Instahiring –
The Fastest Hiring Platform

TALVIEW

57%

job seekers lose interest in the job if the hiring process is too long

(Candidate Experience)

The Metric That Matters

It costs companies an average of
$4,000 per hire

(Cost)

The **best candidates** are only available for
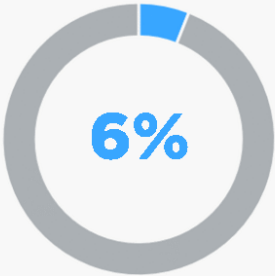**10 days**
in the market

(Quality)

Time to Hire

TALVIEW

Time to Hire is Critical Because the Way We Work is Changing

1989

6%

Freelancers in the workforce

43% The gig economy is expected to account for 43% of the workforce by 2020

52% of the private workforce has spent time as independent workers at some point by 2018.

Size of the gig economy –

162mn people in the US and EU alone

TALVIEW

Redefining 'Normal'

Baby Boomers

Same company, same industry throughout their professional lives

Generation X
Work 3-5 years for an employer before switching employers

Millennials and Gen Z 1990s+ - include timelines for each
Different professions, different industry, refusing to commit to an employer.

TALVIEW

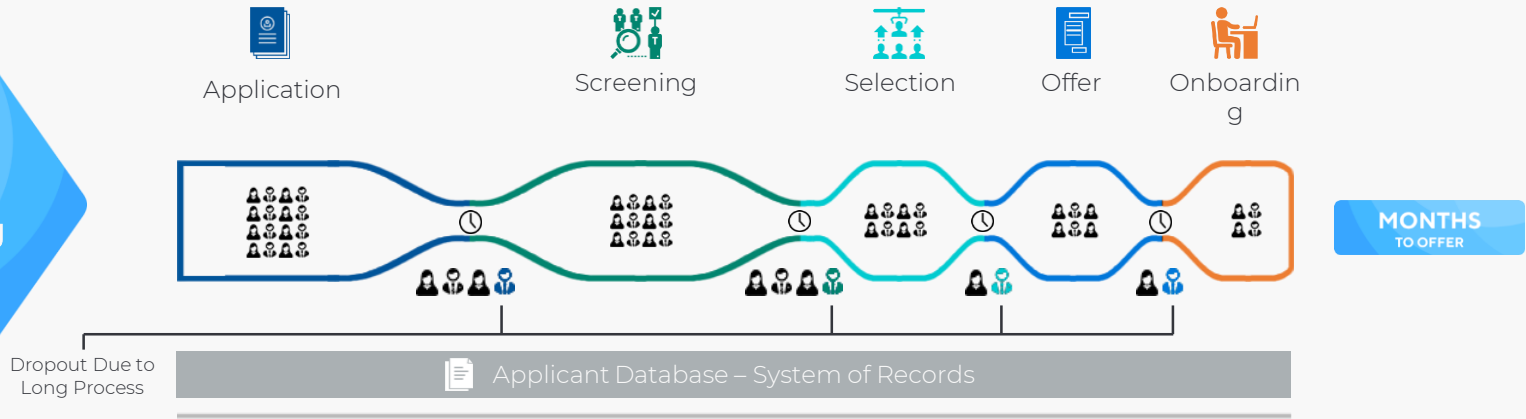Should I really spend **2 months** in the hiring process for a **3-6 month**-long project?

If the project is only **6-9 months** long, should I spend **2 months** hiring the person?

Looking for a gig

Looking for talent

Sluggish Hiring – Batch Processing

Application · Screening · Selection · Offer · Onboarding

MONTHS TO OFFER

Dropout Due to Long Process

Applicant Database – System of Records

INSTA-HIRING Experience with Talview

Automated Screening · Online Interviewing · Intelligent Selection · Offer · Onboarding

HOURS TO OFFER

Talview – System of Intelligence

Applicant Database

Qualified Warm Pool

TALVIEW

© 2019 Talview
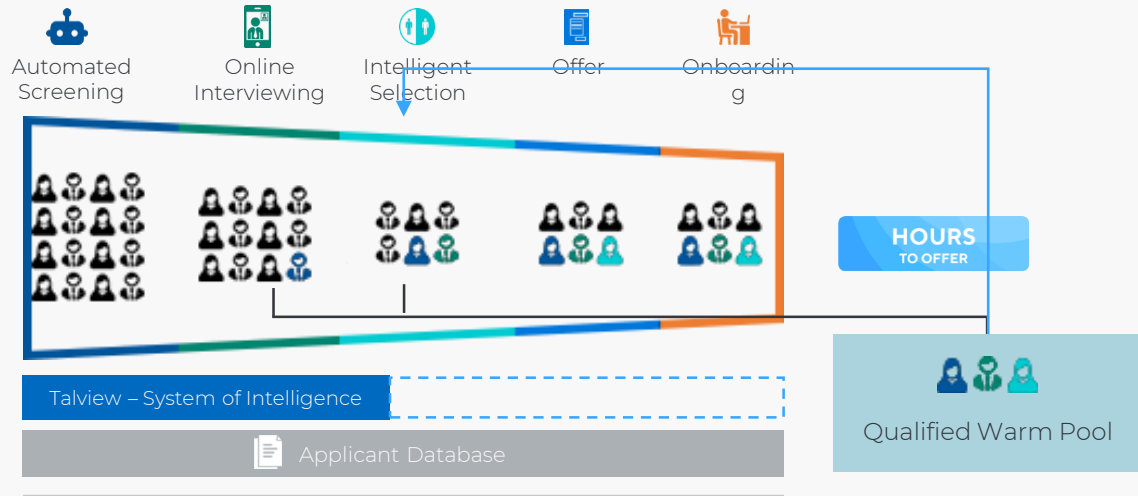
The Three Pillars of Instahiring

REMOTE

AUTOMATE

REUSE

Talview Marquee Customers

ABB

ADITYA BIRLA GROUP

AVERY DENNISON

BAJAJ | Allianz

CEAT

Cognizant

CRISIL
An S&P Global Company

Deloitte.

Evolution Gaming

HCL

mereos
SPÉCIALISTE DES CONCOURS

OCBC Bank

SEPHORA

Swiss Re

VIACOM 18

BAIN & COMPANY

pwc

Reliance
Industries Limited

TATA

unicef

vf

ZS

122 countries

Multi-geography deployments

Largest deployment with **2000+** recruiters

TALVIEW

Talview – Awards and Recognition

Microsoft Global Roadshow

Asian Banker Technology Innovation Awards

Best HR System Project for 2017

IBM Beacon Award Winner

Outstanding Talent Mgmt. Solution

UKTI

UKTI Great Tech Rocket ships Award

Microsoft AI for All Awards

Optimizing Operations in AI

TALVIEW

Here's Why Our Clients Love Talview

"Talview platform helped **us shrink the entire hiring process to one third the time it used to take**. They also provided exceptional service."
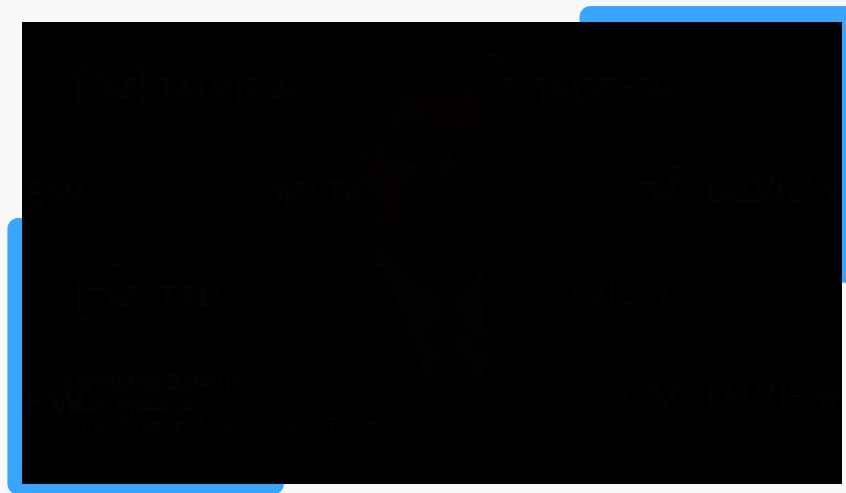Alex Piscina, UNICEF

