

TALVIEW ASSESSMENT PLATFORM

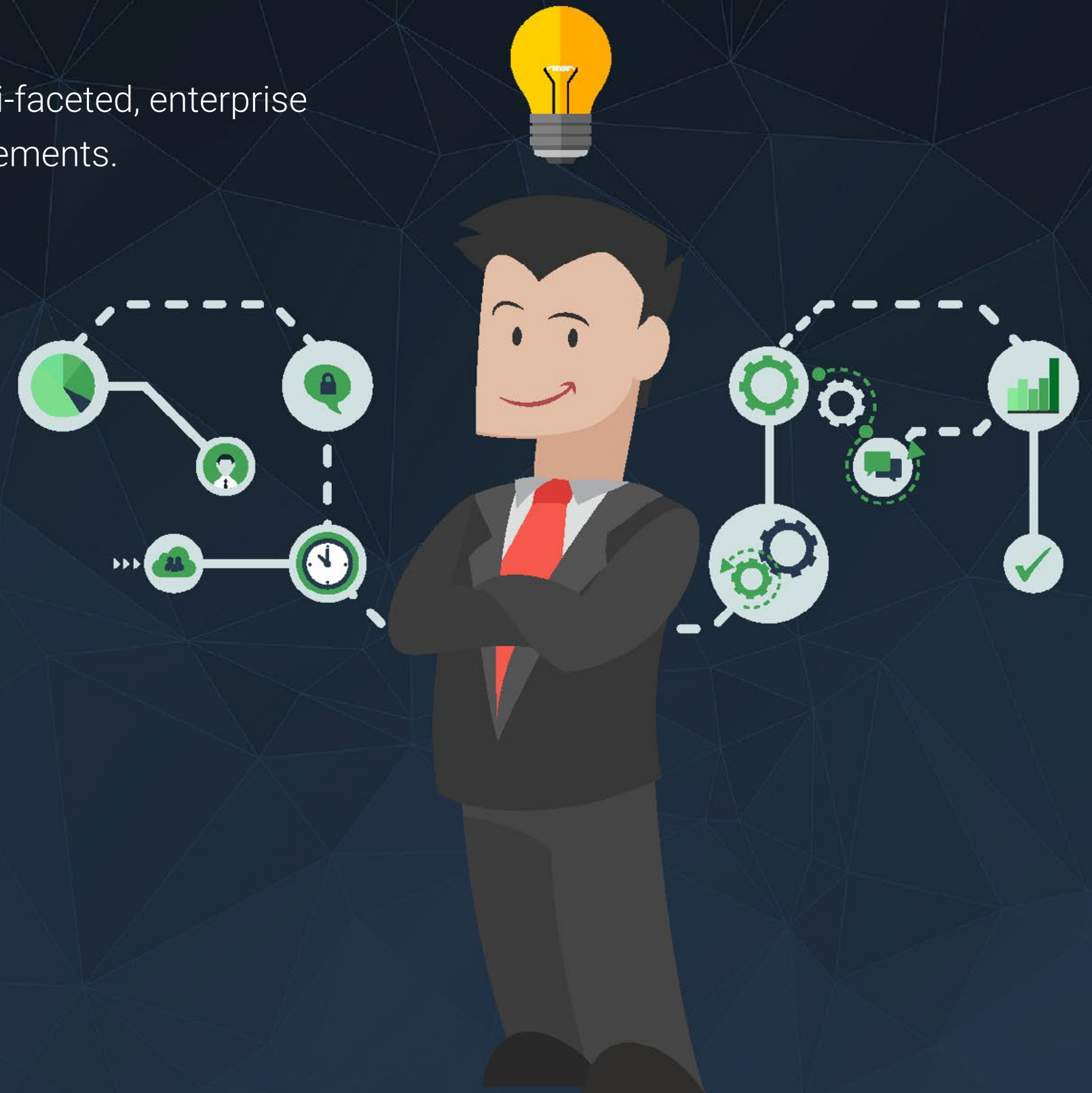


TALVIEW ASSESSMENT PLATFORM

Talview Assessment platform is industry's first adept, multi-faceted, enterprise solution which can take care of a multitude of hiring requirements.

