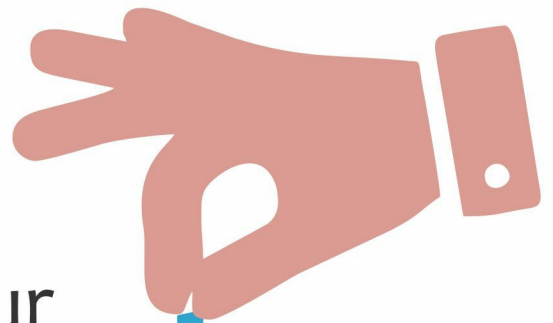


Quest Systems Pvt. Ltd.

Ensuring effectiveness by simplifying complexities
through re-engineering thinking process

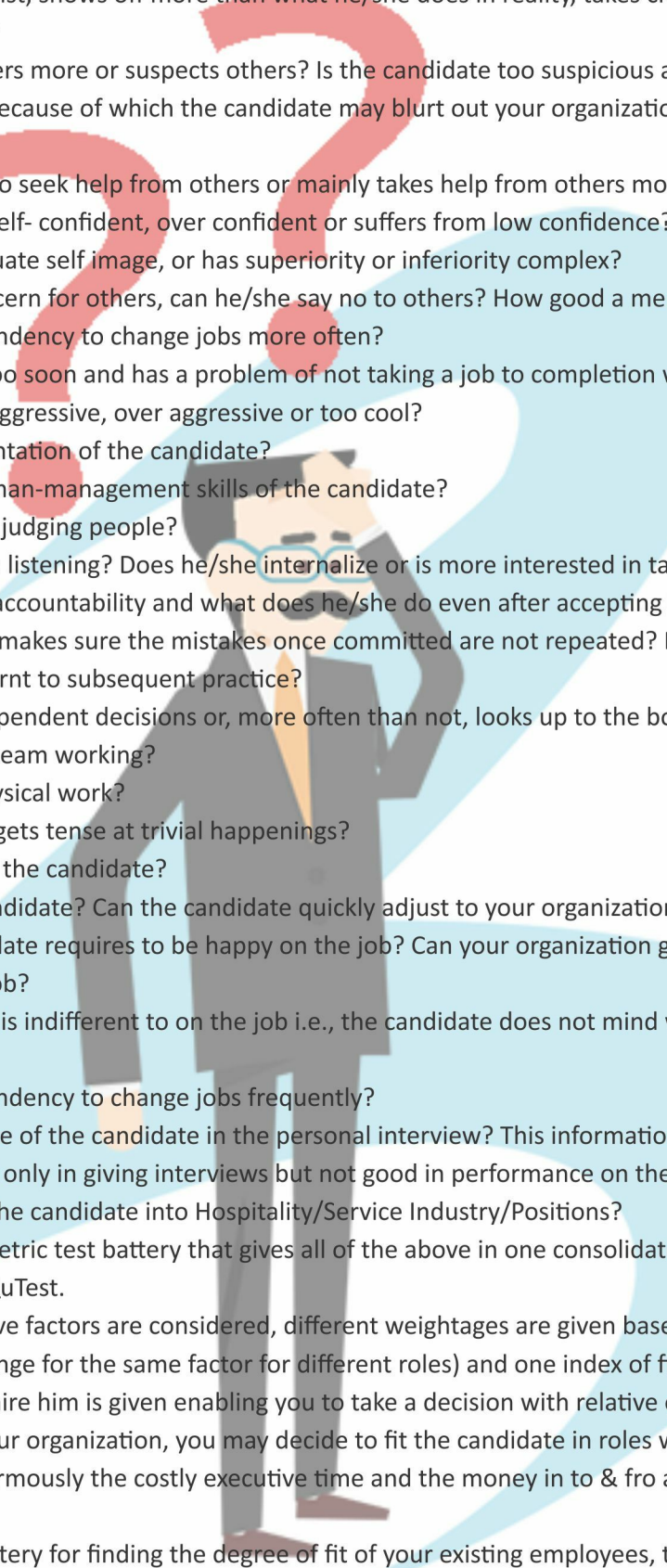
How to Speed Up Your Hiring Process





How to prevent GHOSTING in the hiring process

- Do you know in depth whom are you hiring for your organization?
- A candidate with integrity or questionable integrity, who may work for your competitor but drawing salary from you?
- A candidate who is a drunkard or just a social drinker?
- A candidate with an impressive bio-data or a performer on the job?
- One who performs well in an interview lasting for a couple of hours or a performer on the job for ever?
- A rolling stone that gathers no moss or one who sticks to your organization and delivers results that you want him/her to?
- A candidate with only influence to back him/her and no capability?
- A sober looking candidate who suddenly becomes a powerful and negative union leader once you confirm him/her on the job?
- How well can the candidate perform the role you are recruiting him/her for? What other roles in your organization the candidate can perform better or worse than the one you are recruiting him/her for?
- How does the candidate rank in different performance parameters that the intended role demands from the candidate from poor to excellent? Like for example in parameters like:
 - Capability.
 - Orientation: What is the direction in which the candidate's capability is being channelized? Towards his/her home or office, and in office towards whom?
 - Is the candidate achievement – oriented? If so, whether it is above the right limit or below?
 - Does the candidate respect authority? If so, whether it is above the right limit or below?
 - Does the candidate have an open mind? If so, whether the openness is above the right limit or below?
 - Is the candidate systematic, disciplined, punctual or is he/she a fire-fighter generally? If so, whether it is above the right limit or below? Being over- systematic leads to analysis paralysis syndrome and being under systematic leads to creating fire-fighting situations and fighting them.

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- Is the candidate an exhibitionist, shows off more than what he/she does in reality, takes credit for what others do or is the candidate a quiet performer?
 - Does the candidate trust others more or suspects others? Is the candidate too suspicious and loses spontaneity and forthrightness or too naïve, because of which the candidate may blurt out your organization's secrets to a clever competitor?
 - Does the candidate hesitate to seek help from others or mainly takes help from others most of the time?
 - Is the candidate adequately self- confident, over confident or suffers from low confidence?
 - Is the candidate having adequate self image, or has superiority or inferiority complex?
 - Does the candidate have concern for others, can he/she say no to others? How good a mentor or trainer is the candidate?
 - Does the candidate have a tendency to change jobs more often?
 - Does the candidate give up too soon and has a problem of not taking a job to completion without follow up from the boss?