"Talview is simple, user-friendly, but effective for our recruiters to evaluate and recognize the best talent candidates. Thanks, Talview!"
Dung Nguyen, AVERY DENNISON

"Talview helped Cognizant evaluate new campuses and made the process in existing campuses much more streamlined."
Alan Lim, COGNIZANT

TALVIEW

Talview Customer Case Study

A Global Consulting Company Use Case – Graduate Hiring

CHALLENGES
- Large number of applicants
- Centralized hiring for all offices
- Lack of standardized processes
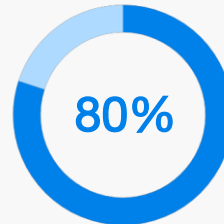
TALVIEW'S SOLUTION
- Automated digital assessments and interviews
- Relevant assessment tests to find the right fit
- Remote proctored video assessments and interviews

BUSINESS BENEFITS
- Streamlining and standardizing the hiring process

Panel time saved

80%

Reduced effort per hire

55%
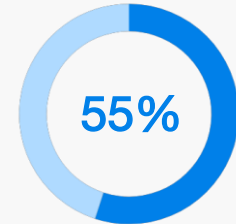
Talview Customer Case Study

A Global IT Services Company Use Case – Lateral Hiring

CHALLENGES
- Long lead times
- Large volumes
- Different time zones

TALVIEW'S SOLUTION
- Cognitive proctored video assessments for entry level positions
- Automated video profiling for managerial positions
- Live video interviews for shortlisted candidates globally

BUSINESS BENEFITS
- Streamlining process to enable complete transparency

Panel time saved

60%
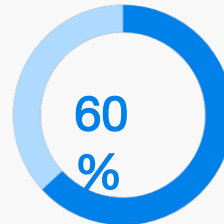
Faster time-to-offer

30%
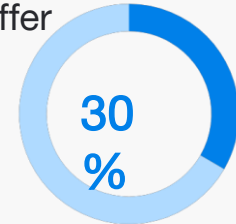
HCL America Inc –
Global Technology Solutions Company
Use Case – Lateral Hiring

CHALLENGES
- Screening a large number of applicants
- Telephonic screening was inefficient
- Lots of time spent in scheduling initial screening calls

TALVIEW'S SOLUTION
- Asynchronous interviews conducted in the initial screening round

BUSINESS BENEFITS
- A team of 2 evaluators has been able to assess 1200+ candidates in a span of 6 months.

Panel time saved

67%
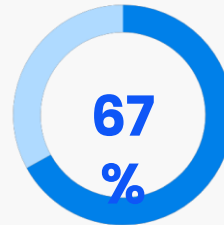
Candidate TAT reduced to
3.8 days

Talview Customer Case Study

A Renowned Professional Services Network

Use Case – Learning and Development

CHALLENGES
- Inefficient scheduling of assessments for panel members
- High turnaround time
- Ad hoc and unorganized L&D evaluation

TALVIEW'S SOLUTION
- Asynchronous video interviews to assess communication skills of employees
- Cognitive proctored assessments for Learning and Development

BUSINESS BENEFITS
- Streamlined L&D evaluation process
- Increased transparency in L&D assessments
- Flexibility to attend and evaluate tests anytime, anywhere

Reduced TAT

63 %
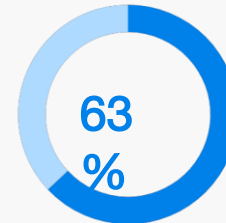
Talview Customer Case Study

A Large Private Sector Bank Use Case – Lateral Hiring

Leveraging Past Performance Data

CHALLENGES
- No alignment of role descriptions with hiring methodology
- High proportion of poor performing hires

TALVIEW'S SOLUTION
- Profiling existing relationship managers through video interviews
- Building predictive models based on performance history
- New hires' profiles selected based on performance prediction

BUSINESS BENEFITS

Higher performance
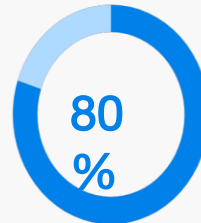
Accurate performance prediction
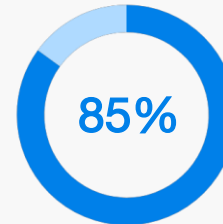
Better candidate experience

80%

85%

60%
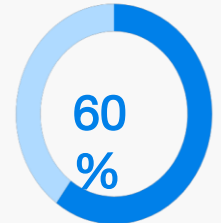
** won Asian Banker's Technology Innovation Award

Talview Customer Case Study

WOCKHARDT Use Case – Sales Training

CHALLENGES
- Ineffective sales training process
- Poor quality of new field sales hire

TALVIEW'S SOLUTION
- Asynchronous video interviews used to train field sales team

BUSINESS BENEFITS
- 75% improvement in quality of new field sales hire
- Streamlined sales training process
- Zonal and Regional Sales Managers are now able to assess new sales team remotely

Improved quality of hire

75%

WOCKHARDT
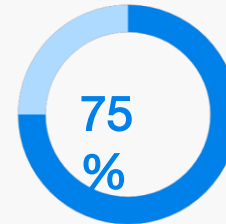
Talview Customer Case Study

A Global IT and BPO Solutions Company
Use Case – Integration with 3rd Party Assessments

CHALLENGES
- Administering assessments was a long-drawn-out process
- Troubleshooting assessment software issues became a bottleneck

TALVIEW'S SOLUTION
- Delivered 3rd party assessment through the Talview platform
- 24x7 support to guide during the process

BUSINESS BENEFITS
- Establishing a framework and a tracking mechanism for assessments
- Maintaining video logs of assessments for audits
- Flexibility to attend tests anytime, anywhere