KEY FEATURES

- Asynchronous Interview
- Aptitude & Technical Test
- Simulations
- Code Test
- Behavioral Insights
- Grammar & Typing Test
- Live Interview
- Multi Section Work Flow
- Automated Remote Video Proctoring
- Interview Scheduling & Calendar Management
- Third Party Assessment Integration
- Reports



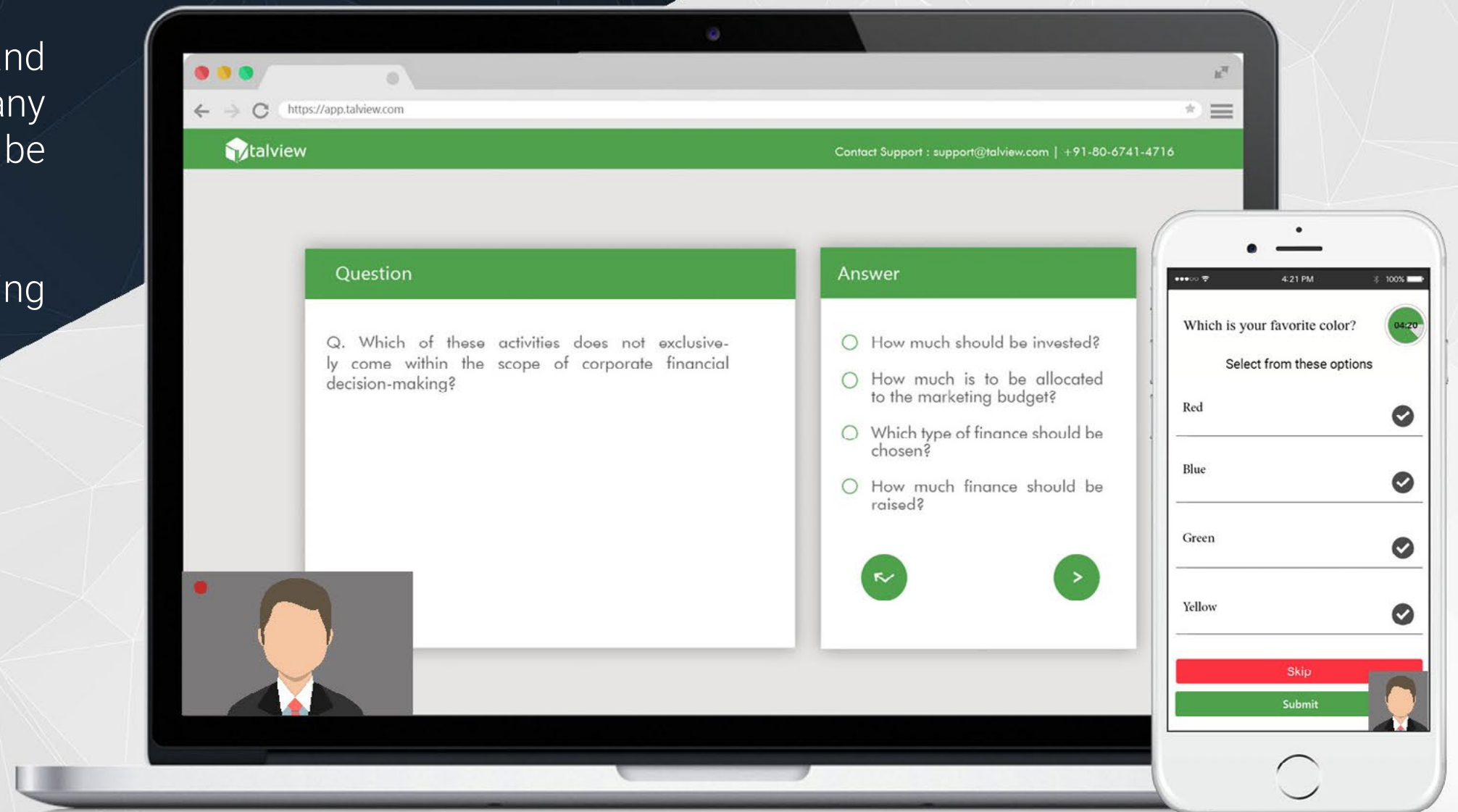
Video Proctored Assessments

Talview Video Proctored Written Assessment provides a platform for the candidates to showcase their talent and knowledge within a specified time. Written Assessments are remotely proctored through video to ensure the authenticity and it also records the live feed.

Talview Written Assessments includes Multiple Choice Question Tests, Essay Exams, and Typing Speed Tests which are proctored through video recording.

Each candidate's assessment is logged and the administrators will be notified incase of any suspicious activities. Multiple sections can be configured based on the requirement.

