

## **HR Analytics**

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**Week:4**

**Lecture:21**

In this particular session, we will be talking about the challenges associated with the selection like resume review, initial screening interview, analyze the application blank, conduction test and evaluating the performance and preliminary interviews are there. So, these are the steps which we have talked about earlier also in the selection model. That is how we are going to make these particular all the right from the resume review to the preliminary interviews we will be discussing. Now here the experience alignment for this particular with the help of case we can understand that is the Alex is applied for a project management position at a tech startup. Her resumes lists several previous roles at larger tech companies focusing mainly on the software development, lifecycle management and the team leadership. The job description requires experience with the agile methodologies, cross-functional team leadership and the risk management.

Alex's resume highlights her certification in agile and scrum techniques and her role in leading a software development team that successfully launched multiple products. This directly aligns with the core job requirements, suggesting she is well-equipped for the positions are there. Now, does the candidate's experience align with the core requirement of the job that that we will address. Another growth and adaptability that we see is that Jordan has moved through various roles within the marketing sector, starting as a marketing coordinator and progressing to a senior marketing manager over 6 years.

His resume indicates a consistent track record of the taking on increased responsibilities, including the managing larger teams and the bigger budgets. His strategic input led to a 30 per cent increase in market share for his last employer through the targeted social media campaigns. These address about the growth and adaptability. And this progressions suggest that Jordans is capable of adapting to dynamic environments and taking on leadership roles,

fitting well with a company looking for growth and scalability. So, here we talk about that is the how do the candidates career progression and the past roles reflect their potential for the growth and adaptation in our company.

Now, the next point of consideration with the help of the case study we will talking about that is about the employment continuity. Samantha's resume shows a one-year gap between two engineering positions. In her cover letter, she explains that she took this time off to care for her aligning parent and to further her education in renewable energy technologies, a field relevant to the new job she is applying for. This explanation not only justifies the gap but also shows her dedication to personal and professional growth aligning with the company's valuing family and the continued learning is there. Are there any gaps in employment, and if so, has the candidate provided a reasonable explanation? Now, here, when we are talking about that skill proficiency, Liam's resume is well structured and detailed, showcasing his role as a team leader and later as a project manager in an IT company.

He clearly outlines his role in leading a team through a critical system upgrade, managing timelines and communicating across departments to ensure alignment. He also mentions facilitating workshops for cross-departmental communication enhancement, and these details reflect his strong communication, project management and leadership skills, essential for the management role he seeks. So, how well does the resume reflect critical skills, the community and project management and the leadership is an example. Commitment to diversity in this with the help of this case study of Maria's resume includes her volunteer work with a non-profit focused on increasing tech education among underrepresented groups. It also lists her participation in her previous company's diversity committee, where she helped organize a series of workshops on cultural competency for her department.

These activities suggest that Maria values and actively contributes to the diversity and inclusion, which is increasingly important in modern workplaces that prioritize social responsibility and the equitable opportunities are concerned. These addresses are their indications of the candidates commitment to diversity and inclusion through their previous roles or the activities are concerned. Another dimensions we find out that is about the motivation and contribution. During the initial screening interview, Taylor a candidate for a digital marketing specialist positions articulates a clear and passionate reason for her interest in the role. She mentioned her keen following of the company's innovative marketing campaigns and expressed enthusiasm about the company's approach to leveraging the emerging social media platforms.

Taylor outlines her previous experience in increasing the engagement rates by 40 percent

in her last role through the targeted is there. This motivation and contribution of these it shows that it is the content strategies, she confidently relates these achievements to potential contributions she could make. Demonstrating a strong alignment with the company's goal and her desire to be the part of team. These addresses can the candidate effectively communicate why they are interested in the role and what they can contribute to the company. The technological adaptability is concerned with the help of this case study where during his remote interview, Michael encounters a technical glitch that causes an interruption.

Without missing a beat, he quickly diagnoses the issue, switches to a backup connection and rejoins the call in less than a minute. He apologizes for the inconvenience and continues answering the questions without losing the focus is there. This quick recovery and the seamless handling of the technology not only the disruption but also impressively demonstrated his adaptability and problem-solving skills in a tech-driven environment. This addresses how does the candidate handle remote interview technology and what does that say about their adaptability to tech driven work environments is concerned. Another dimension of industry knowledge we will discuss with the help of the case study of Emma, a candidate for a financial analysis position, is asked about her views on the impact of artificial intelligence on financial forecasting.

She provides a detailed analysis of the recent advancements in AI and machine learning, citing specific examples of how these technologies have started to platform traditional forecasting models. Emma discusses a recent project where she utilized AI-based tools to improve accuracy in the market trend predictions, showcasing her knowledge and how she applies it practically. Her response demonstrates not only her awareness of the relevant industry but trends but how also her ability to leverage these trends for the better outcomes are concerned. So, does the candidate demonstrate the awareness of the recent industry trends that are relevant to the position this is this case study becomes a very good example. Now, the soft skill assessments are concerned.

