



h u m a n c a p i t a l s o l u t i o n s



corporate
profile

One of the leading Human Capital Solutions companies in India, Eduquity was incorporated in India in June 2000 by a group of entrepreneurs with over five decades of experience in running large organizations successfully. We are funded by Acclaim Ventures, a Silicon Valley technology fund and are headquartered in Bangalore, India. The company is managed by a team that has demonstrated considerable success in businesses like software, advertising and communication. Eduquity also has a highly qualified team of HR professionals and psychologists.

Eduquity Career Technologies is an outsourced provider of critical services in the areas of employee selection and development. We develop and provide innovative solutions that help meet our customers' staffing and employee development requirements.

We provide customized and tech-enabled competency assessment services to a wide range of emerging markets - IT, ITES, Finance, Manufacturing, Retail, Government and Educational Institutions. Our assessments provide critical information that helps in selecting, training, developing, managing, motivating and retaining employees.

We provide turnkey, end-to-end solutions as also logistical support to our customers.

Apart from our reach in 34 cities, plans are under way to spread our reach to a hundred locations across the world. With an impressive presence in India, we have the capability and the infrastructure to conduct assessments anytime and in any part of the world through our offices, business partners and associates

Till date, Eduquity has effectively assessed over One Million candidates across the world.

VISION

The Eduquity Vision is to facilitate organizations and individuals to realize their true potential.

MISSION

Our Mission is to provide innovative assessment solutions to fulfill ongoing needs in the corporate and institutional segments.



HOUSE TEAMS

90-person strong team of Organizational & Behavioral Psychologists, HR Professionals, IT Professionals to design develop and deploy online assessments.



PROPRIETARY INSTRUMENTS

Norms based on assessment of over 3,00,000 professionals in India and abroad across age-groups and industry verticals.



ANYTIME ANYWHERE TESTS

Online Testing Systems successfully deployed across India, Europe and Middle East.



OWN ASSESSMENT INFRASTRUCTURE

Eduquity has its own centers in 7 cities with capacity to assess +60,000 people every month offering a controlled assessment environment for entry level and lateral hiring. Moreover, we have partner centers in 50+ cities in India.

At a Glance

Competency Based Assessment Development

Presence in Delhi, Mumbai, Kolkata, Chennai, Hyderabad, Bangalore, Chandigarh & Dubai

Online deployment capacity to assess 60,000 candidates per month across our centers in India

Assessment Partner to world class organizations and Institutions

In-house team for item validation and post assessment analysis



CORPORATE SOLUTIONS

Eduquity Offers low risk and cost effective solutions to meet the customers' staffing and development needs. Eduquity combines expertise in HR assessment; behavioral sciences and information technology to offer a range of assessment services. Eduquity's solutions enable organizations to map potential and existing resources so as to achieve a competitive advantage.

Eduquity offers pre-hire testing services through customized assessment tools & processes to identify that right-fit for the organizations of all sectors, particularly that of the insurance industry, financial services segment, IT & ITES providers among others.



Eduquity works with organizations in nurturing talent by providing standardized or customized Assessment & Training services based on specific work and cultural ethos, as also conducting Assessment Centre Activities to address developmental needs of employees. Apart from Customized Assessment for Selection & Development, Training & Assessment Centre Activities, Our Services also include, Managerial Leadership Assessment, Skill Tests, in all, an End-to-end software/Assessment solution from Advertisement to recruitment.

A snapshot of various critical HR services offered by Eduquity:

- Pre Hire Assessment Process Management
- In Campus and Off Campus Assessment Deployment
- Assessment & Development Center Activities
- Competency Mapping & Competency based Assessment Development
- Benchmarking Exercise
- Post Assessment Reports and Performance Analysis etc.
- Content Validation and Analysis for Predictive Validity.

HIGHLIGHTS

Proprietary Assessment tools with an in-house team to map assessments based on competencies

With a current annual capacity of carrying out over 1 million online assessments, Eduquity has its presence in seven cities (inclusive of all metros). Eduquity has deployed online assessments across 50 cities over the last 6 years of operations.

Eduquity develops and implements process specific assessments and administers it online in various cities of the country for the recruitment system of Google & Deloitte.

Eduquity supports its clients in reducing the Turn around Time in managing pan India assessments for pre hire initiatives

Eduquity conducts Assessment & Development Centre activities from the perspective of internal hiring, appraisals and training need analysis for leading organizations like Murugappa Group of Companies, ITC InfoTech, Allsec Technologies, Spheris etc.

Largest online assessment deployment comprises assessment of 88000 candidates across 14 cities within a span of 30 days.

TRAINING

Eduquity is chartered on a firm belief that every individual has potential and is employable. Eduquity's training programs are designed with a focus on developing the confidence levels of the individuals, hone their employability skills and facilitate their grooming to become better professionals based on its strength of assessments.

SUCCESS BUILDER -Eduquity's training programs include programs designed not only for individuals' pre placement requirements but also for employees of organizations to help them add more value to their personality and performance. Some of the training modules are:

EMPLOYABILITY SKILLS ENHANCEMENT

- 24 Hour Program

This program prepares the student to face the interview processes, more confidently and help channelise their efforts to make it to their dream company. Focus areas of this program are Resume writing, Interview Skills, Presentation Skills and Job skills.