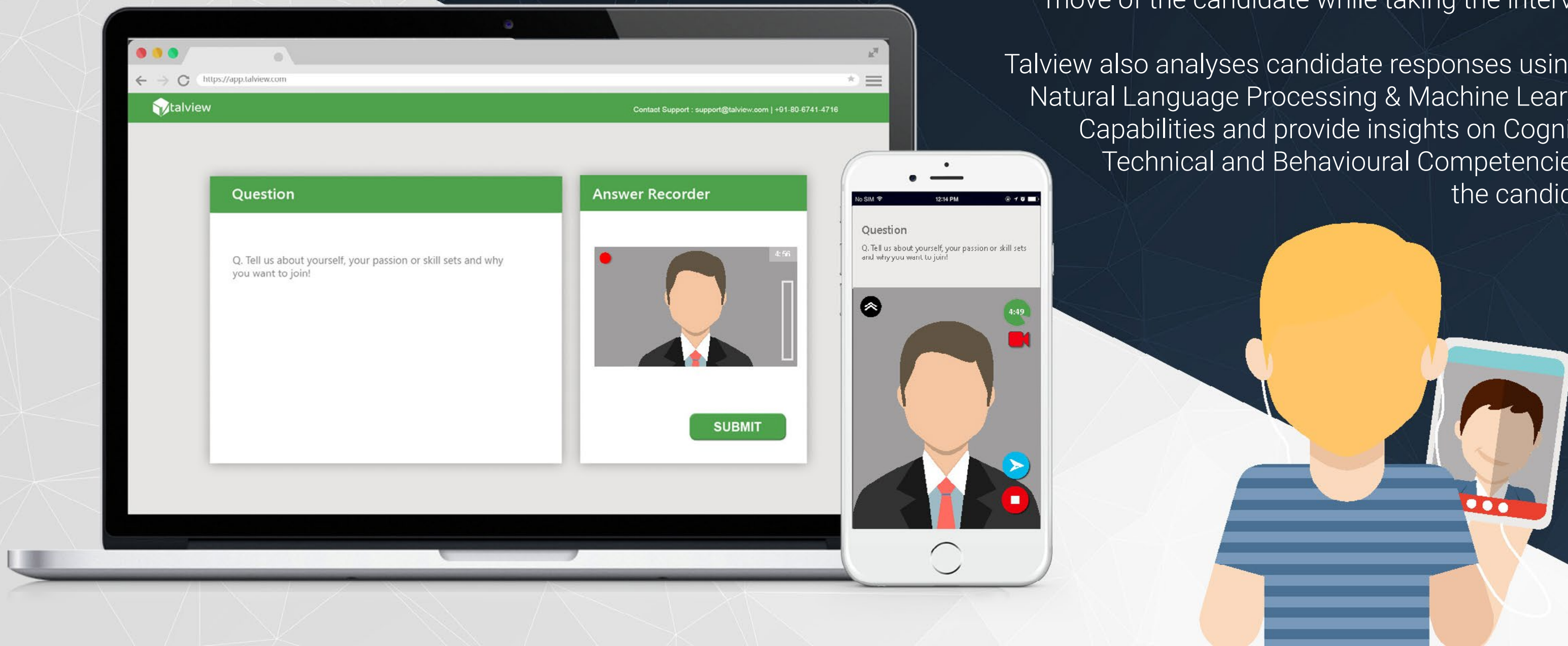
An option to warn or block the access to an ongoing assessment if the candidate uses unfair means is also provided.



Asynchronous Video Interview

Talview Automated Video Interview Platform facilitates organizations to screen candidates through video interviews using predefined questions across platforms. It takes less than five minutes to create asynchronous or automated interviews and invite candidates with Talview. Screening or monitoring interview process is highly efficient; recruiters just need to evaluate the automated interview once complete. Talview's real time proctoring monitors every move of the candidate while taking the interview.

