vTesting – To Shorten Recruitment Cycle

XYZ Technologies Pvt. Ltd. is a technology company which has an employee pool consisting of web developers, UI designers, test engineers and sales personnel. The company hired through job portals, recruitment agencies and the usual channels. The HR team would sift through hundreds of resumes before short listing a handful for processing. The potential candidates would then be put through various stages of selection.

The company was looking to simplify and quicken its hiring process. One of the ways was to conduct a screening test on various technologies for potential employees. The performance in the test would be used as a basis for calling the candidates for an interview. Since, the number of candidates who would be taking the test is in hundreds, it would be an enormous task calling them all to the office and take them through a paper based test and then correcting them manually.

hubVirt provided them their online exam platform named vTesting. The company created a question paper consisting of 50 multiple choice questions covering all the technologies. They found adding the 50 questions and 200 students in the system, very easy. vTesting lets student data and question bank data to be uploaded through an excel file (in a specified format). All the questions were created with 1 mark for a correct answer. No question was created with negative marks. Different sections were created for each of the technology areas being tested and when the questions were added to the exam, they were added under the specific section. The exam was configured with a time limit of 30 minutes and without a provision to go back to the previous question. It was also configured to be a 'Final Test' which meant that the test could be taken by the candidate only once.

The applicants were informed beforehand about the date and time of the test along with the instructions to read through, before starting the test. The user id and password to use to login to vTesting were automatically emailed by the system when the students were created in the system. All the candidate was required to do was log into the system, follow the instructions and take the exam. The exam was a timer based one for 30 minutes. When test was started the candidates were shown a message that it was a final test and once started couldn't be taken again. If the candidate chose to proceed, the question paper would be shown one question at a time. Once a question is answered, the candidates proceeded to the next question. On completing the test they could submit the question paper. For some candidates, on expiry of the 30 minute limit, exam stopped. In either case the answers were evaluated automatically by the system and the scores were stored in the database. The net scores as well as the section-wise scores, including percentages were evaluated and stored.

The company was able to shortlist the candidates based on the scores just by sorting the scores in the system for proceeding with the next level of interviewing process. The company also

came to know about the strong and weak technology areas of a particular candidate based on the section scores.

Previous Process (1 HR executive):

1. Scan resumes for broad fitment (**6 days** for 300 resumes and to shortlist 120 resumes)

2. Initial telephone conversation by HR executive to verify skill set with basic questionnaire (20 TCONs per day – total **6 days** to talk to 120 people and shortlist 30)

3. Schedule test, conduct technical test (in office), correct papers manually and shortlist 12 applicants – (**4 days**)

4. Technical interview and HR personal interview – (**1 day** for 12 people)

Considering current average of sorting 300 resumes to shortlist 3 final candidates,

