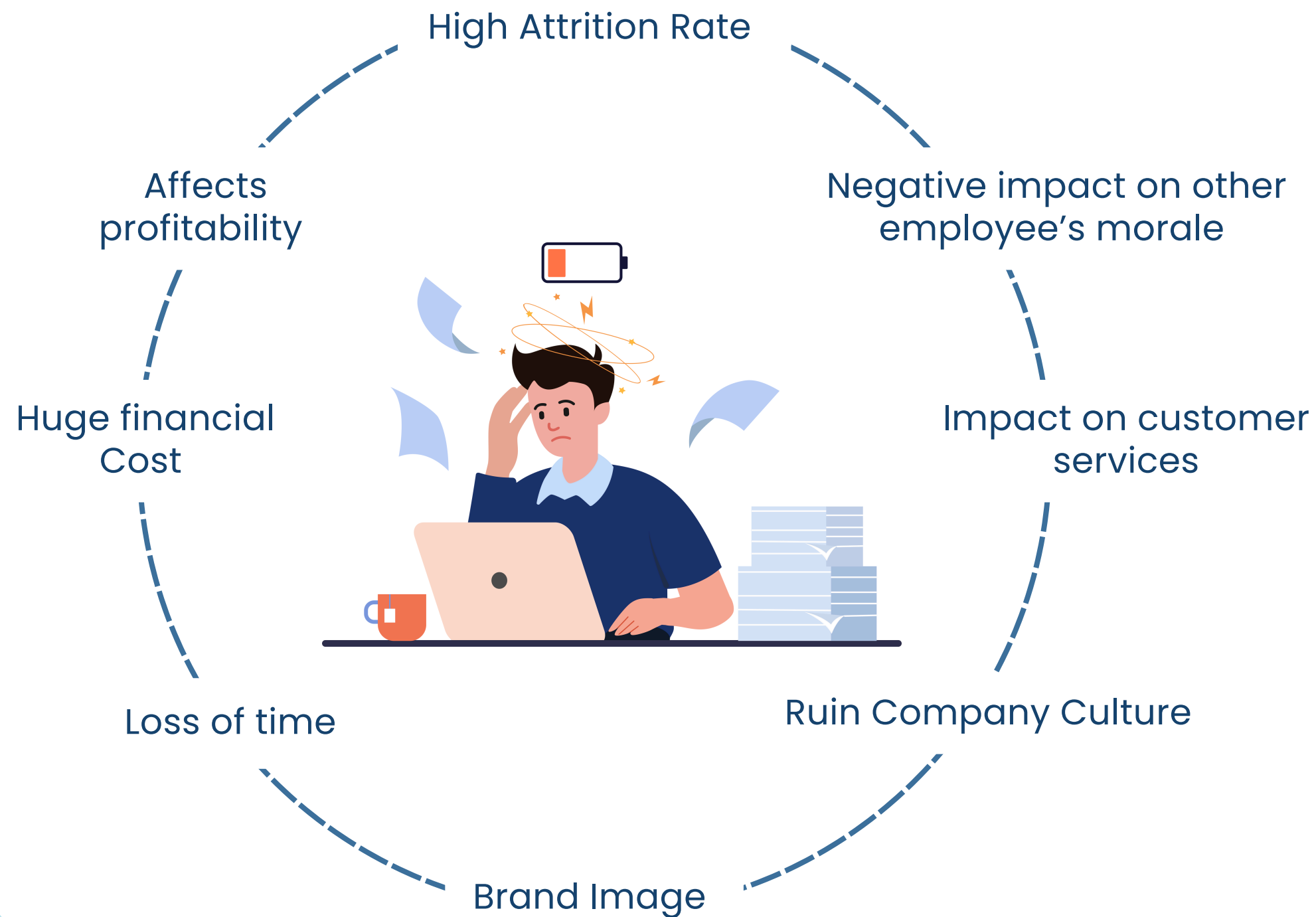
————— Our Strength ———<<<<



Biggest Corporate Challenge




Rightfit vs Misfit




“Warm bodies are the by-product of taking a short-cut to speed up recruitment, rather than an investment opportunity with a compelling ROI”.