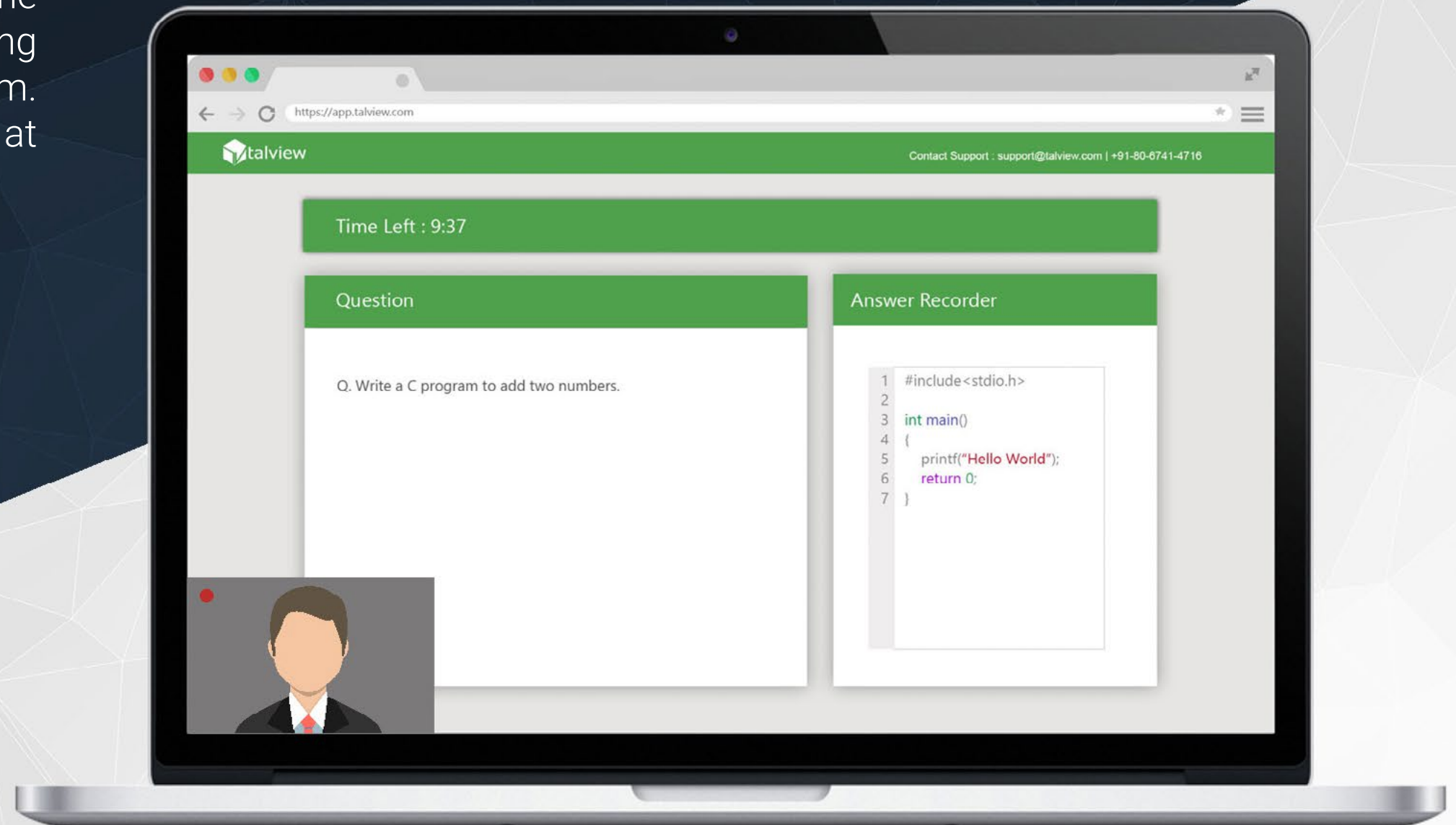
Talview also analyses candidate responses using its Natural Language Processing & Machine Learning Capabilities and provide insights on Cognitive, Technical and Behavioural Competencies of the candidate.



