Core Competency
IT ■ Training ■ Prepress ■ Video
INNOVATIVE SOLUTION

COMPETENCY BASED
INTERVIEW SYSTEM

Competency-based structured interviewing –
Get it right the first time...

Focus on your candidate's true potential by testing their competencies.

A LITTLE ABOUT US

Our Competency Interviewing System (CIS) is one of its kind to conduct competency based standardized interviews.

This system not only serves as creating a standard for competency interviews but also collects evidence of proper selection processes and procedures within an organization.

Choosing the right interview process is critical, and incorporating competency-based interview questions into your selection process is one way to ensure new hires are selected based on proven performance rather than subjective or irrelevant criteria.

Our Competency Interviewing System (CIS) portal provides you with an easy facility to create **15/16 different types of multimedia questions, test papers, standardize Interviews** and **function sets** which are easily publishable and trackable.

Now you can easily conduct **virtual face to face interviews** while **remotely monitoring** examination session via **webcam monitoring.**

SCREENSHOTS
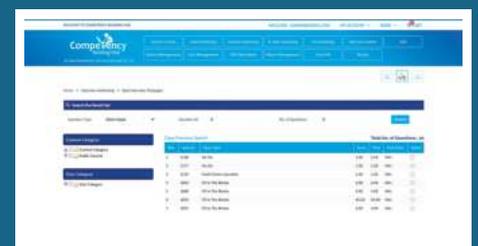
Our Clients

GET IT RIGHT THE FIRST TIME – KEY FEATURES & BENEFITS

Our interviewing system is preloaded with professionally prepared **situational questions** that corresponds to the competencies and proficiency levels associated with the job.

ROIs for Pre Joining Process

The entire process of selection is catered via the **Competency Assessment, Psychological Profiling** and **Competency Based Interviews**, thus reducing time, infrastructure and communication costs.

Competency-based Interviews Solution

» Standardized interviews

» Knowledge and behavior-based competency selections

» Documented interviews

» Certificate Generation

» Extensive analysis and comparison

Online/Offline Screening Assessment

» Objective screening that helps in finding the specific skill sets required or skill gaps

» Standardized screening criteria

» Standard and equal testing for all levels

» Easy browser based authoring

» Behaviors Based-Subjective Question

» Scenario/Case Study Based Questionss

Remote Interviews-Performance Measurement Monitoring

Our CIS technology consists of a webcam and video technology that is added to our browser to prevent cheating during non-proctored interviews.

» Conduct distant interviews

» Fully tracked interviews through web cams

» Candidates record themselves by using their own computer and webcam during the interview

Psychological Profiling

Gauging right behavior/attitude & personality profiles

ROIs for Post Joining Process

Our post selection competency enhancements cycles are managed through the **Learning Management System**, and **Core Competency Management System.**

Learning Management System

» Creates, manages and tracks Long term learning plans for all positions

» Automatically sends customized email notifications and reminders

Competency Management System

» Identifying skills gaps and developing a fully scoped training and development solution that meets your company's needs.

» Managing Knowledge and Behavior competencies

FEATURES

COMPETENCY BASED

WEBCAM

SCENARIO BASED ASSESSMENT

OBJECTIVE ASSESSMENT

CORPORATE STANDARDIZATION

QUESTION MANAGEMENT

Who will benefit from CIS?

» Chief Executive Officers

» Directors and Senior Managers

» Line Managers

» Supervisors

» Human Resource Managers

» Recruitment Specialists and Managers

TECHNOLOGY

Window Based

LAN Based

Web Based

SQL Backend