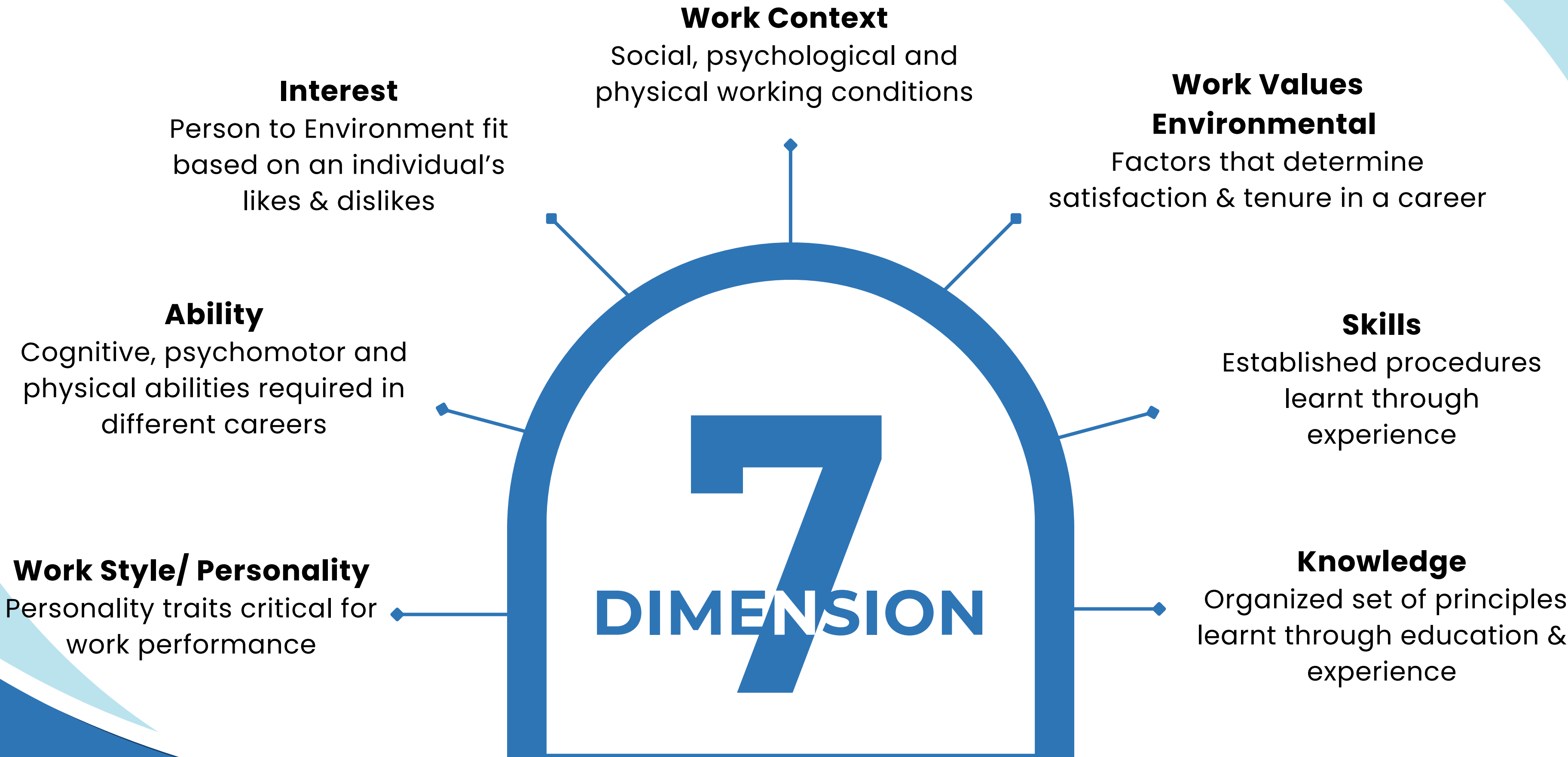
 One-stop online & offline platform

 Assessments to explore your interest & passion

 Visualize career horizon

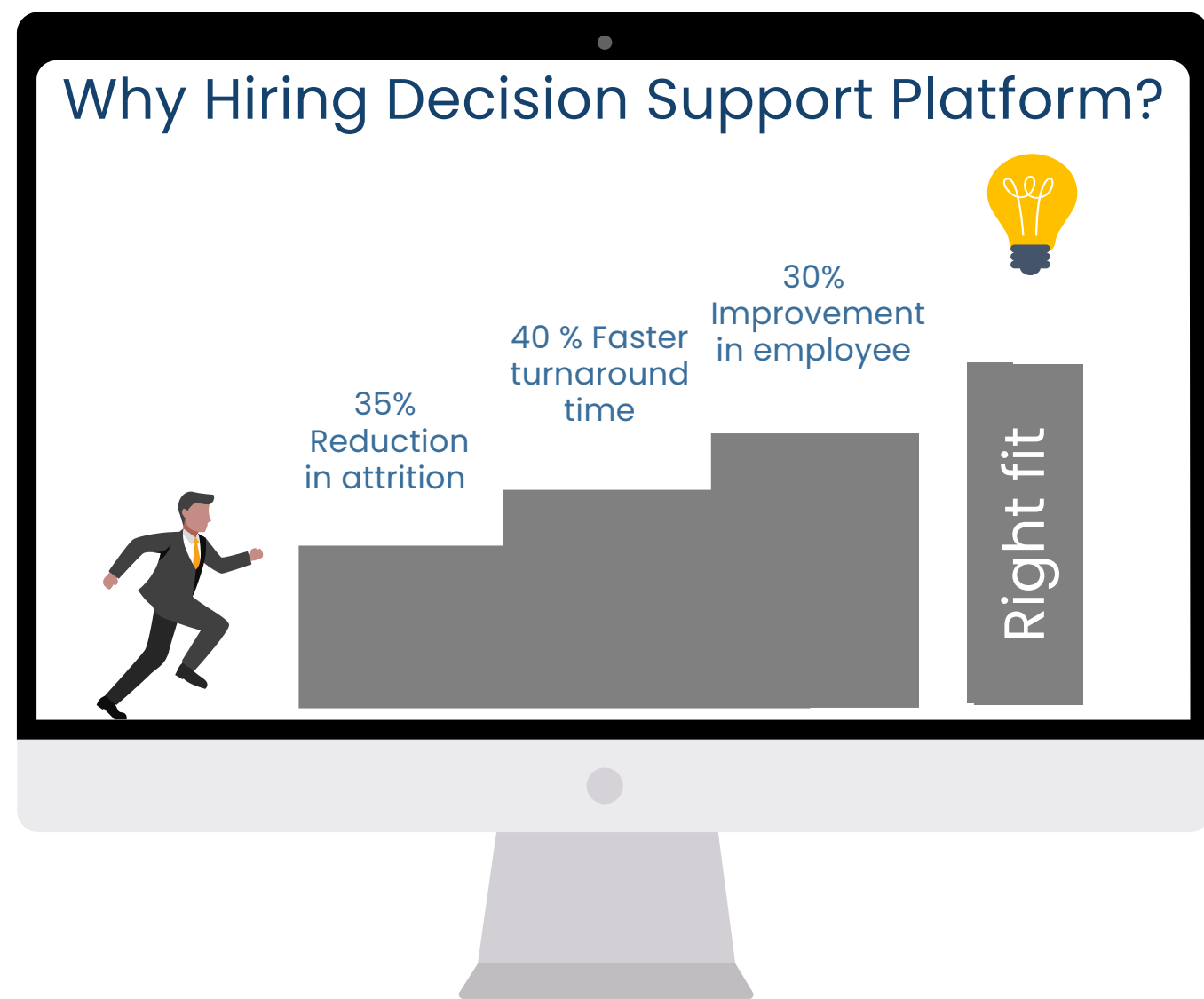
 Personalized and intelligent approach in helping organisations harness their potential.

Parameters of Right Hiring





IRIS-Corp's Solutions




Our Assessments are already mapped to the most relevant skills for the position, so you can be sure you're screening for the right abilities, in just one click.

Impact of Hiring Rightfit

- Improved Employees retention
- Positive and engaging impact on customers services
- Higher quality of work and increased productivity & profitability
- More efficient collaboration among team members
- Boosts Brand Image
- Culture Fit
- Financial cost with returns

Pre Hiring Assessment

Why is it done?