Code Test

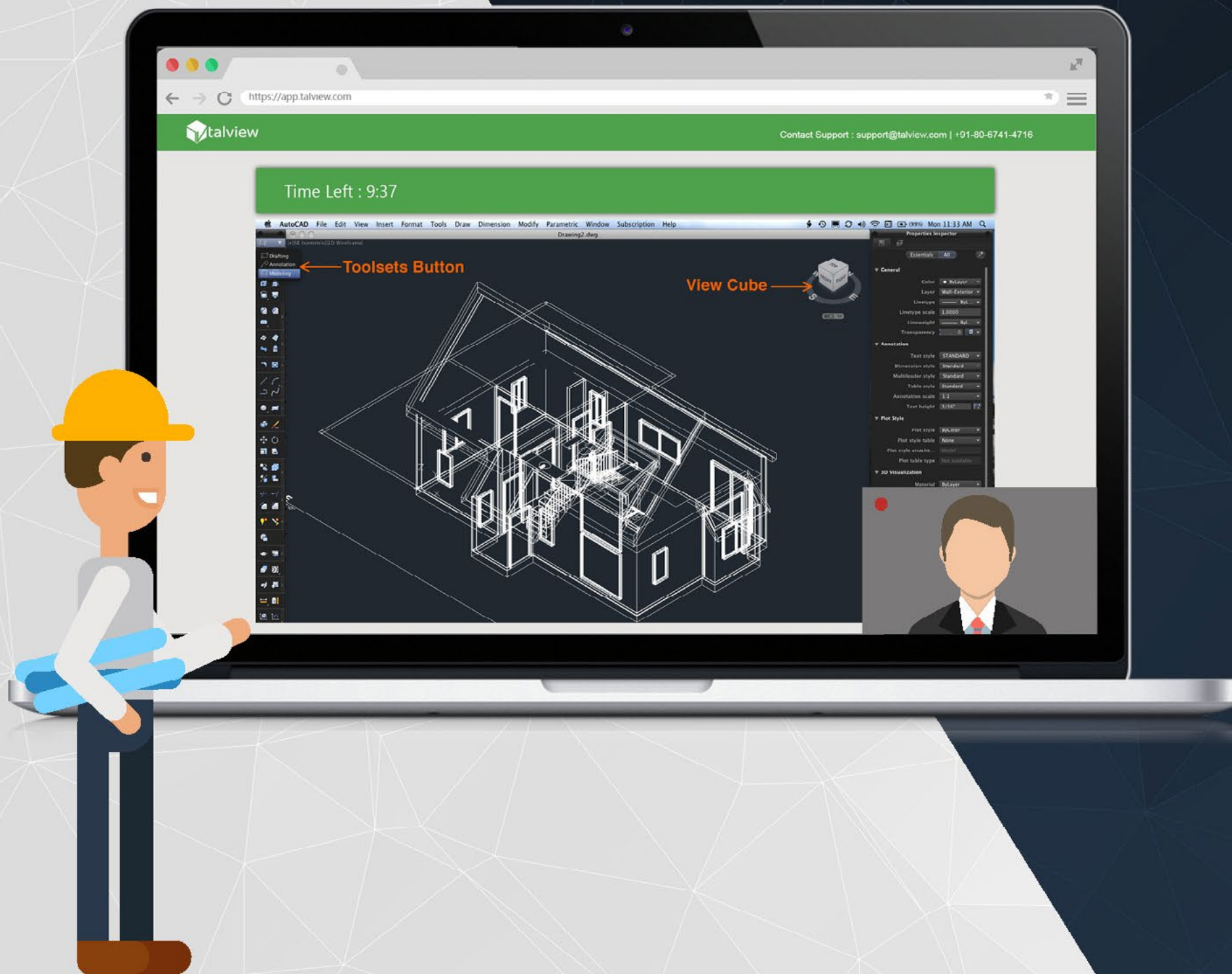
Code Test is Talview's first step towards achieving performance based evaluation and it has been helping many businesses find good programmers. Code Test Engine help recruiters identify the best developers by giving them an opportunity to showcase their coding skills in a controlled environment with a variety of programming tests available within the platform that is proctored remotely. Talview helps developers to showcase more than just the ability to solve a problem through code tests.

Candidates can write code snippets in the environment provided in 56 different programming languages as solutions to questions posed to them. Platform provides a compile report which looks at code efficiency and accuracy.



VM Based Simulations

- Provide candidates with a cloud-based VM with any GUI-based application
- Candidates can access the VM to accomplish any application-based task posed to them within the time frame provided.
- Complete audio, video feed of the candidate and screen is recorded along with the auto-detected red flags
- Panel can access real-time stream and provide instruction/feedback to the candidates
- Completed tasks saved are available for panel to review on-demand via Talview Panel account
- Can be used for all kinds of GUI applications like Visual Studio, Oracle, Android, Eclipse, SQL Express/Studio, Microsoft Office, Auto CAD, Photoshop etc.



Behavioral Insights

Fewer Steps: TBI report is generated from a video interview, eliminates the need for behavioral assessment, saves the logistics

Fake-proof: Answers given by the candidate to questions during their routine interview process and can't be tricked

Learning capabilities: Calibrate the reporting to suit the requirement of client organization and even specific teams

Natural responses: More accurate representation of candidate's behavior than how he or she responds to questions by selecting a choice

Based on well-established & industry-accepted models like Big 5, Intrinsic Needs and Values and enhanced with tone analysis and emotion recognition.