Instahiring Focussed Product Suite

SELECTION

SCREENING

PLATFORM

ANALYTICS

TALVIEW
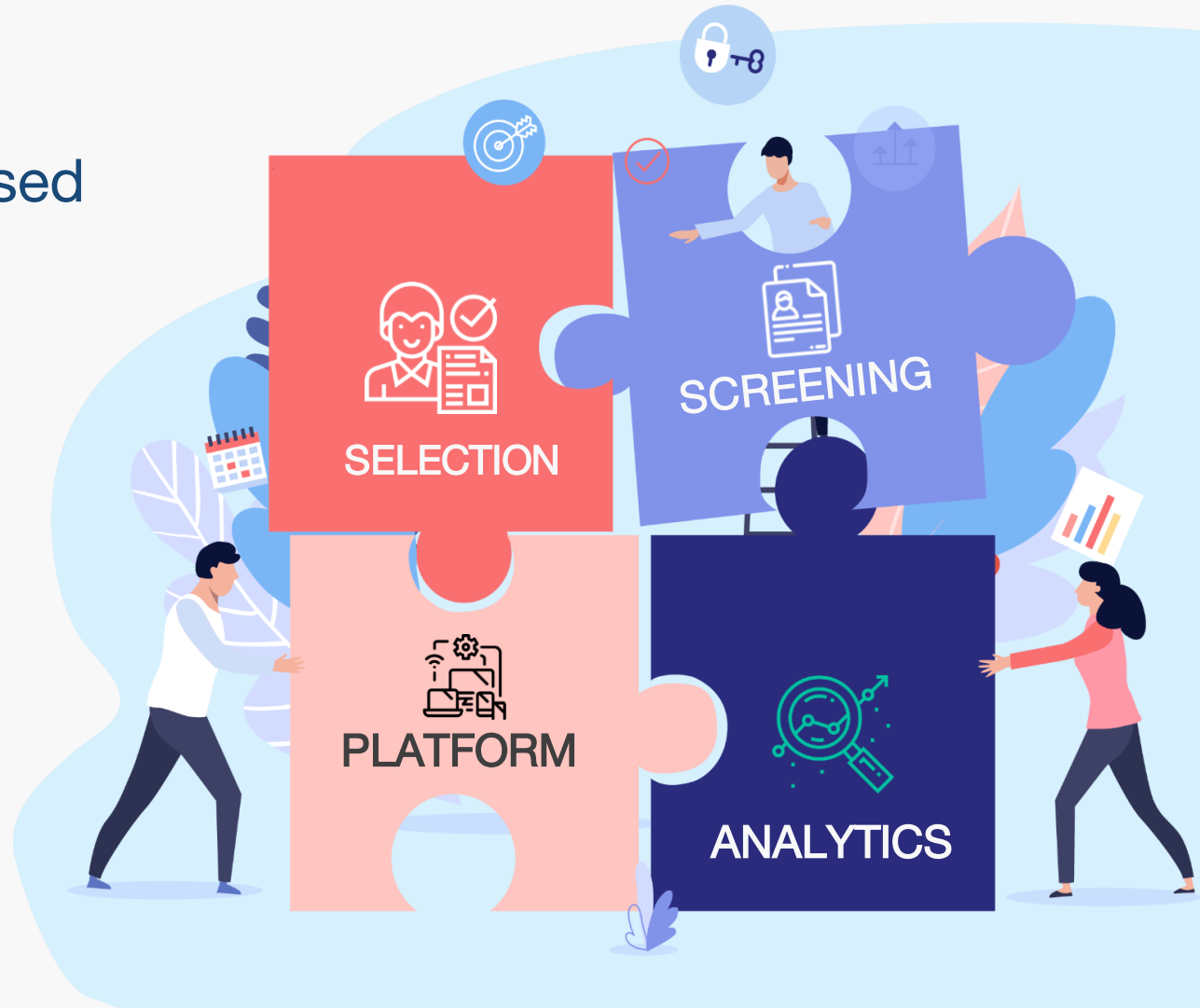
INSTAHIRING PLATFORM OFFERINGS

Mobile Delivery

Multi-Section Workflows

Automated Proctoring

Employer Branding

Talent Assistant Chatbot

Third Party Service Integration

Multi-Section Work Flow

Section Cutoffs

Auto Scoring

Combined Reporting

Scheduling

Notification Management

Data Integrity

Proctoring

Integration

SECTION DETAILS

Multiple Choice Assessment [Objective]   I 2   A 0   C 0   E 0   S 0   R 0

30	3.00	1.00	25.00	00:15:00	00:03
Questions	Positive mark	Negative Mark	Cutoff	Max Section Time	Preparation Time
✘	✔	✘			
Public	Proctored	Retake			

Coding test [Code]   I 0   A 0   C 0   E 0   S 0   R 0

10	--	00:15:00	✘	✔	✘
Questions	Cutoff	Max Section Time	Public	Proctored	Retake

Asynchronous Interview [Automated]   I 0   A 0   C 0   E 0   S 0   R 0

4	00:03:00	00:03	✘	✘
Questions	Max Question Time	Preparation Time	Public	Retake

Technical Interview [Live]   I 0   A 0   C 0   E 0   S 0   R 0

SEAMLESS CANDIDATE EXPERIENCE:
Single entry point, interface and notification

UNIFIED INTERFACE FOR ORGANIZATION:
Single point integration, combined reports, data integrity

VIDEO PROCTORING:
Leverage Talview's peerless proctoring services for third-party assessments

Cognitive Remote Proctoring

Face Detection

Track Browser Window Switch

Geo-Tagging

Randomized Questions
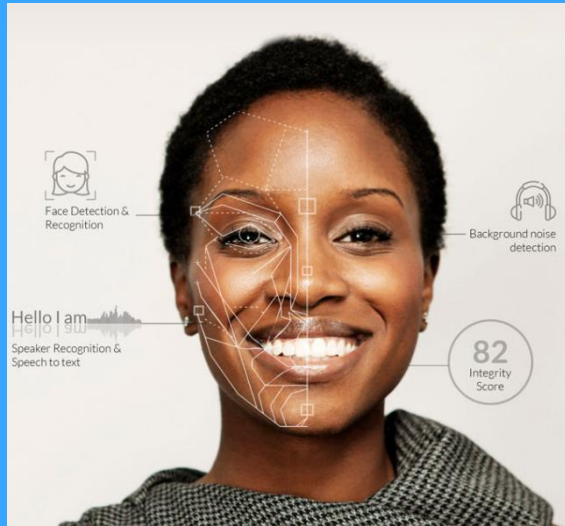
2-Factor Authentication

Restriction of Test Access

Block Copy-Paste Options

Automation Alerts

Voice Recognition

COMPLETE VIDEO-AUDIO RECORDING:
Audio and video recording of the entire assessment is available

AUTO TRIGGER ON CANDIDATE ACTIONS:
Track all the activities candidates perform during the test

VALIDATE:
Requests made by candidates on the grounds of issues faced can be validated.

TALVIEW

Proctored Assessments
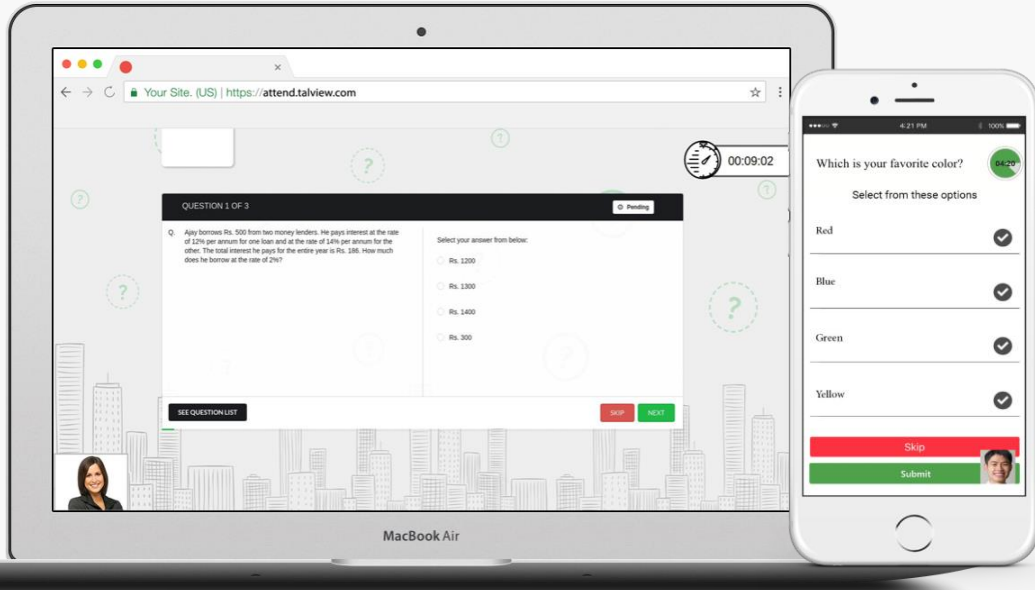
- Support various test formats – aptitude and skill tests
- Highly configurable with multi-section workflows with filters between
- 100% automated cognitive remote proctoring
- Works across devices with proctoring capability - apps for Android and iOS devices
- Randomized questions within categories to avoid duplication