So, during the interview Chris is asked about a time when he faced a conflict in his team. He describes a situation where differing opinions on a project's direction led to a standoff, and Chris talks about how he facilitated a series of discussions that allowed each team member to express their concerns and ideas. Fostering the open communication and showing empathy towards his colleagues perspective, he was able to guide the team towards a compromise that satisfies all parties. Chris's approach highlights his strong interpersonal skills, emotional intelligence and ability to maintain a positive team dynamic, reflecting qualities that are valued in the company culture. This is a very good example of What soft skills the candidate displays that are critical for the role and our company culture? Now, another assessment about task management is concerned with the help of

the case study in a scenario-based echo question; Priya is asked how she would handle a situation where she has multiple conflicting deadlines.

She outlines a methodical approach, starting with assessing the urgency and importance of each task. Priya mentions using a project management tool to organize and visualize tasks and deadlines. She also discusses the importance of communicating with the stakeholders to set realistic expectations or negotiate extensions, if necessary. This structured approach to prioritization and her proactive communication strategy demonstrate her effective task management skills and her capability to navigate high-pressure situations gracefully. This addresses how the candidate prioritizes and manages tasks based on their responses to hypothetical scenarios are concerned.

Another dimension we can assess is consistency verification and reviewing Laura's application for an IT manager's position; the HR team noticed a discrepancy in the employment dates listed for her previous job as compared to her resume. The application shows a two-month earlier end date at her last job, and then she resume. The discrepancy prompts the HR team to follow up with the Laura during the interview. Laura explains that the later date on her resume includes the time she spent in a consulting capacity to the same company. Post her formal employment period to assist with the transition to her successor.

This clarification not only resolves the inconsistency but also highlights her commitment to ensuring a smooth transition. And here we can test with the help of the understanding about the does the application how show any inconsistencies with the resume date need clarification. The qualification match is to be tested then with the help of that John's application for a cyber security analyst role includes his educational background with a master's degree in cyber security and various certifications including certified information system security professional (CISSP) and the certified ethical hacker that is the (CEH). The job requires deep knowledge of the cyber security protocols and the risk assessment methodologies. John's qualifications align perfectly with the job requirements, indicating his readiness for the role and his commitment to continuous professional development, both critical for staying current in the rapidly evolving field of cyber security.

This explains to us as the how well does the applicant's educational background and certification align with the job requirements? During the review of Sarah's application for a finance director position, the HR team notes that the Sarah disclosed a previous administrative action taken against her by a professional accounting association. The issue cited was related to the non-compliance with the continuing education requirement several years ago are concerned. This disclosure prompts an in-depth discussion during the interview, where Sarah explains the circumstances and shows evidence of subsequent

compliance and additional courses taken beyond the requirements. This transparency allows the HR team to assess the seriousness of the issues and her integrity in handling the situations are concerned. Are there any legal or compliance-related red flags apparent from the application that can be understood with the help of this above case study? The relevance in customization we have to assess then the with the help of case, Ben's application for a marketing executive position at a sustainable goods company in notably tailored to highlight his relevant experiences.

His cover letter discusses his passion for sustainability. Supported by examples of past marketing campaigns he led for eco-friendly products and his volunteer work with the environmental NGOs are concerned. His resume is customized to showcase skills in digital marketing and public relations, directly aligning with the job's focus on promoting sustainable products. This tailored application not only shows his suitability for the position, but also his enthusiasm for the company's mission is concerned. Here, we can easily understand to assess that is how has the candidate tailored their application to highlight relevance to the specific position.

Now, when we have to test for professional value and integrity, Anita's application for a senior legal advisor role is meticulously completed with detailed descriptions of her roles and responsibilities. In her previous jobs, a comprehensive list of her publications in the law journal and her active participation in legal ethics committees, she includes accurate and verifiable references, and her statements are consistent across all documents submitted. This attention to detail and the precision in her application speak volumes about her professional values, especially her commitment to integrity and transparency, which are crucial in the legal profession. This helps us to assess what can be inferred about the candidate's professional values and integrity from the completeness and accuracy of their application. Now, we will talk about the conducting the test and evaluating the performance is concerned.

So, therefore, in that case first the dimensions which you would like to take is the skill and competency focus. For the software engineering role at a fast-paced tech startup, the HR team designs a performance test that evaluates candidates on the specific skill crucial for the job. The test includes the coding challenges that assess technical skills in languages important to the company's project, such as Python and JavaScript are concerned. Additionally, there are problem-solving tasks that require thinking through complex algorithms and debugging exercises that simulate real-world bugs. The test also includes collaborative tasks to gauge how well candidates work in teams, reflecting the collaborative nature of the company's projects.

This has helped us to assess what specific skills and competencies should be test-focused

on to best predict job performance? Now, the fairness and inclusions are to be tested to create a more inclusive testing environment for a diverse applicant pool and intentional consulting from reserves in its assessment procedure. They begin by offering the test in multiple languages to accommodate non-native English speakers. The firm also ensures that the test is accessible to the candidate with the disability by providing the adaptive technologies are concerned. Such as the screen readers for the visually impaired applicants are there. Furthermore, the scenario used in the situation judgment tests are designed to be the culturally neutral to avoid biases.