DETAILED REPORT

Competency 1

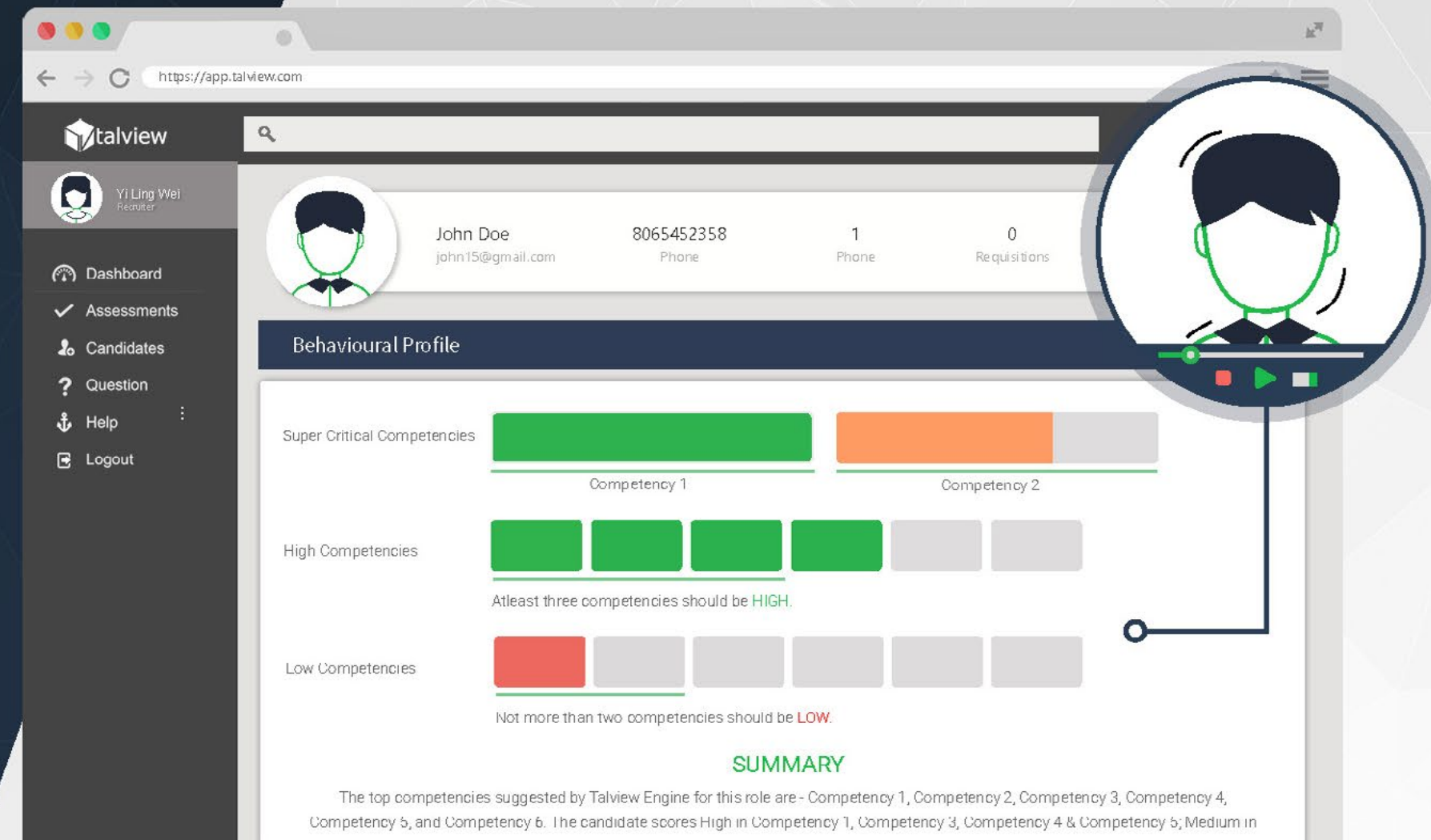
REQUIRED: HIGH
RESULT: HIGH

Interpretation: People having an average score on this behaviour competency may at times try to make new social connections and build network. However, they may not always explore every opportunity to connect to people to build network.

Competency 2

REQUIRED: HIGH
RESULT: MEDIUM

Interpretation: People scoring high on this behaviour competency may be effective at making presentations to clients as they prefer to listen rather than talk. They give importance to planning or being organised and hence their presentations may be effective or structured.