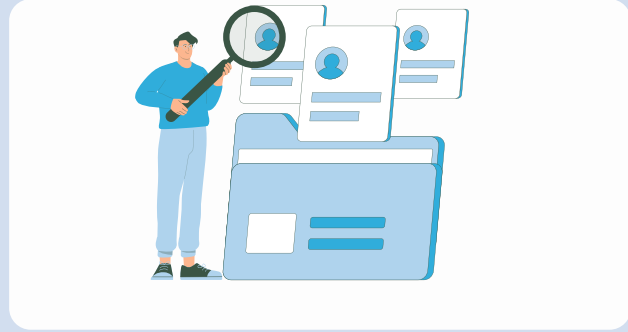
To accelerate hiring process



To uniformly test an applicant's knowledge & skills

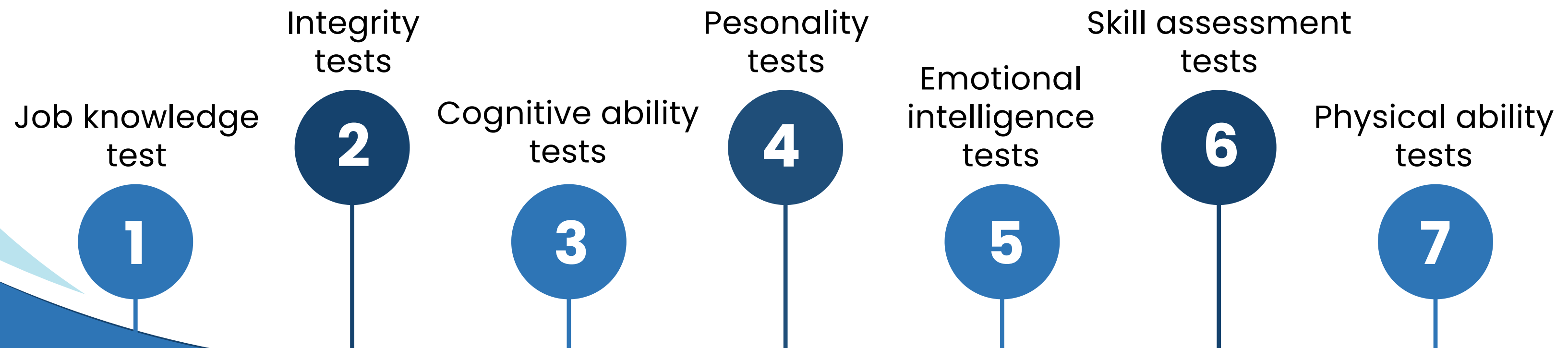


To maintain the quality of interviews



Screening from large talent pool number of applicants

Types Of Tests



Pre Hiring Assessment

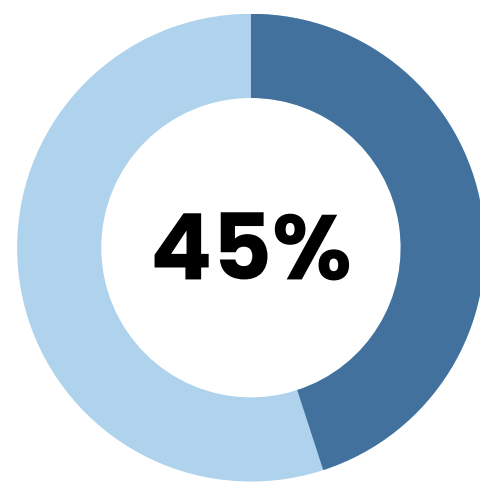
IRIS-Corp's Solutions

Objectively access candidates/employees **across levels** on any skill with our multiple-skill library.

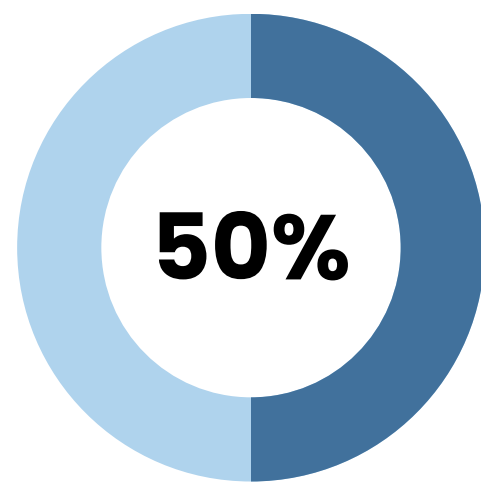
Hire the best candidates with pre-employment tests calibrated to your organization's **specific needs and requirements**.