These steps aims to provide all candidates with an equal opportunity to showcase their abilities. How can performance tests be adjusted to ensure they are fair and inclusive to the all candidates are concerned? This we can assess. The benchmarking and standards are concerned. In recurring for a project manager, a construction firm implements a structured performance test, including project planning, budget management and crisis resolution exercises. They establish benchmarks based on a mix of internal historical data on the successful project outcomes of the external industry standards provided by the project management institute that is (PMI).

Your candidate's results are then compared to these benchmarks to the determine their proficiency in a key areas. The dual reference system helps the firm maintain high standards while ensuring that its evaluation criteria are aligned with the best practices in the construction industry. This helps to assess what benchmarks will be used to evaluate the test results and how do these compare to the industry standards? When we have to make the growth and adaptability assessment, here I would like to take a case for a leadership role in a dynamic retail environment. The HR team incorporates scenario that test adaptability and potential for growth into their assessment center activities. Candidates are given a series of unexpected business scenarios, such as a sudden market shift or a public relations crisis, and asked to strategize on the fly.

Their responses help assess their ability to think strategically under pressure and adapt to changing circumstances. The evaluators also look for signs of proactive learning and curiosity, such as asking insightful questions and proposing innovative solutions as indicators of the candidate's potential for future growth. These assess how well the test measures potential for future growth and adaptability? The technology relevance: An IT security firm is hiring a cyber security analyst and has decided to update its testing protocols to align with the latest industry advancements. The test includes practical tasks using the current cyber security tools and the technologies. Such as presenting the penetration testing software and the threat detection systems to assess candidate skills in a realistic setting are concerned.

Additionally, the test scenarios are based on the most recent cybersecurity threats and the countermeasures ensuring that candidates' knowledge and skills are up to date. This approach guarantees that the firm hires professionals who are equipped to handle modern security challenges effectively. This may help us to assess the or the testing methods up to date with current technologies and professional standards are concerned. Now, we will talk about the some assessments with the help of the dimensions and the issues of the preliminary interview. When we have to test the motivational insights, here the situation is like during the preliminary interview, Emily, who is applying for a product manager position, expresses her motivation for leaving her current job.

She explains that while she values the experience and skills she gained, the scope for innovation and product ownership at her current company is limited. Emily is attracted to the new role because it offers a chance to lead a cross-functional team and drive development. of cutting the edge products in the tech industry, aligning with her passion for the technology and her desire to impact user experience at a global scale. This opportunity to grow professionally and personally is what drives her decision to seek a new position. Here, we are assessing about the what motivates the candidate to leave their current role for this new position? Feedback receptions are concerned, In response to a question about handling feedback.

Mark recounts a specific instance from their current role as a marketing analyst, where his approaches to a campaign strategy were criticized by a senior team member. He describes how he actually sought detailed feedback to understand the concern and proactively arrange a meeting to discuss alternative strategies. Mark incorporated the feedback into revising the campaign which ultimately improved the engagement rates by over 30 per cent. This examples illustrate the constructive approach to criticism emphasizing his openness to learning and adaptability. Here, we are able to assess how does the candidate handle feedback or criticism based on their response to the past experiences concerned.

When we are talking about career alignment here, I would like to take the case study of the core interview. Sarah, a candidate for an engineering leadership role, discusses her long-term career goals, which include advancing to a director of engineering position where she can influence product innovation and strategic decision. She aligns her ambition with the company's goals of expanding to the career alignment in the R&D department and pioneering new technologies in the renewable energy sector. Sarah's vision of fostering a culture of innovation and excellence directly supports the company's strategic direction, making her a valuable potential asset. Here we are able to assess the what are the candidates long term career goals and how do they align with the company's direction.

When we are talking about conflict management, here the case study we take is of Lisa, a

candidate for an HR manager position. She shares an example from her previous job where she mediated a conflict between two department heads who were at an impasse over resource allocation. She facilitated a series of conflict resolution sessions that included the active listening, clarification of communication, misunderstanding and collaborative problem solving. This intervention led to a mutual agreement that parties needs and help to maintain to a positive working environment. Lisa's ability to handle delicate situations and foster cooperation is a strong testament to her conflict-resolution skills.

This shows about the can the candidate provide examples of how they have handled workplace conflicts or concerns. The professional development approach When we talk about testing during the interview, Jason, who is applying for a senior data scientist role, highlights his commitment to continuous professional development by discussing his regular attendance at industry conferences, participation in advanced analytics workshops and completion of a recent clarification in machine learning. He emphasizes the importance of staying updated with the latest tools and techniques in data science to enhance his analytical capabilities. Jason's proactive approach not only ensures his skills remain relevant but also demonstrates his dedication to contributing effectively to his work and staying ahead in a rapidly evolving field. This helps to assess what is the candidate's approach to continuing the professional development.

This is all about what we have talked about with the help of the different case studies, what are the different issues that we can make the assessment. Thank you.