TALVIEW

EMPLOYER BRANDING

TALVIEW

© 2019
Talview

Talent Assistant Chatbot
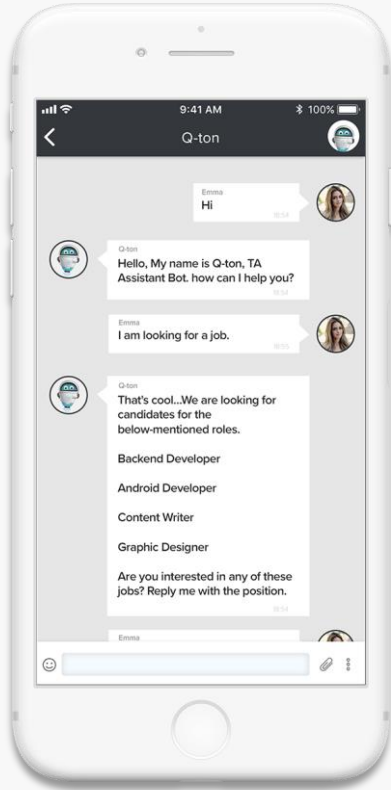
Provide **convenience**, **decision support** and **personalization**.

75% of the recruitment process can be automated with the help of chatbots
Talview's Chatbot is built to assist recruiters with their daily tasks.

Save Time

- Auto-respond to basic queries
- Interactive voice-based response
- Real-time feedback improves candidate experience
- Shortens recruitment cycle

Convenience

- Scheduling interviews
- Conducts preliminary candidate screening
- Ranked list of candidates
- Generating and accessing reports

Talent Assistant Chatbot

- Assessment creation and adding candidates

- Interview scheduling and candidate evaluation

- Progress tracker for all candidates

- Optimized search function

- Fine-tunes responses with the help of Machine Learning

- Connected with multiple channels like email, Microsoft Teams, Slack, SMS, etc.

- Accessible anytime, anywhere with a flexible mobile application

9:41 AM

Q-ton

Q-ton
Hello, I'm the Talview Bot!
I will help you hire excellent right candidates

Talview Bot can assist you with:
• Creating a new assessment
• Listing active assessments and statuses
• Viewing all candidates and progress
• View candidates and progress by position
• Add new candidates
• Invite candidate(s) to assessment
• Schedule a live interview with candidate(s)
• Select or Reject a candidate

If you are curious about what I can do, just type '@TalviewBot' and I will present the list of commands

TALVIEW

ATS Integrations

Taleo

iCIMS

SmartRecruiters

LinkedIn

successfactors
An SAP Company

IBM

TALVIEW

LinkedIn Integration

– LinkedIn is launching a new ATS

– Talview is one of the first video interviewing modules integrated with LinkedIn

– Recruiters can invite candidates to attend proctored assessments, video interviews and Live Interviews straight from LinkedIn

TALVIEW

INSTANT SCREENING CAPABILITIES

Asynchronous Interviews

Assessment Engine

Coding and Long Answer Tests

Large Battery of Assessments

Asynchronous Video Interviewing

- High performance native apps for iOS and Android
- Multiple languages supported
- Low bandwidth capability
- Question randomization
- Configurable answer time, wait time, retake option and deadlines
- Notification management - invites, reminders, selection/rejection, special notifications
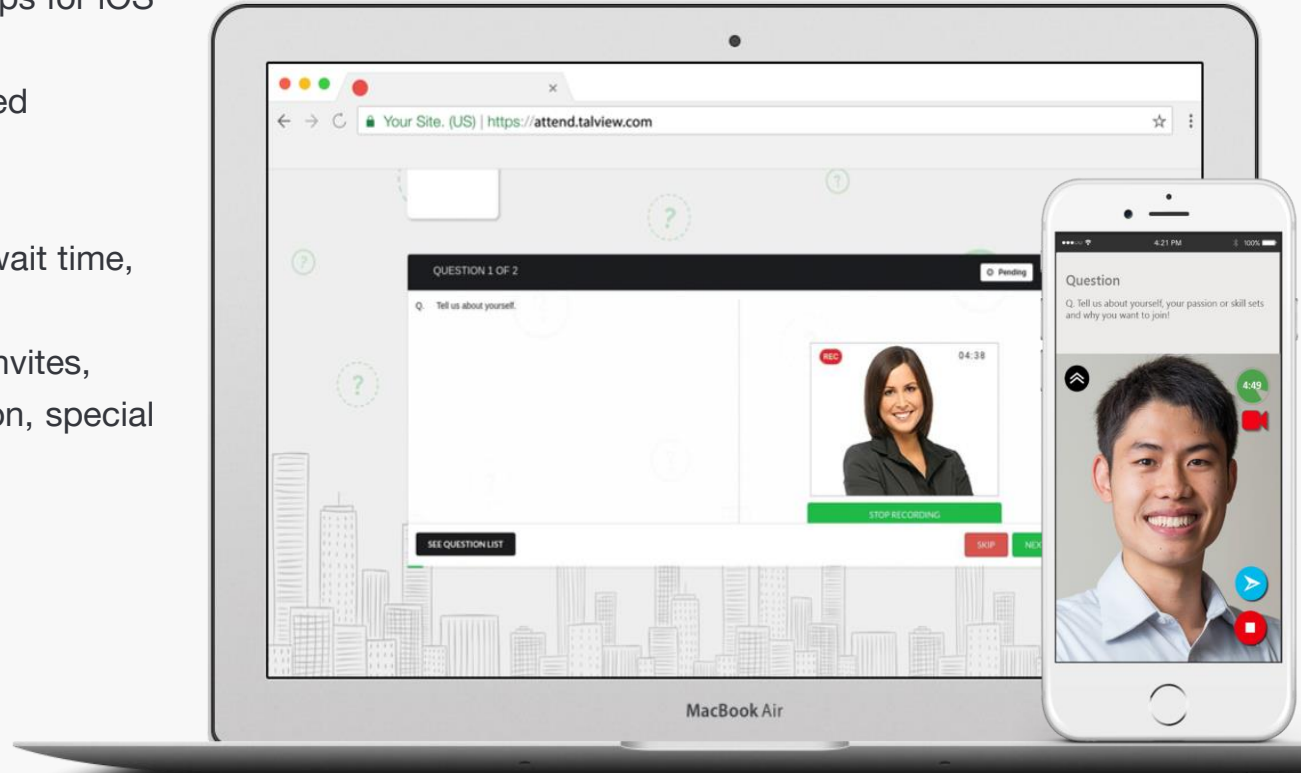
TALVIEW

Talview

ASSESSMENTS

- Talview Assessment Engine
- Code Test
- Typing Test
- MCQs

Talview Assessments

DevOps

Java

JavaScript

SAP

Data Sciences

Big Data

Banking/Accounting/Retail
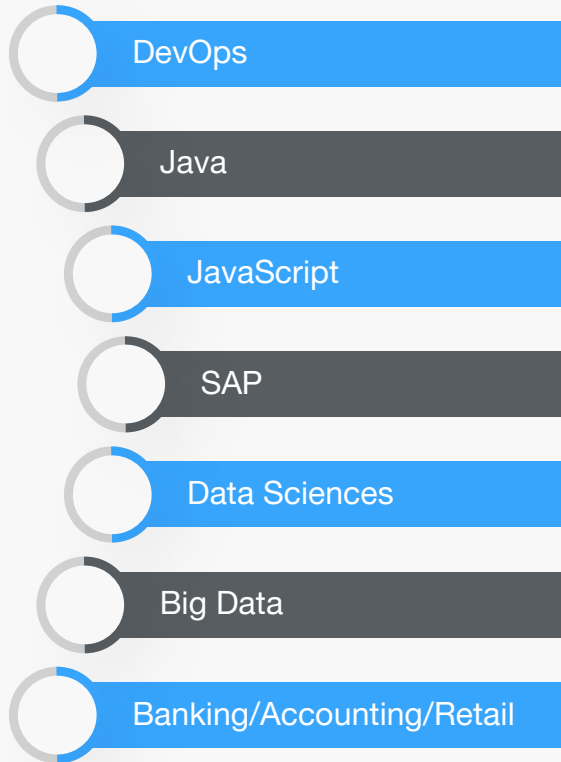
- Largest library of assessment content items