Total time taken for final selection for a particular position: **At least 17 working days**
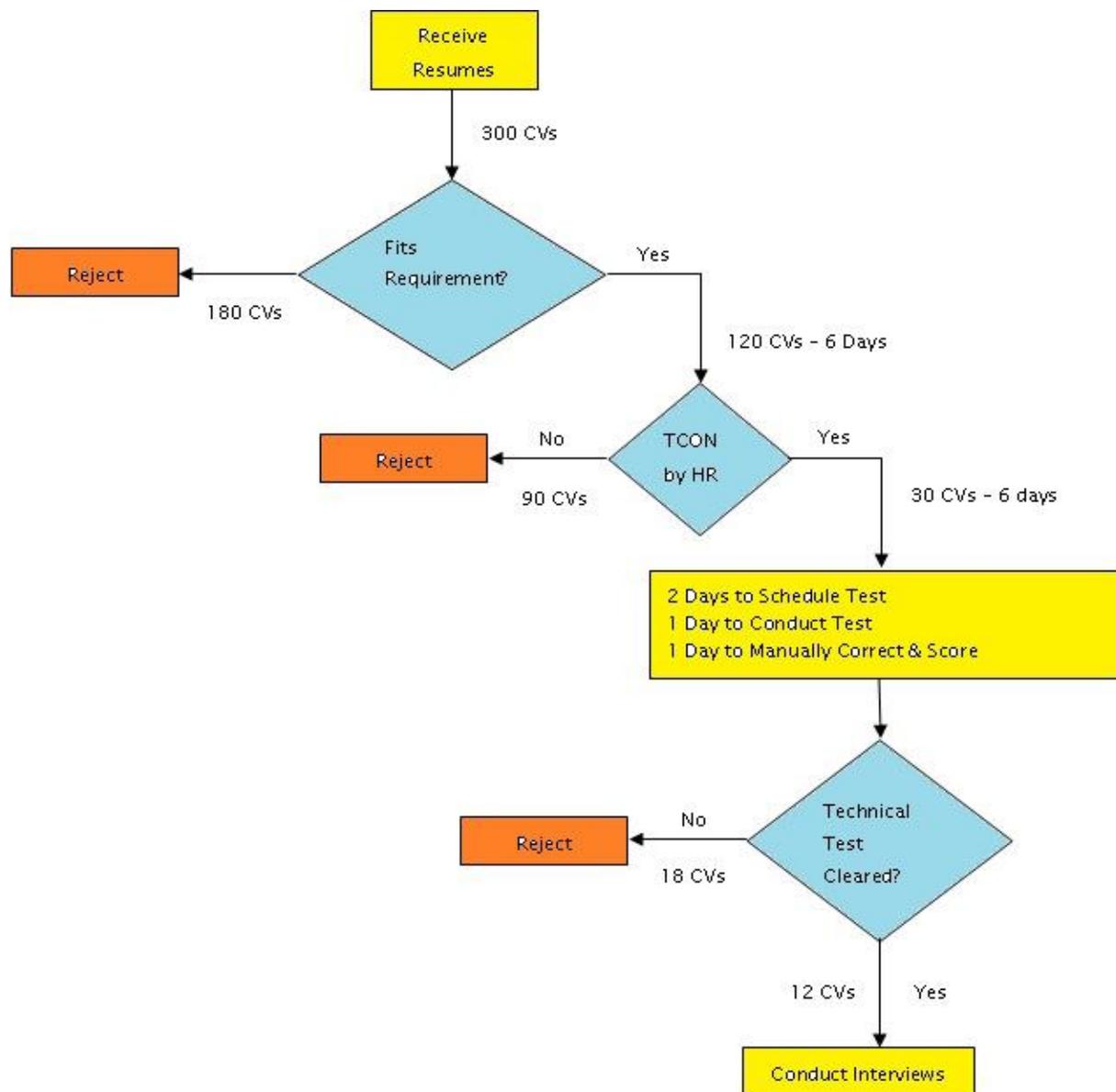
New Process (1 HR executive):
1. Scan resumes for broad fitment (**6 days** for 300 resumes and to shortlist 120 resumes)
2. Schedule and Conduct online test for 120 applicants and shortlist 12 based on score analysis (unlimited number of candidates per day from anywhere) (**2 days**)
3. Technical interview and HR personal interview – (**1 day** for 12 people)
Considering current average of sorting 300 resumes to shortlist 3 final candidates,
Total time taken for final selection for a particular position: **Maximum of 9 working days**
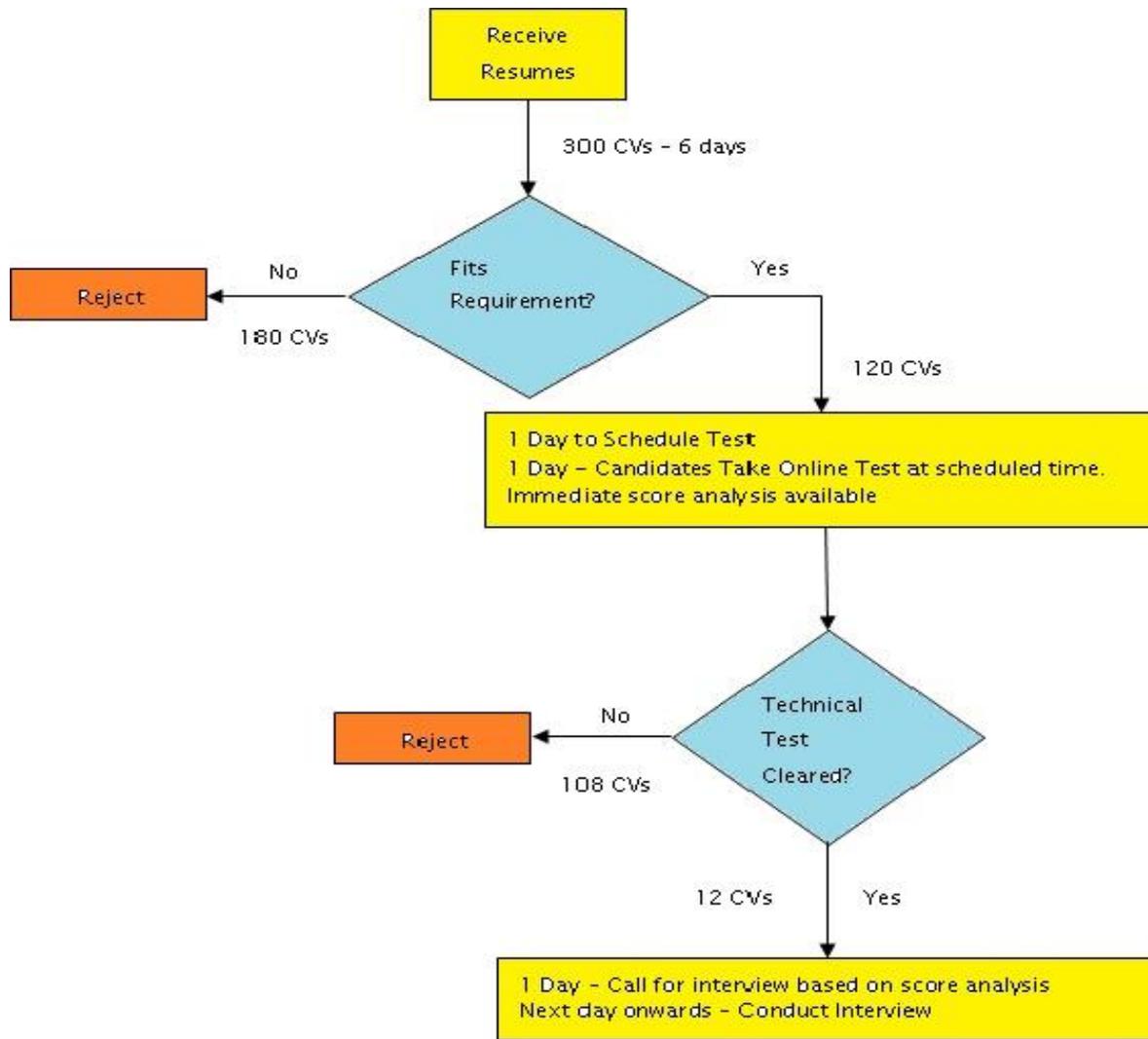
Outcome: The **time taken** in the entire process (until an offer has been made) **reduced by** nearly **50%** by using vTesting. It also helped in **reducing the effort required by the HR team** in pre-screening the candidates and for conducting a test, correcting the answers manually and sorting the scores. The company saw clear gains in using the online platform vTesting in conducting screening test and thus getting a better hold on its recruitment process.