

V:O:I:C:E (Voice of Candidate Experience)



V:O:I:C:E is a customized solution which captures the candidate experience across the recruitment lifecycle and determines the dimensions that create maximum impact.



Simplistic

Easy to understand and conversations operate



Combination

Healthy balance of and online surveys



Past to Future

Predictive and constructive



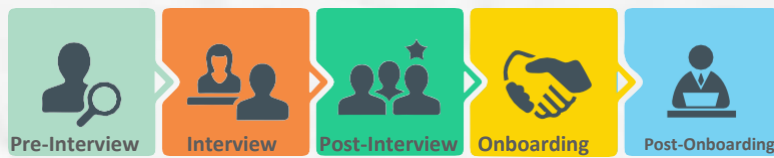
Call to Action

Business intelligence / outcome driven

Science

“**Deductive Approach**” method based on scientific principle of research is applied to draw inferences across various dimensions of the candidate experience during the recruitment lifecycle.

V:O:I:C:E can be a combination of conversations and a survey tool that captures the experience of the candidate immediately at the end of the interview & recruitment process (post 48 hours). This is followed by a dashboard and quarterly analysis which will help identify the strengths and areas of focus.



Recruitment Lifecycle



Blueprint

Collect and curate the data

Collect and curate data from all possible demographics. Randomize the data and schedule telephonic interviews with the randomly sampled participants across the recruitment lifecycle.

Conduct the survey

Conduct the survey (average call time - 30 minutes) post interview by calling each interested applicants based on the standard questionnaire prepared.

Capture the feedback

Feedback and responses captured along the survey are validated for data analysis including call audits and data verification.

Measure the feedback

Dashboard analytics are triggered to analyze data and make necessary recommendations encompassing dimensions like competition landscape, recruitment lifecycle, online perceptions Vs reality, job sales pitch Vs reality etc.

Scope

Our analytical dashboards transform available data into actionable business intelligence by capturing the interactions, that occur between a potential employee and anything that might influence a potential employee; broadly encompassing the factors like :

- Competition landscape
- Job sales pitch Vs reality
- Brand impression
- Job application process
- Compensation
- Rejection process
- Online perceptions Vs reality
- Recruitment lifecycle
- Candidate experience
- Feedback
- Offer process
- Interview panel



Intelligent Dashboard Analytics

Insightful, graphical and simple to understand

Presents interview feedback in a manner which is easy to interpret and helps visualise key information to manage recruitment process in the best way possible.

Overall analysis (point to point)

Cutting edge features like **SLICERS and GUI** (visualizations) gives flexibility to track the responses and understand potential pain points, in order to resolve them as soon as they are spotted.

Filters for deep analytics & insights

Provides a range of options to dissect data from simple deep dive analytics to predictive patterns.

Highlights actionable information

Transforms available data into actionable business intelligence and empowers recruitment managers to track and visualise the metrics that are most valuable for taking decisions on talent acquisition.



Similar Intelligent Tools



Talent Engagement

Engagement Index captures the engagement levels in the organisations across the Managers and creates dynamic action plans



Talent Acquisition

First 101 Days (1 - 51 - 101 Pulse Study & satisfaction trends) is a SaaS based model, captures the sentiment levels across the onboarding Process (-7 days from the date of joining to 101 days of post joining



Learning & Development

Return on Training Effectiveness - Measuring the Training feedback to optimise the build Training Budgets and build alignment with Business Strategies



CHRO: Strategy, OD, Culture

Exit (Employee Xperiences In their Tenure) is a dynamic dashboard . Which is an outcome of Exit Interview conducted either in a survey or one to one discussion