 - Is the candidate adequately aggressive, over aggressive or too cool?
 - How is the overall result-orientation of the candidate?
 - How are the leadership and man-management skills of the candidate?
 - How good is the candidate in judging people?
 - How good is the candidate in listening? Does he/she internalize or is more interested in talking than in listening?
 - How good is the candidate's accountability and what does he/she do even after accepting his/her accountability and mistakes- simply say sorry or makes sure the mistakes once committed are not repeated? Does the candidate learn from mistakes and puts lessons learnt to subsequent practice?
 - Does the candidate take independent decisions or, more often than not, looks up to the boss for any decision?
 - How good is the candidate's team working?
 - Is the candidate averse to physical work?
 - Is the candidate restless and gets tense at trivial happenings?
 - How good a communicator is the candidate?
 - How good a learner is the candidate? Can the candidate quickly adjust to your organizational climate?
 - What top 3 factors the candidate requires to be happy on the job? Can your organization give these factors and therefore retain the candidate on the job?
 - What 3 factors the candidate is indifferent to on the job i.e., the candidate does not mind whether they are available or not?
 - Does the candidate have a tendency to change jobs frequently?
 - What is the likely performance of the candidate in the personal interview? This information forewarns you about candidates who may be good only in giving interviews but not good in performance on the job.
 - How good is degree of fit of the candidate into Hospitality/Service Industry/Positions?
 - Do you know of any psychometric test battery that gives all of the above in one consolidated report? There is none existing in the world except Quest's QuTest.
 - More importantly all the above factors are considered, different weightages are given based for each role in your organization (weightages change for the same factor for different roles) and one index of fit between the candidate and the role for which you intend to hire him is given enabling you to take a decision with relative ease. As the index of fit is available for many roles in your organization, you may decide to fit the candidate in roles where the candidate has a better degree of fit, thus saving enormously the costly executive time and the money in to & fro and board and lodge for interviews.
 - You may also use this test battery for finding the degree of fit of your existing employees, their transferability and promotion.



The process Quest follows to make above happen:

- We conduct a psychometric test from which we get about 55 parameters and their quantum in these.
- This we compare with 55 parameters and their quantum needed to do a role effectively.
- We do this for all the roles in the organisation.
- The entire process is totally objective since it is done not by any person but our specialised and intelligent software.

For All India queries for the hiring process, please get in touch with...

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