



decoding the hiring conundrum

Mercer | Mettl's solutions helped IVP to find specialized and competent coders during campus hiring drives



welcome to brighter

About the company

Founded in 2000, **Indus Valley Partners (IVP)** is a leading technology solution and consulting service provider in the global asset management industry. It provides viable asset management solutions, like regulatory reporting, portfolio analytics, and data management to a diverse set of clientele, including highly successful global private equity firms and hedge funds.

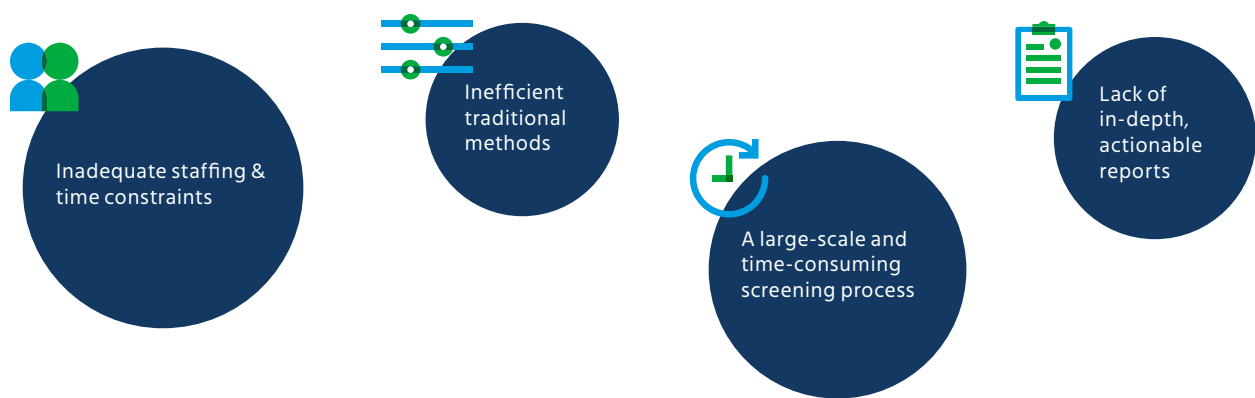


Identifying business requirements and solutions

Finding an efficient way to assess candidates during campus hiring and recruitment drives

IVP is continuously on the lookout for talented coders. Finding skilled coders is a tedious task when interviewing a large number of candidates. As an organization, it was on the lookout for a tool that could make the assessment process efficient, easy and accurate. The company's primary objective was to ensure the recruitment process's efficacy in properly screening and interviewing each candidate, although the number of candidates was huge.

The company wanted viable solutions to a plethora of challenges, as mentioned below:



IVP typically undertook the campus hiring process at one go. But it was tedious for assessors to manually administer 100-odd candidates logistically and efficiently during the first screening process. Imagine the logistical hassle of such a massive exercise - assessing each candidate individually, creating a database subjectively, and identifying the threshold. The company was investing significant manual efforts to administer, evaluate, and declare results. Therefore, the company was eager to simplify the complexities of technical hiring through automated solutions and handpick preeminent techies and coders.

Along with staffing issues, the organization's human resource managers were seeking a comprehensive strategy to:

- Simplify the entire technical hiring process
- Evaluate the candidate's coding skills on various parameters
- Assess programming and algorithm design skills with utmost accuracy
- Find a streamlined approach to shorten the overall time, effort and bandwidth required to deploy the workforce to administer each step of the assessment process manually
- Establish a robust reporting system to curate every participant's test results with an expansive, year-wise and month-wise comparison

Solutions

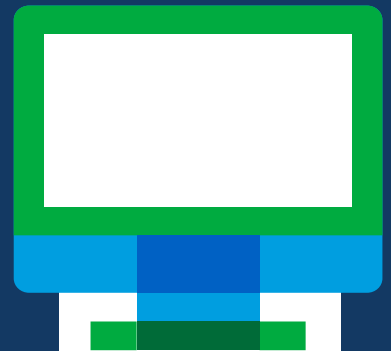
Mercer | Mettl's automated Online Coding Tests

Mercer | Mettl's coding assessments were the ideal screening tool to ensure the organization only invested time in interviewing candidates meeting the prerequisites.

Mercer | Mettl's vast library of coding MCQs and simulators enabled IVP to shortlist candidates for the desired skills in the shortest possible time-frame.

- Recruiters at IVP were able to automate and scale up the screening process via technical assessments.
- They were able to choose from a set of standardized tests and custom-build their tests, to provide coding assessments.
- Using Mercer | Mettl's coding simulators, the candidate's true coding potential was assessed accurately.
- Coding/technical Assessments helped in shortlisting candidates that were aligned with the organizational requirements.
- Despite some technical hurdles, the support team, with its quick turnaround time, successfully integrated Mercer | Mettl's assessments into the campus infrastructure.

The reports were now comprehensive, providing a summary of each candidate's test performance with an in-depth analysis of the response on every question, code playback, and test log. [Comparing a participant's performance with industry benchmarks was now possible, thereby helping IVP to suggest development plans or create interview-ready reports. It was now easy to combine multiple test reports of candidates across departments, designations, and locations.](#)



Impact

A tremendous improvement in the hiring process was observed after Mercer | Mettl's intervention. Some key results that helped the company to progress towards the objective were:

- The organizational efficiency, while conducting technical hiring, increased by up to **50 percent**.
- An extensive library of coding simulators enabled better screening and faster hiring of the talent matching the profile.
- The MDs and directors observed a noticeable increase in the efficiency of the process.
- SMEs involved in the hiring process communicated their positive feedback on the relevance of questions and timely support from the Mercer | Mettl team.
- Mercer | Mettl's innovative solutions have enabled IVP to move from an unstructured and time-consuming screening to a more rational, data-backed approach.

Mercer | Mettl's products and services continue to play a pivotal role in the company's ongoing growth story.

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The turnaround time has been fantastic from day one till now. It has been two years now, and we have had no complaints about the turnaround time of their account managers. We started by discussing the online assessment tool. Later on, we went on to inquire about other products and services provided by them.

Sweta Mishra

Director HR

IVP.

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 more than 4,000 corporates, 31 sector skills councils/government departments and 15+ educational institutions across more than 90 countries.

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