motoring the right hire

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

welcome to brighter
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 Requirements

- 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 assessors

Problems & Challenges

- Non-scalable assessment tools and inconsistent 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
- An inconvenient and unsustainable platform
- The unavailability of means 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**

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<tr>
<th>Multiple Choice Questions</th>
<th>Case Studies</th>
<th>Coding Simulators</th>
<th>Subjective Writing</th>
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<td>Guesstimate</td>
<td>Spreadsheet Questions</td>
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- **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

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<th>Facial Recognition</th>
<th>Device Detection</th>
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<td>Multiple People Detection</td>
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### The power of customization:
Highly qualified subject matter experts and consultants to tailor-make assessments and dashboard as per requirements

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<th>12M+</th>
<th>300+</th>
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<td>Assessments</td>
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<td>MCQs</td>
<td>Program Languages</td>
<td>Simulators &amp; Tools</td>
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### Personalized and analytical reports:
An in-depth report to identify specific skills and qualities required in the role
Increased efficiency in shortlisting candidates by red-flagging all forms of malpractices

Growth in the number and quality of hires as well as better geographical outreach in a hassle-free manner

Efficient assessment of candidates on more than 300 skills and competencies to 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. Its platform’s unique features and assessments have led to an ongoing mutual association of over three years with TVS. TVS has now introduced Mettl’s tools to its people development processes, too, starting F.Y 2020-21.
About Us

At Mercer I 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 4000+ corporates, 31 sector skill councils/ government departments, and 15+ educational institutions across 90+ countries.

Contact Us

contact@mettl.com

www.mettl.com

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