PERSONALITY DEVELOPMENT PROGRAM

-100 Hour Training Program - 16 day comprehensive program

- Communication Skills - Written & Spoken
- Employability Skills - GD, Resume Writing, Interview Skills, Presentation Skills, Mock Interviews.
- Personal Skills - Confidence Building, Decision Making, Body Language, Basic Etiquette of job market, creating an awareness of the job market.
- Choice of job skills.

Our National resources, comprised of over 7 Training locations, enable us to provide open enrollment public training programs when and where they are needed.

eMANAGEMENTOR

Eduquity presents eManagementor, an intervention intended to assess, & counsel management students before presenting them with suitable job opportunities, all of which should synergistically combine to provide a positive influence on the career success of its participants.

PROFESSIONAL DEVELOPMENT PROGRAMS

(Sector Specific Skills Enhancement Training) - 100 Hour program

MODULES:

1. Advanced Communication Skills : Module will focus on Written and Spoken English Skills
2. Voice and Accent : This module includes MTI & Neutralization aspects
3. Customer Service Skills: Interaction with customers is the key to any organization.
Inputs on telephone etiquette, handling difficult Customers, Listening Skills, Aural Skills
4. Selling Skills - Inbound & Outbound (Process Specific)
5. Corporate Culture Sensitization (Company Specific)

Eduquity can customize its programs based on the need of individuals or organizations.

BENEFITS TO THE PARTICIPANTS

- Enhanced self-awareness in areas of behavioral strengths & weaknesses.
- Adds confidence in facing personal interviews.
- Facilitates in focusing on careers suited to personality traits.
- Understand the learning differences instead of learning disabilities.
- Focus on skills and knowledge acquisition necessary to create one's own niche in this competitive arena.
- Towards personal growth and social development.

H I G H L I G H T S

Ongoing assessment of career-based competencies for all MBA students at IIM Bangalore, leading to self-understanding and career choices. Eduquity's assessment has been institutionalized by this Institute for all its students over the last 6 years.

■ 240 students of SDM-IMD Management Institute at Mysore have been assessed for career competencies and counseled to choose a field that would be their key performance area, further more they were also trained to hone their skills to fit into the kind of management field they opted to pursue. The program has been successfully delivered over last two years.

■ Welfare projects like training the rural youth of Punjab on basics of computer usage was an initiative of Punjab Government- CPYTE, Eduquity could reach out to nearly 250 youth between August 2006 & March 2007.

■ Regular Employability skills' enhancement programs are carried out at various premier educational institutions including one of the best engineering colleges in South India – R V College of Engineering.

STUDENT SOLUTIONS

Eduquity has a solution for all students from K - 12. Three of its innovative solutions, developed by psychologists are:

PathFinder – THE CAREER PLANNER

Very often, peer or parental pressures dictate educational preferences and career decisions. Students opt for educational programmes based on what they think they should do rather than what they are best suited to do. Eduquity seeks to address this inequity by helping students understand their aptitudes and potentials.

Our Path Finder, a career decision mechanism, is a web-based battery of assessment tools based on a sound theoretical framework and with reliable psychometric properties. We assess an individual's career values, interests, abilities and personality and then putting them together arrive at a computerized report of careers for which the child is best suited.



One of the primary benefits of our PathFinder is that it helps you make an informed decision. We have also combined this with a unique counseling methodology - which is optional, to provide the career seeker and the parent with a lasting and useful service, which we believe will pay handsome dividends in the years.

By taking the PathFinder, you can become aware of your strengths and developmental needs and become aware about various other careers other than conventional careers. You will thus be able to plan and focus on your career path, gaining tremendous self-confidence as you go ahead.

SMART SOLUTIONS

(Skills Mastery and Resources Training)

Enhancing academic and life skills through a training programme for High School Students

The central purpose of education is to cater to the intellectual, emotional and social needs of all students. Providing training in Academic skills and Life skills will encourage confident, articulate and happy children ready to face the world outside.

To nurture this approach to holistic and integrated education, **Eduquity** will create an ethos where each child will be able to fulfill his/her all round potential. This *first of its kind - scientific and effective 99 hour 'SMART' Student* program uses behavioral tools and computer based training. This programme is spread over one academic year and involves both computer based and interactive sessions.



Each of these modules is a tool for personal development specifically geared to help students adapt to their social and learning environment, to increase retention and to raise academic achievement by revealing students' unique learning and thinking styles.

GenNext

THE ULTIMATE EDUCATIONAL- MEDIATION PROGRAM - A computer assisted cognitive training program for enhancement of cognitive skills

Scientific research has repeatedly demonstrated that the brain can change and grow given the right learning tools and environment. Realism dictates that attempts to radically improve children's health, education, and overall well-being must start as early as possible. The crux of the problem is often our failure to do enough for children, early enough to make a lasting difference in their lives.

This *ultimate educational mediation program* GenNext, based on educational and cognitive psychological principles, has been designed and developed for primary and middle school students, to help them learn and develop their cognitive skills. It uses innovative and pioneering computer games to enhance brain-power and ability to learn. The tasks become increasingly challenging as they progress from level to level. The underlying premise about the program is that 'it's so much fun that they don't realize they are learning'.



The GenNext is comprehensive and covers all the major cognitive skills. It is enjoyable, motivational and fills in any educational gaps. The child who undergoes this program learns faster, demonstrates enhanced listening, shows improved concentration and better retention rates. This would have a tremendous impact on improving school grades leading to enhanced self-confidence and self esteem.