- Designed to objectively assess skills or competencies of a test taker

- Standard, secure, reliable and validated assessments

- Difficulty levels based on **Bloom's Taxonomy**

- Sectors – IT, BFSI, FMCG, Retail, Pharmaceuticals and more

- Designed to test the critical thinking and decision making skills

TALVIEW
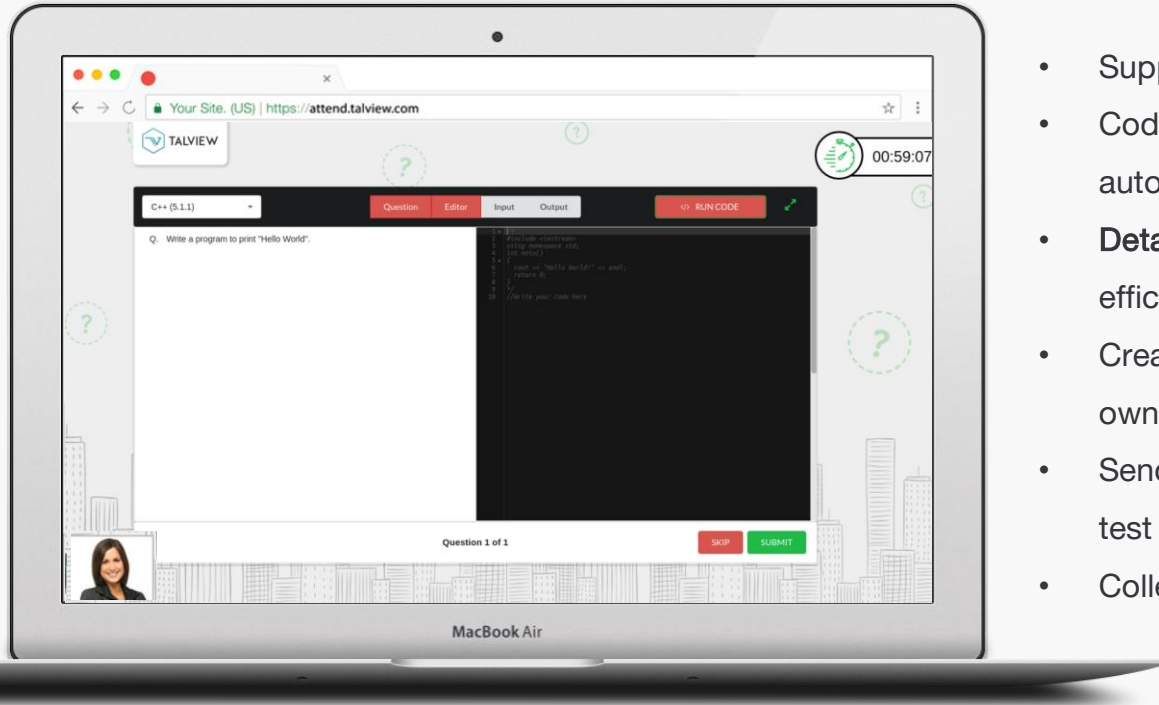
Code Test

- Supports **52 programming languages**
- Code submissions are scored and ranked automatically
- **Detailed report** with key insights on syntax, code efficiency, time taken across test cases
- Create tests from existing questions or create your own questions with test cases
- Send invites directly from the platform or embed test links on your company's careers page
- Collects candidate feedback at the end of the test

Assessment Partners

KeneXa®

Pearson

IKM TeckChek

PsyMetrics
The Science of Forecasting Elite Performance

TALVIEW
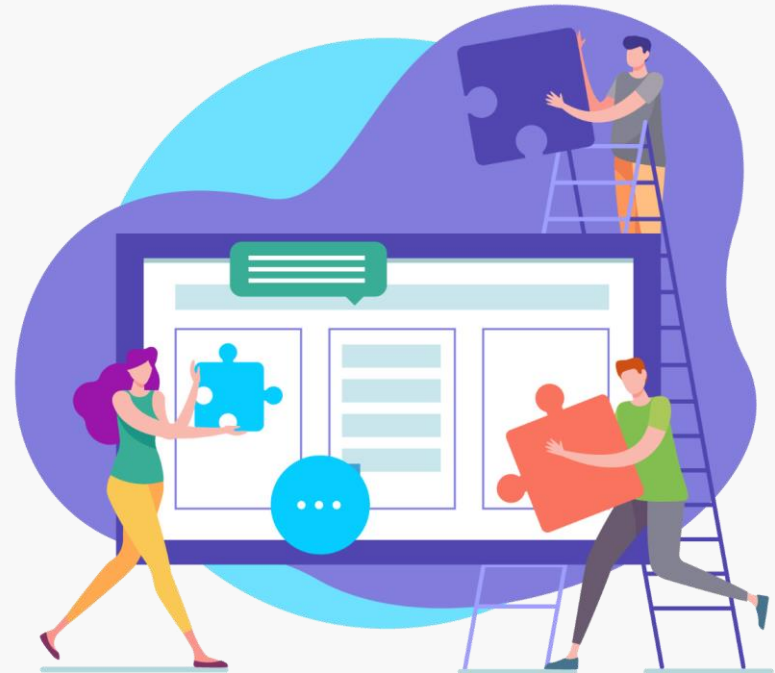
DATA-DRIVEN SELECTION CAPABILITIES

AI-Enabled Behavioral Insights

Live Interviews with Auto-Scheduling

Virtual Machine Simulations

Simulations/VM-Based Assessments
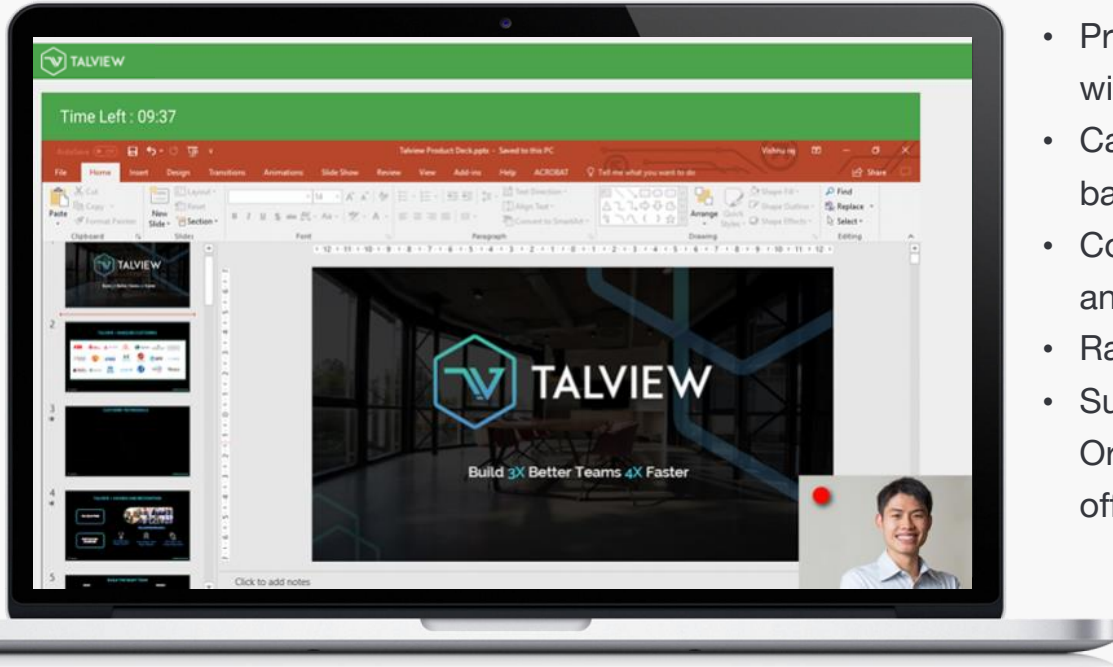
- Provide candidates with a cloud-based VM with any computer-based application
- Candidates can complete any application-based task within the stipulated time frame
- Complete audio, video feed of the candidate and screen is recorded
- Raise red flags in case of any malpractice
- Supports GUI applications like Visual Studio, Oracle, Eclipse, SQL Express/Studio, MS office, Auto CAD, Photoshop, etc.