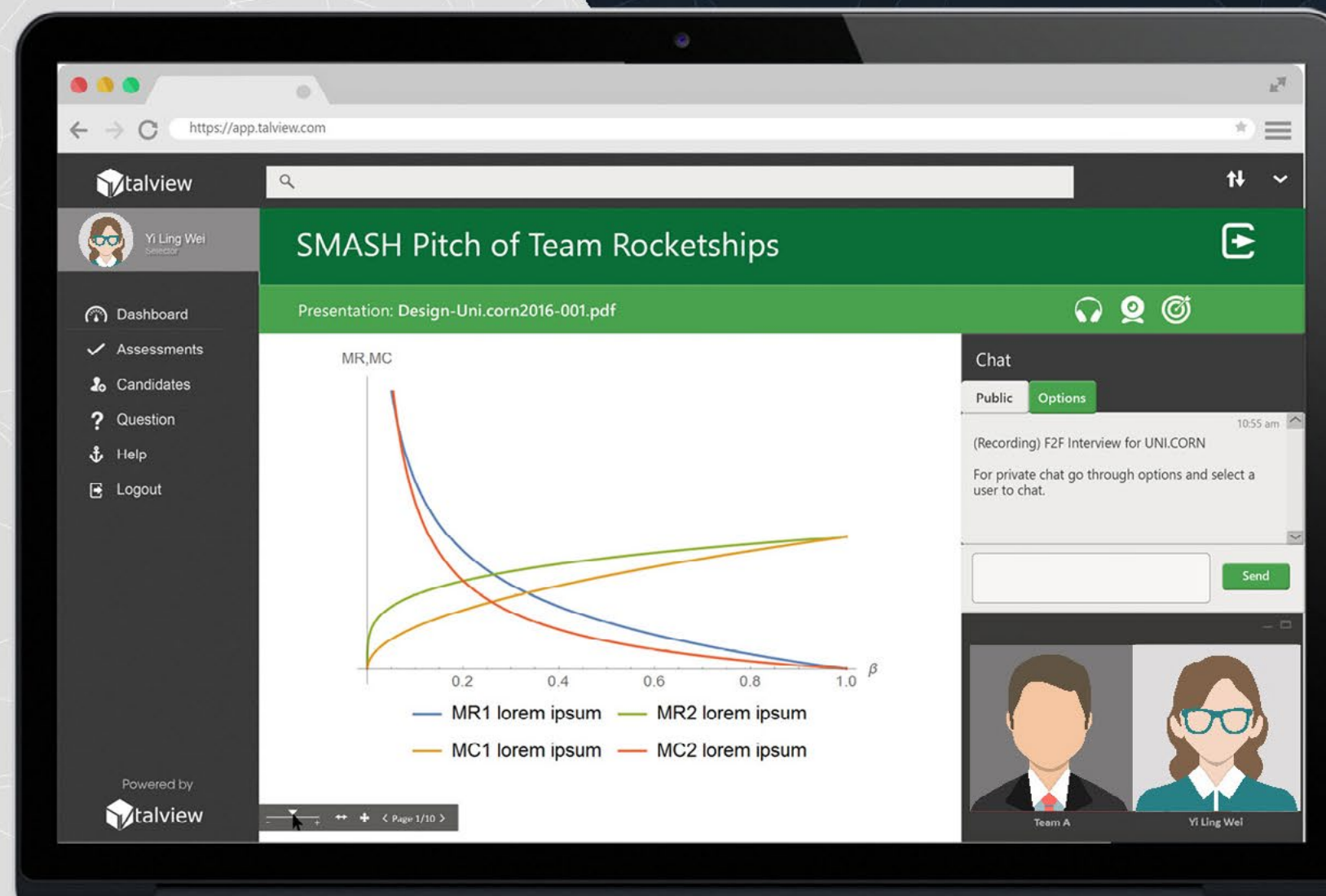


Live Interview

Talview Live Interview tool seamlessly engages a face-to-face conversation. Built with advanced customizable evaluation form to rate candidates based on their performance and allow them to update status once the video interview is complete.

Key Features:

- Panel Calendar Management
- Candidate Availability Mapping
- Scheduling
- Notifications & Reminders
- Interview Recording
- Rating Sheet
- Private Chat
- File Upload
- Whiteboard



PROCTOR CHECKS IN PLACE

TEXT LOG	SCREENSHOT LOG	VIDEO LOG
April 5, 2016 5:36:53PM	☑ Instructions read	IP: 106.206.129.235, Browser: Chrome 49.0.2623.110, Operating System: Windows
April 5, 2016 5:37:22PM	📹 Candidate started answering this question	IP: 106.206.129.235, Browser: Chrome 49.0.2623.110, Operating System: Windows
April 5, 2016 5:37:22PM	🚫 Flash could not detect face	IP: 106.206.129.235, Browser: Chrome 49.0.2623.110, Operating System: Windows
April 5, 2016 5:49:23PM	↔ Focus in/Candidate switched to the interview window	IP: 106.206.129.235, Browser: Chrome 49.0.2623.110, Operating System: Windows
April 5, 2016 5:49:25PM	🔴 Focus Lost/May be candidate switched out of the browser window	IP: 106.206.129.235, Browser: Chrome 49.0.2623.110, Operating System: Windows
April 5, 2016 5:49:49PM	↔ Focus in/Candidate switched to the interview window	IP: 106.206.129.235, Browser: Chrome 49.0.2623.110, Operating System: Windows
April 5, 2016 5:50:03PM	🔴 Focus Lost/May be candidate switched out of the browser window	IP: 106.206.129.235, Browser: Chrome 49.0.2623.110, Operating System: Windows
April 5, 2016 5:50:23PM	📹 Candidate started answering this question	IP: 106.206.129.235, Browser: Chrome 49.0.2623.110, Operating System: Windows



Face Detection



Candidate Fingerprinting



Track Browser Window Switch



Restriction of Test Access



Geo-tagging



Block Copy-Paste Options



Randomize Questions



Automation Alerts

COMPLETE VIDEO-AUDIO RECORDING: Video recording for the entire duration is available with audio

