



TOWARDS HIRING EFFECTIVENESS

A process to identify the
more desirable employee



**FIND THE RIGHT
ONE**



CAPITALIZING ON GATHERED INTELLIGENCE



PERSONA ELIGIBILITY

Persona Identification Criteria

Persona	Description
Academic Threshold	>73% (on an average across academic degrees)
Educational background	B.E./B. Tech
Acceptable Backlogs	<=2 backlogs
Target Companies	Services/ IT Services companies: e.g. - TCS, Infosys, Wipro, CTS, Capgemini, Accenture
Designations/Role	System Engineer, Analyst, Consultant, Software Engineer
Tenure	2 to 4 years

Eligibility and Concern

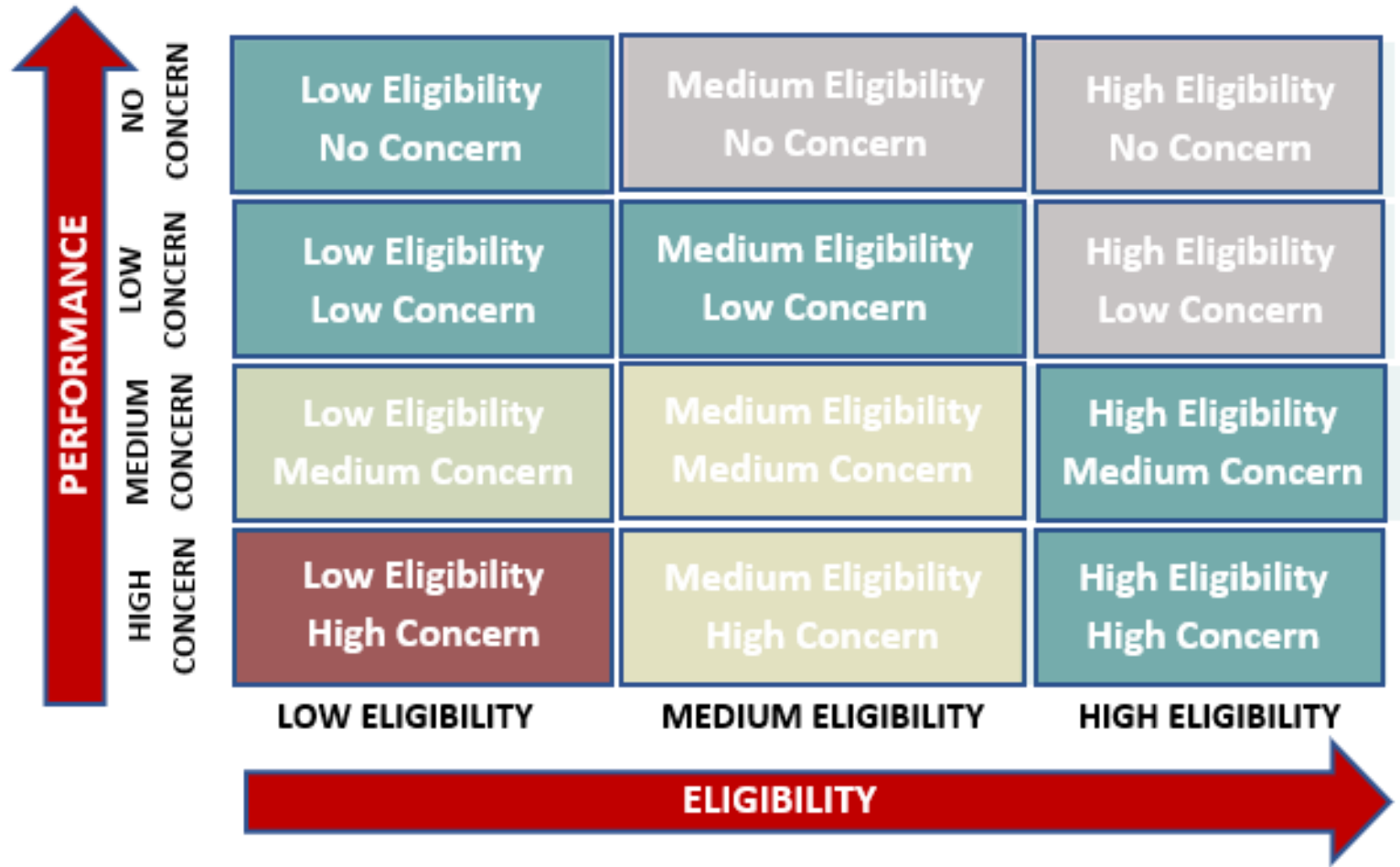
Criteria met (Out of 6)	Persona Eligibility
Score of 6	High Eligibility
Score of 5	Medium Eligibility
Score of ≤ 4	Low Eligibility

GPA	Out of 36	Description
100%	36	No Concern
>80% to 99%	29 – 35	Low Concern
>70% to 80%	25 – 28	Medium Concern
< 70 %	0 - 24	High Concern



Mapping Persona & Performance

12 Blocker





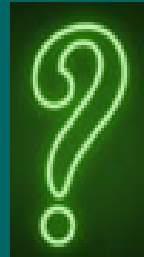
Focused Selection

Mu Sigma Ethos

IRREVERENCE & HUMILITY

CURIOSITY

*Gets his/her hands dirty
Picks a new skill / hobby
Seeks clarity
Has bias for speed*



30%

INSIGHT

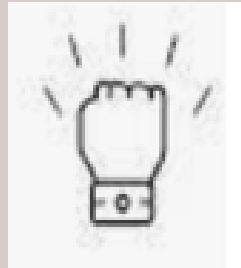
WHAT & HOW



*Reflects & Validates options
Connecting the dots
Outcome driven approach
Depth of content*

15%

*Is authentic
Has resilience & confidence
Follows through
Is competitive & wants to succeed
Displays Self Management*



40%

URGE & PERSEVERANCE

GRIT



*Passionate & inspires others
Builds relationships
Resolves issues & conflicts
Empathizes with others*

15%

ENGAGEMENT

PASSION & PURPOSE

Candidate Compatibility

Competency	C – 30%	I – 15%	E – 15%	G – 40%
Problem Solving – 30%				
Content & Creativity – 20%				
Communication – 20%				
Self-Management – 20%				
Leadership – 10%				



Thank
You For
Listening
Any
Questions?