Talview Behavioural Insights

PERSONALITY
INSIGHTS

PSYCHOLINGUISTICS

SPEECH
RECOGNITION

TONE
ANALYSIS

FEEDBACK
LOOP
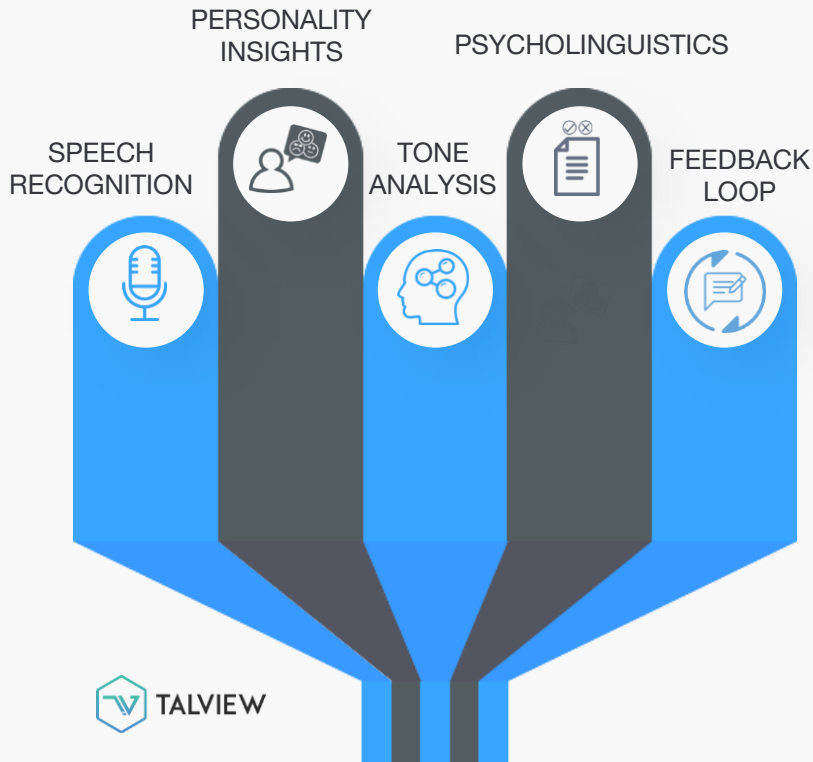
TALVIEW

- Talview behavioral Insights is world's first hiring automation technology that uses–

  NLP   **Tone Analysis**

  Computer Vision   **Emotion Recognition**

  Psycholinguistics

- Candidate profile is built by using their natural speech pattern from the interview

The Challenge with Behavioral Assessments Today

16 PF

DISC SOSIE

PAPI

MBTI

Time-taking ⏱️

Very easy to fake responses 🤞

Unrelatable scenarios 😐

Comprehending the language of the tests ??

Cultural biases ⚖️

TALVIEW
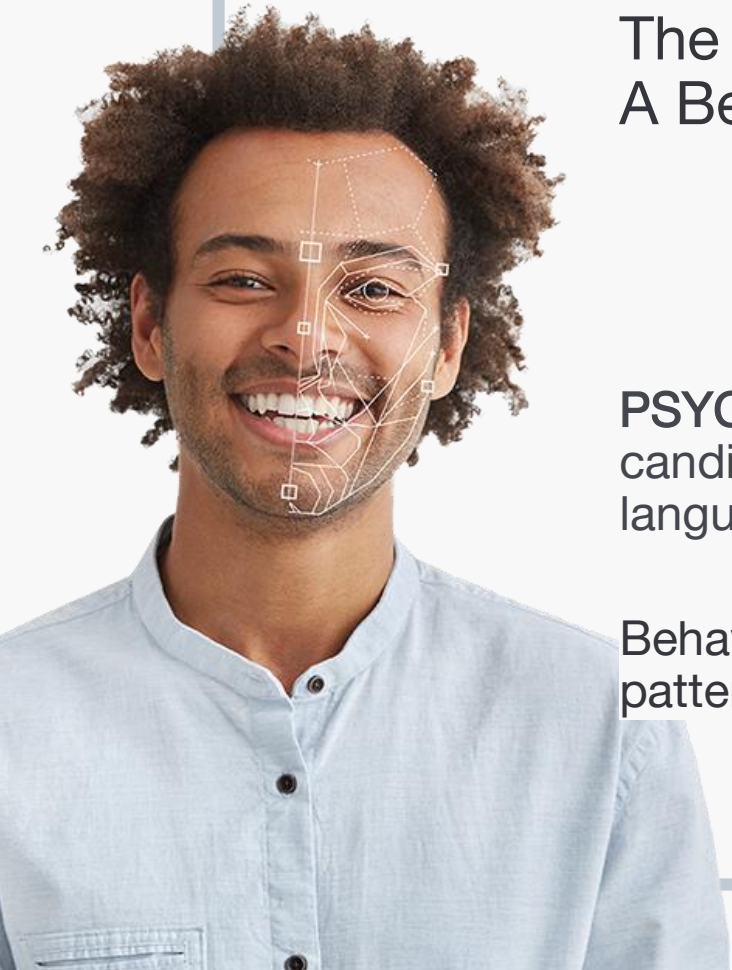
The Need of the Hour –
A Better Method for Testing Soft Skills

To really know your candidate,
hear them speak.

PSYCHOLINGUISTICS will help you understand a candidate's social and personality traits from the language they use

Behavioral competencies built on natural speech patterns from the interview for accurate insights

How TBI Works

Talview
TBI Engine

Input –
Automated Video
Response

Speech

Video

Language
Tone

Speech-to-text
NLP

Text

1. Identification
2. Analysis
3. Comparison

LIWC
(Psycholinguistics)