Conduct virtual interviews effortlessly (**any time, anywhere**) with our live interview and coding assessment platform

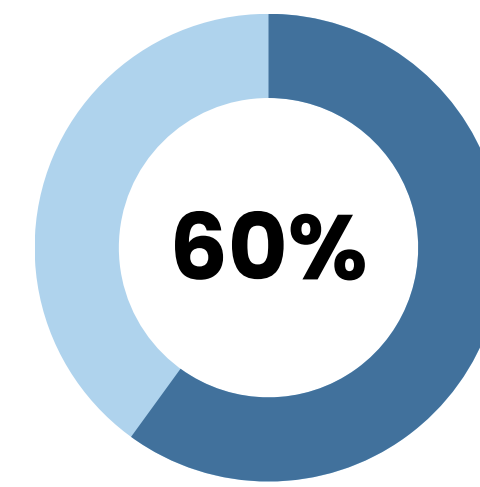
Impact of pre hiring assessment



reduction in hiring costs



reduction in time to hire



increase in interview to selection ratio

Competency Mapping

Competency mapping helps in recruitment, training, and performance appraisal by aligning individual abilities with organizational goals. This approach fosters career development, enhances employee engagement, and helps in achieving a competitive edge in the industry.

Process of Competency Mapping

The following steps explain the process of competency mapping:

A job analysis is conducted where an employee is provided with a questionnaire to answer. The aim is to collect data related to individual skills, mindset and responsibilities.

In some cases, the company shares the results of the competency analysis with its employees to help them understand their performance in comparison with their colleagues.

If there is any change in the role, the employee and firm sign a new agreement after having a mutual consent.

Top-level **management** takes a decision to decide which strategy must be implemented and how it should be implemented.

Once the job analysis is completed, interviews are conducted with the aim of assessing the responses of employees.

A detailed competency analysis report highlighting areas of improvement is shared with employees. This report mentions the strategies and training that the employee must undergo in order to grow.

The collected data helps the **human resources** department to create job descriptions based on competency on the basis of the collected data.



Competency Mapping

1

Enhanced Job Performance

By identifying the specific competencies required for various job roles, organizations can ensure that employees have necessary skills and knowledge for perform their jobs effectively.

2

Better Recruitment and Selection

Competency mapping aids in the recruitment process by helping to identify the specific competencies required for a job role. This ensures that the right candidates are selected, who are well-suited to fulfill the job requirements.

3

Improved Employee Engagement

When employees understand the competencies required for their roles and receive the necessary training and development, it leads to higher job satisfaction and engagement, as employees can see a clear path for their growth within the organization.

4

Focused Training and Development

Through competency mapping, organizations can identify gaps in employee competencies and design targeted training and development programs for addressing these gaps, fostering continuous employee growth and development.

5

Career Development and Succession Planning

Competency mapping facilitates career development by helping employees understand the competencies they need to develop to progress in their careers. It also aids in succession planning by identifying employees with the potential to take up higher-level roles in the future.



Competency Mapping Advantages

6

Increased Competitiveness

With effective core competencies, competency mapping helps organizations in gaining an upper hand in the market with the ability to innovate and adapt to changing market conditions.

7

Enhanced Communication and Collaboration

By clearly defining the competencies required for various roles, competency mapping can foster better communication and collaboration within teams, as team members have a clear understanding of each other's roles and responsibilities.

8

Legal Compliance

In some industries, competency mapping ensures that the organization comply with legal and regulatory requirements by ensuring that employees possess the necessary competencies to perform their jobs safely and effectively.

9

Objective Performance Appraisals

Competency mapping allows for more objective performance appraisals by clearly defining the competencies required for a job role and assessing employees based on their demonstration of these competencies.

10

Alignment with Organizational Goals

Competency mapping helps to align individual performance with organizational goals by identifying the competencies that are critical to achieving the organization's objectives and fostering the development of these competencies within the workforce.

Talent Assessment & Analytics

Mode of Assessment

Online

Offline

Web Based

No Internet

Pen & paper

- Tablet
- Laptop
- Computer
- Mobile

- Tablet
- Mobile

- Optical Mark reader



»»» — Type of Assessments

Job knowledge Test

- Aptitude Assessment
- Computer Based Assessment
- Coding Assessment
- Learning & Development (e-learning Platforms)
- Technology driven Customized Assessment
- Descriptive Assessment
- Skill Assessment
- University Recruitment
- Recruitment Assessment

Psychometric Assessments

- Psychometric Assessment
- Personality Assessment (Functional Specific role Assessment)
- Cognitive Assessment
- Nurturing Employee Wellness (NEW)
- Behavior Assessment

College/University Exam

- University Assessment (Internals)

Algorithm/module based Assessments

- Computer Adaptive Assessment
- Communication Assessment (English writing Assessments)
- Video interview

