



motoring the right hire

Mercer | Mettl's intervention for creating a global recruitment solution for **TVS Motor Company Ltd.**

welcome to brighter





About the company

India's third-largest two-wheeler manufacturer with footprints in 90 countries with over 10000 employees that deals in automobile, aviation, education, electronics, energy, finance, housing, insurance, investment, and logistics, among others.

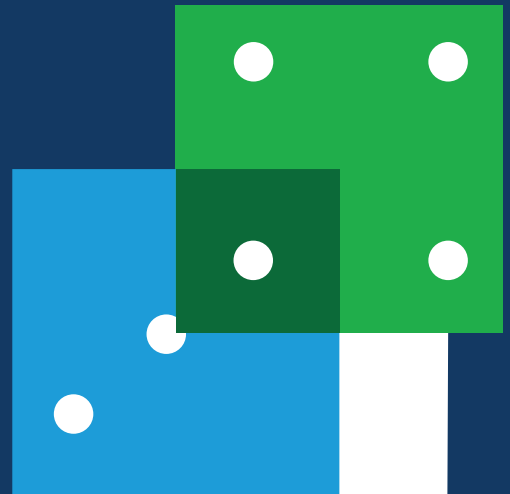


Business Requirement

- A structured and efficient **global recruitment solution** for lateral and campus hiring
- **Customized assessments** for multiple job functions with expertise in technical and behavioral skills
- Consistency in assessments with **real-time, detailed and granular reports** for each candidate
- **A user-friendly platform** for candidates as well as the assessor


Problems & Challenges

- Non-scalable assessment tools and inconsistency in reports
- The lack of data privacy and management
- Insufficient tools to assess hands-on skills
- The unavailability of instantaneous and comprehensive reports
- The absence of proctoring option measures
- Inconvenient and unsustainable platform
- The unavailability of measures to engage with a large number of candidates



Solutions





- **Flexible and scalable:** A cloud-based platform that was accessible to candidates as well as assessors anytime and anywhere, removing geographical and time constraints
- **One-stop-shop for assessments:** An extensive library of a variety of question types, including MCQs, coding simulators, and case studies, etc.
- Real-Time reporting

Multiple Choice Questions 	Case Studies 	Coding Simulators 	Subjective Writing 
Guesstimate 	Spreadsheet Questions 	Diagram-Based Questions 	Fill in the blanks 

- **ISO certified platform:** Highest standards of data security observed under the global standards of GDPR and local data privacy laws



- **AI-powered, anti-cheating solution:** Online proctoring to eliminate malpractices and assess real-time behavior of candidates from anywhere

Facial Recognition 	Device Detection 
Multiple People Detection 	Delete Detection Level 

- **The power of customization:** Highly qualified subject-matter experts and consultants to tailor-make assessments and dashboard as per requirements

12M+ Assessments	300+ Skills	27+ Industries
100000+ MCQs	32+ Program Languages	50+ Simulators & Tools

- **Personalized and analytical reports:** An in-depth report to identify specific skills and qualities required in the role

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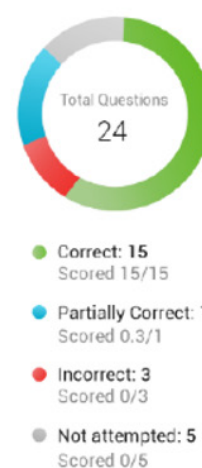
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Overall Summary

Mark Scored:

	Score	Percentile	Percentage
Section 1	0.17 / 1	87	17
Section 2	0 / 1	100	0
Section 3	0 / 1	100	0
Section 4	0 / 1	100	0
Section 5	0 / 1	97	0
Section 6	0.24 / 2	92	12
Section 7	0 / 5	82	0
Section 8	0 / 1	100	0
Total	0.41 / 13	77	3.154

Summary of attempts:



Impact

Highly customer-centric and technically qualified platform with 24*7 support to deliver the required results from the talent assessment process

40%

Increase in the on **Job Performance**

33%

Drop in the **Cost & Time Per Hire**

- **Increased efficiency in shortlisting candidates** with the red flagging of all forms of malpractices
- Growth in the number and quality of hires as well as **better geographical outreach in a hassle-free manner**
- Efficiently assesses candidates on more than **300 skills and competencies** and hire candidates in diversified roles like:
 - Mechanical Design (Structural)
 - Mechanical Design (Engine)
 - Production Process Planning & Proving
 - Electronic Sub-System Development
 - Electrical Sub-System Development & Manufacturing
 - CS & IT Engineer
 - Data Science
 - Data Engineering
 - Industrial Relations & Labor Laws
 - Business Strategy & Management



“Mettl’s suite of products has enabled TVS to improve its current legacy assessment process by augmenting it with contemporary tools from Mettl’s library. Mettl platform’s unique features and assessments have created an ongoing association of over three years with TVS. TVS has now introduced Mettl’s tools to its people development processes, too, beginning F.Y 2020-21.”



About Us

At Mercer | Mettl, our mission is to enable organizations to make better people decisions across two key areas: Acquisition and Development. Since our inception in 2010, we have partnered with 2900+ corporates, 31 sector skill councils/ government departments, and 15+ educational institutions across 90+ countries.

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