Linguistics Inquiry and
Word Count

Psycholinguistics

TRAITS

Emotion Recognition

Tone Analysis

Language
Tone

Emotional
Tone

Big 5

Needs

Intrinsic
Values

Vision API

Emotion API

Personality
Theory

Social Psychology
Theories

Talview's
psychometricians

Feedback shared for
better accuracy

Jeff Malone

Candidate Profile
Jeff Malone
joffmalone@gmail.com
+91-9874563210

Critical Competencies

Result
Orientation

Analytical
Excellence

Behavioral Competency
Report generated

Traits mapped to identified competencies

Competency 1

Competency 2

Competency n

TALVIEW

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Talview

Behavioural Insights

Key Advantages

- **Eliminate** the need for an additional behavioral assessment.
- Conduct skills and behavioral assessments in a **single step**.
- Insights based on natural response, so the test **accurately** represents the candidate's personality.
- **Self-calibrated** reporting learns and gets better at helping you find the perfect fit
- **Easy-to-read, job contextualized and customizable reports** developed by occupational psychologists under the guidance of industry experts
- Scientifically designed **questionnaire and development guide** available
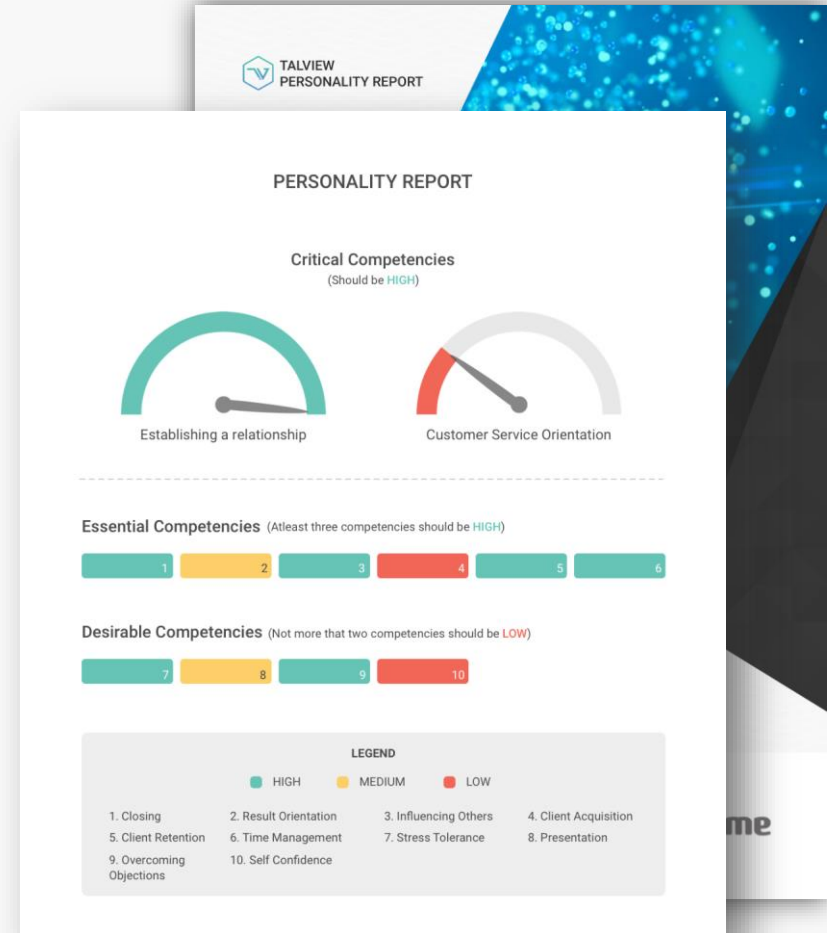
Live interview – Scheduling and Calendar Management
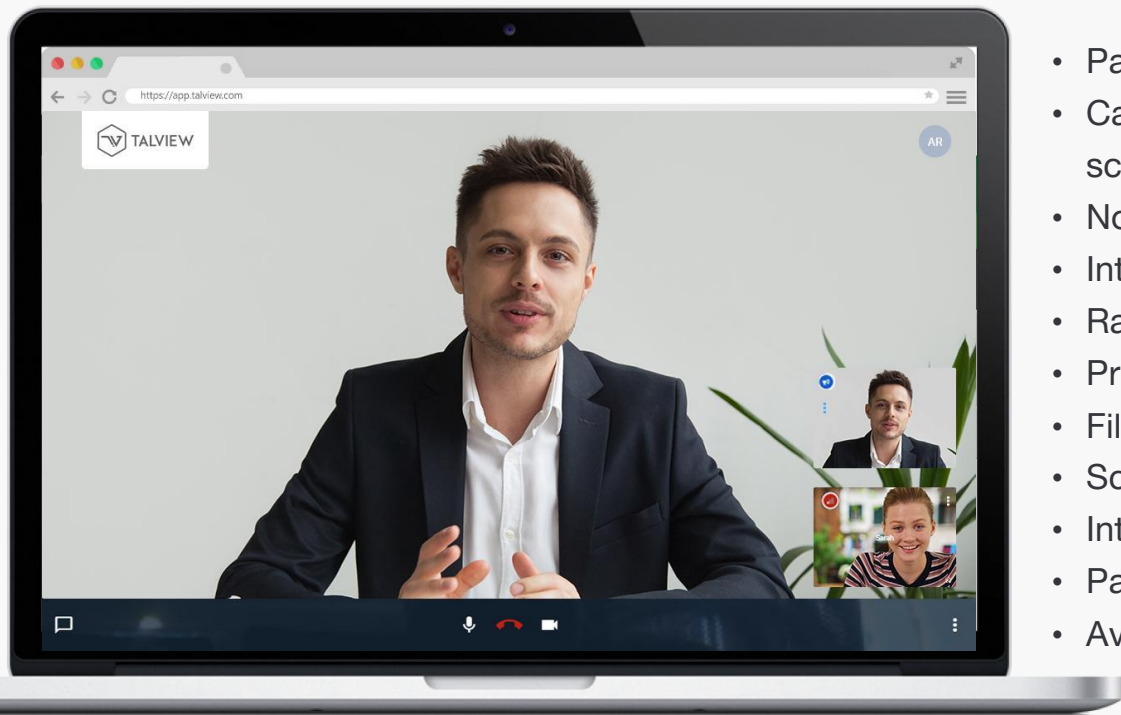
- Panel calendar integration
- Candidate availability mapping and scheduling
- Notifications and reminders
- Interview recording
- Rating sheet
- Private chat
- File upload
- Screen sharing
- Interview summarization
- Panel as a service
- Available on mobile – Android and iOS

TALVIEW

Simulations/VM-Based Assessments

- Test with **real work content**
- Watch candidates at work before hiring them
- Review thought processes as the candidates solve the problem presented
- Create a **real work environment within the VM** for the candidate to access
- **Tamper-proof system** where each click and file import is monitored
- Direct file access for recruiters once the work is saved and receive an email when candidate has completed the assessment
- Use cases: KPOs, BPOs, consulting etc.,

DATA AND ANALYTICS

MIS Reports

Predictive Hiring
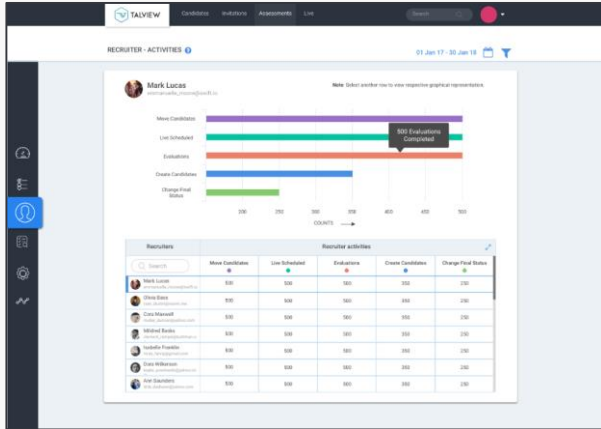
MIS Reports

– Track important recruiting metrics

– Stay on top of metrics that matter most – time-to-hire, candidate conversion and more

– Intuitive and real-time reporting

– Customizable reports in a few simple clicks
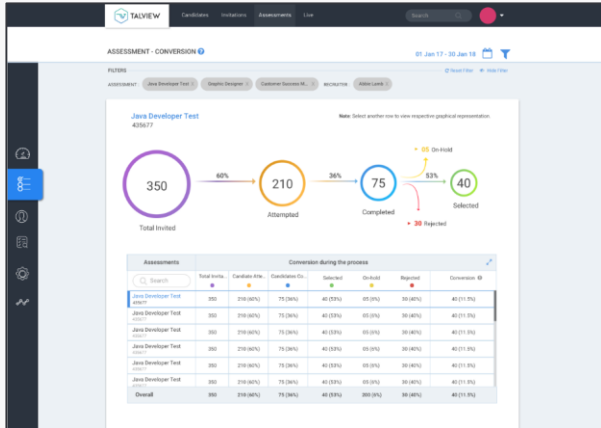
Predictive Hiring