Data Processing

- Application Processing and data base creation
- Certificate Printing

Assessment Platform Features

Salient Features

- All device Compatible
- Geo- Tagging & Time Stamped
- Two Way Communication-Audio & Video
- Attendance Management system
- All file format Support
- Reset Test/ Resume Test
- Robust Concurrency
- Intuitive Configurability
- Multilingual Assessment
- Question Bank Analysis
- Company Branding
- Inbuilt Question Bank
- Powerful Reporting
- Support Center
- Descriptive Answer Sheet
- Disable people user friendly

Security Features

- Private test link (Test by invitation only)
- IP Blocking (Back-end activation/de-activation)
- OTP Based Authentication
- Secure API
- Multi Face Detection & Recognition
- Face Authentication
- Aadhar Validation
- Random Photo Snap Capture
- Track Browser movement and keep a log of suspicious browser activities
- Window Switch Count
- Simultaneous Login Attempts
- Copy-paste restricted
- Live Tracking through Observer
- Remote Proctoring
- SSL Enabled

General Features

- Seamless Integration with client's IT infrastructure
- On-demand scalability
- Upload your Questions
- Sequencing of Questions
- Random distribution of Questions & Options
- Mark all questions Mandatory
- Move Forward Only
- Mark for Review
- Negative Marking
- Review your Answer at Later Stage
- Hint Based Partial Scoring
- Import reports in Excel/PDF
- Trend Analysis Report
- Detailed Audit Log Sheet

Best Assessment Practices



Seasoned team for operations & delivery, adheres to TAT & operational SOP's. Led by key account managers.



Empanelment of Counsellors through stringent and uniform sourcing & selection process.



Scientific & validated multi-lingual question pool across subjects & topics.



Pool of SME's across Industries from academia and industry.



Versatile, User Friendly & Secure Platform & Processes.

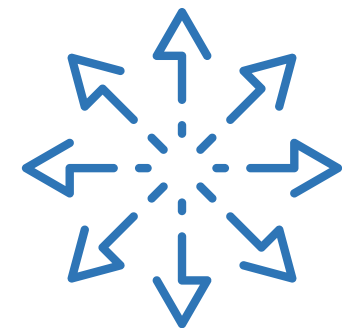


Proctoring & invigilation through multilayered online mechanisms by trained and certified teams.



Continued engagement with and upgrading of Counsellors and advisors throughout their tenure.

Best Assessment Practices



Versatility of Question Type (MCQ, Subjective, Upload, Image , True/ False, Short Answer, Single Choice) Question Paper.



Time tested
IT enabled operational tools/utilities for accuracy , e efficiency, and scalability.



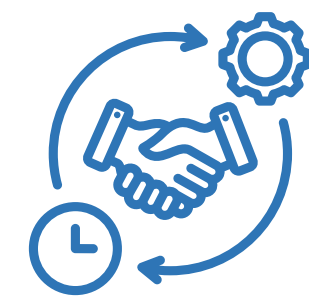
Seasoned content management team.



ISO 9001:2015, ISO/IEC 17024:2012 & ISO 27001:2013 certified



Ground & Voice Support for testing centers during Assessment.



Dedicated safe, secure, and accessible physical storage along with state-of-art e-storage & retrieval solutions

IRIS-Corp's Offerings



Integration with impact: We work as a team bringing right technology platform and expertise together for you.



Service with perspective: We understand your needs and offer tailored solutions.



Finding the unseen edge: With creativity, hard work and vision we help clients discover what's on the horizon.



Access new path: Our user-friendly platform and access to seasoned subject matter experts who knows and understand human behaviour and allow clients to harness untapped opportunities

»»» — Why Us? —————

IRIS Corp is a leading assessment solution company for nearly 14 years, we have been a trusted name among Government bodies, corporates and the education sector. Our people and technology platform makes who we are.

Our AI-driven assessment platform provides the autonomous governance that best solves the needs of our clients from multiple industries and across levels.

You simply won't find another service partner that can match our value proposition. We make every effort to provide our customers with customizable solutions and services and we work just as hard to make sure of getting right model that fits your needs. We promise the same for you.





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To know more about us, visit www.iris-corp.com
For corporate enquiries, please write to bd@iris-corp.com

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

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<https://twitter.com/IRISCorporate>



<http://www.linkedin.com/company/iris-corporate-solutions>



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