

Corporate HR Services

Harnessing the Mysterious Powerhouse

Competency Assessment Services (CAS)

Why to have these Services?

- Recruitment, Selection, Confirmation, Promotion
- Career planning
- Self development
- Placement
- Appraisal,
- 360° Evaluation
- Guidance, Counseling, Mentoring on individual basis
- Human Resource Audit
- **Assessment and Development Centers (ADCs)**

Range of Competencies Measured:

- Intelligence, Reasoning Problem Solving, Decision Making
- Verbal, Social, Spatial, Mechanical, Numerical ability
- Creativity
- Leadership, Team working
- Communication Skills
- Ability to cope with Stress,
- Interpersonal Relations
- Achievement Motivation
- Personality traits/Tendencies
- Skills, Dexterity
- Managerial, Sales, Marketing Facility
- Positive Approach
- Mental health
- Managerial Performance, such as, Leadership, Result Orientation, Planning & Prioritization, Delegation, etc.

Some competencies can be added as per requirement after necessary Research

About the Tools Used:

- Multiple assessment instruments and techniques used, such as, Psychological Tests, Inventories, Check lists, Group Discussion/Tasks, In-basket Exercises, Role plays and other simulated exercises, Interviews, etc.
- Multiple assessors used
- Judgments based on pooled information from the assessors
- Reporting to management on recommended actions/decisions
- Customized Psychological Instrument Battery for the clients
- Online Psychological Instrument Battery : 'Assessment of Competencies for Enhancement' (ACE): It assesses the ability to learn, Numerical Ability, Personality and Behavior in Group

Our Clientele:

➤ **Senior level employees were assessed in:-**

- Reckitt Benckiser India Ltd.
- Praj Industries Ltd.
- Sandoz India Ltd.
- Hindustan Lever Ltd.
- Thermax India Ltd.
- Verisoft Ltd.
- Vital Link Ltd.
- BPL Mobile Ltd.
- Janata Sahakari Bank Ltd.
- Mahindra Ford Escort India Ltd.
- Garware Wall Ropes Ltd.

➤ **Operators, Associates, Team Leaders are assessed in:-**

- Wheels India Ltd.
- Whirlpool of India Ltd.,
- Semco Electric Pvt. Ltd.
- Dow Corning Ltd.
- Tata Autoplast
- Tata Toyo Radiators
- Mahindra and Mahindra Ltd.
- Mahindra Vehicles Manufacturers Ltd.
- John Deere Ltd.
- General Motors India Ltd.
- Hindustan Coca-Cola Ltd.
- 3M India Ltd.Pune
- Mercedes Benz India Pvt.Ltd

Contacts Us

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