- Data collected during screening and selection
- Combined with on-job performance indicators
- Build different models for predicting characteristics of best hire in every domain
  (like sales, finance, marketing, etc)

Profile
Data

Assessment
data

Performance
Metrics

| Sourcing | → | Screening | → | Selection | → | Performance |
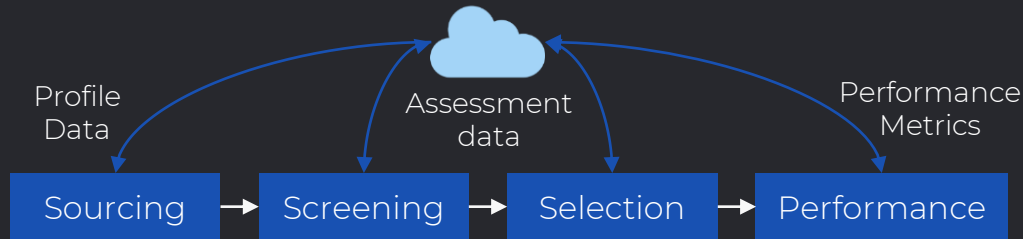
Building functional and domain-specific prediction models,
by collating data from across the recruitment funnel

SERVICES

24 / 7 SUPPORT

We provide 24x7 support on phone, email and chat
to candidates and clients

Business Process Optimization
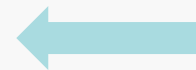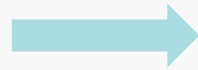
Client Process

- Current state process mapping
- Global and regional requirements
- Data privacy and security requirements
- Future state process mapping

Quick Implementation

- Merge to create **best-in-class, future state process**
- **Global gold standard** with minor regional variations
- **Configuration centric** and near-zero customization
- Ongoing governance and optimization

Talview Process

- Delivered product process mapping
- Global and regional implementation capture
- Integration and scalability requirements
- Dedicated Client Success Manager for guided app adoption

Process baselining, metrics, mapping, optimization | Design sessions, workshops, adoption and engagement, reporting

TALVIEW

Our Technology
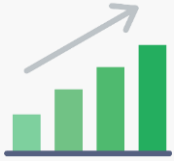
Performance and Scalability

- Orchestrated containerized deployment (Kubernetes)
- **Dynamic auto-scaling** to provide real-time response based on load
- Automated configuration management (Ansible & Puppet)
- Real-time monitoring & alerts (Telegraph, Influx DB, Prometheus, Grafana, Kapacitor)

Resilience

- Load-balanced & high availability (HA Proxy, NGINX)
- Geo-weighted DNS routing (BIND)
- Guaranteed SLA for response time, availability, RTO & RPO

Compliance

- Data **geo-distributed** in multiple centers
- **Encrypted data** with multiple copies
- **DPA** compliant
- **EU & US privacy shield** compliant
- **Personal data security** (PII) compliant
- **EEO** (Equal Employment Opportunity) compliant
- In the process of **GDPR** compliance

Ready for an
INSTA-HIRING EXPERIENCE?

UNITED STATES

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us@talview.com

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singapore@talview.com

www.talview.com

TALVIEW

Market Landscape

textkernel

ProctorU

belong.co

TALVIEW

Hire★Vue

spark Hire

sonru

Kenexa

CEB | SHL Talent Measurement

Pearson

Technology Expertise (Future Ready)

Range of Offerings (Enterprise Readiness)

Predictive Hiring (ML)

AI Interviewing (NLP)

Cognitive Proctoring (CV)

Simulations (AR, IoT)

Geography Presence

Low Bandwidth Performance

Candidate Experience

Video Interviews

MCQ, Code, Essays

TALVIEW

Ongoing Support Model

Ticket Closed

Ticket Status

Candidate

Chat / Email / Phone

L1 Agent's Reply

Candidate Reply or Re-Open

Ticket Status

Online Knowledge Base

L1 Support :
- Geo based where possible
- India located for other geos

Raise New Support Request

Chat / Email / Phone

New Ticket

L1 Agent

L2 Support Required

L2 Support :
24/7 from India

L2 Agent

L2 Agent's Reply

Ticket System

TALVIEW

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Talview

Customer Success and Adoption

CHANGE CHAMPIONS

- Identify Change Champions from each geo/region
- Action plan for OCM/Adoption
- In-App Badge
- Co-branded recognition for champions

ONLINE FEEDBACK

- Monthly online surveys with the user community to identify training/adoption/process gaps
- Action plan to address Feedback
- Flow inputs into usage metrics

USAGE ANALYTICS

- Ongoing report to Geo Admins/Leads on process efficiency and adoption
- Fortnightly report to the Geo Heads and PMO Team
- Monthly report to Steering Committee

ONGOING REVIEW

- Fortnightly calls with Talview CSM and Geo Admins/Leads
- Monthly call with Geo Heads & PMO Teams
- Monthly review With the Steering Committee

TALVIEW

Talview's Approach to Talent Supply Chain Management – VM Simulations

Project Team → Allocated to Project → Employee/Team Member Profile

Profile updated as per project experience

Project Team → Resource Requirement → Talent Supply Chain System

If resources available internally in a different team → IJP/Internal Recruitment → Employee/Team Member Profile

Profile updated as per evaluated skills

If resources not available internally → Talent Acquisition

If hired → Employee/Team Member Profile

If not hired → Qualified Warm Pool

If resources available but need to be trained → L & D Assessments (Gap Analysis & Training Outcome Measurement)

Profile updated as per validated skills

L & D Assessments (Gap Analysis & Training Outcome Measurement) ↔ L & D Training (External)

TALVIEW

Registration, Assessments and Interview Management – Weekend Workflows

Candidate scans QR via smartphone displayed across walk-in locations

Aadhar Verified

Candidate registers instantly by filling a form on Talview landing page/app via smartphone. Govt. ID (Aadhar) and basic details

To the first test

Face Recognition and Voice Fingerprinting samples captured & validated with Aadhar/ID throughout all the subsequent steps*

If cleared the previous test (configurable rules)

Current objective and coding assessments (IKM or customer-specific) to move to or integrate with Talview with authentication and proctor via Smartphone or Webcam-mic*

Manual invigilation incase of non-availability of infrastructure

If cleared the previous test (configurable rules)

Recruiter notified immediately on candidate qualification via email/app. They assign panel for interview. Online interview option available if panel and candidate are in different locations

Email triggered to panel with evaluation forms. Panel can authenticate candidate via smartphone*
During an online interview, system validates candidates before they enter the interview room

Recruiter instantly notified via email or app on selection for further processing.
Final data sync with ATS and candidate profile updated.

*Redflag generated instantly against candidate if authentication fails Integration points where data will be synced with iTap (Kenexa) directly
Fully branded candidate interface for experience & engagement

TALVIEW

Registration, Assessments and Interview Management – Weekend Workflows

Recruiter creates and invites candidate (IVR automatically triggered to candidates to capture interest level)

Candidate registers by filling a form on Talview landing page/app via smartphone.
Govt. ID (Aadhar) and basic details

Aadhar Verified

Face Recognition and Voice Fingerprinting samples captured & instantly validated with Aadhar/ID throughout all the subsequent steps*

To the first round

First round of assessments through Talview Asynchronous Interview or remote proctored online assessments (objective/coding) (Talview/IKM/customer specific)

If candidate clears the previous round (configurable rules)

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TALVIEW

Thank You