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

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

MULTI SECTION WORKFLOW

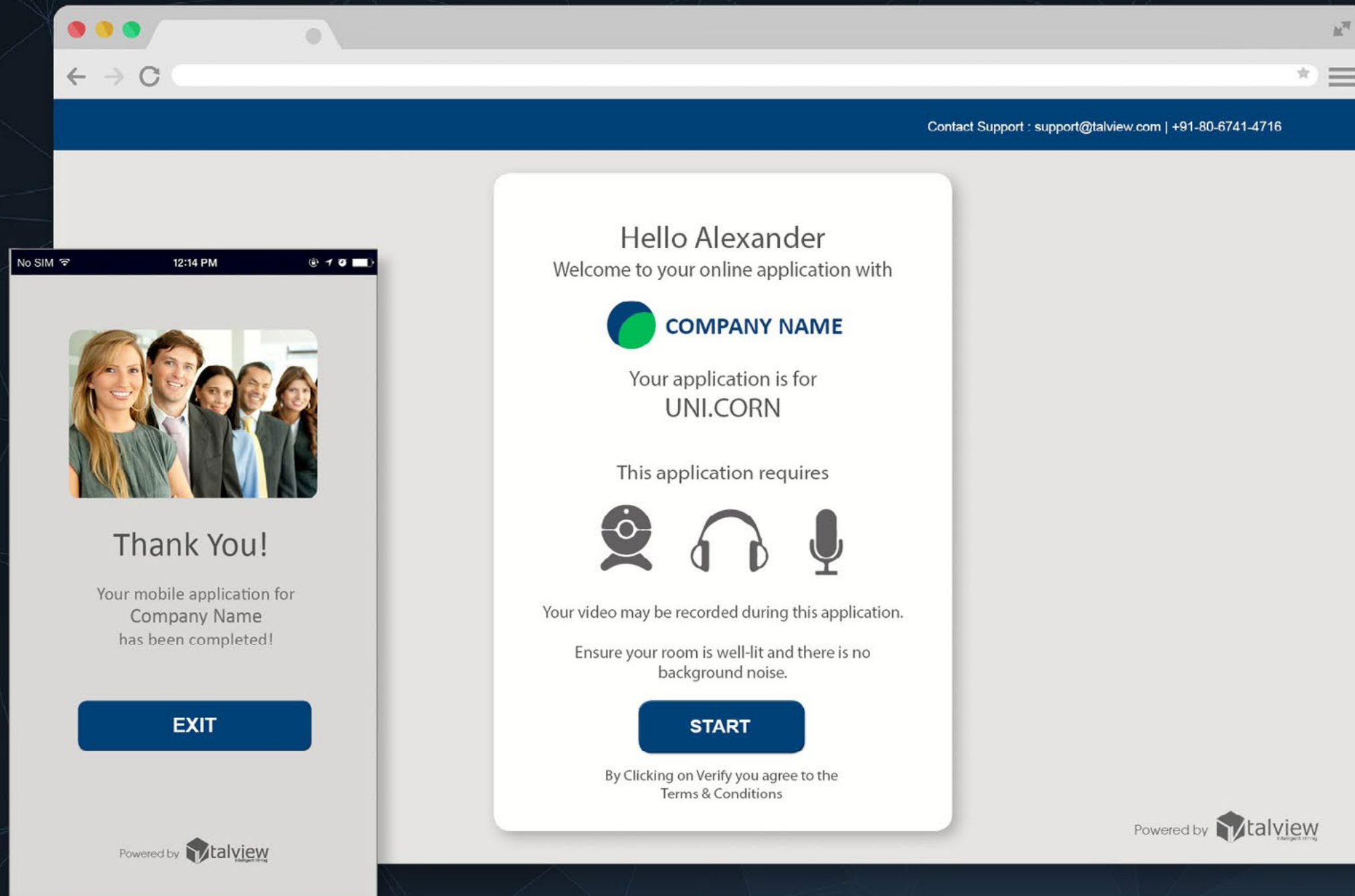
Manage							+	⚙
Name	Type	Public	Proctor	Max Question Time	Max Section Time	Questions	Actions	
Aptitude and Technical	Proctored Objective Test	No	Yes	N/A	00:10:00	2	+	⚙
Coding	Code Evaluation	No	Yes	N/A	00:10:00	1	+	⚙
Automated	Asynchronous Interview	No	Yes	00:05:00	N/A	2	+	⚙
Final round	Live Interview	No	Yes	N/A	N/A	N/A	+	⚙

Section Cutoffs | Auto Scoring | Combined Report | Scheduling | Notification Management | Data Integrity | Proctoring | Integration

SEAMLESS CANDIDATE EXPERIENCE: Single notification, entry point and interface

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

VIDEO PROCTORING: Leverage Talview's industry best proctoring for third party assessments



Employer Branding

Enhance Candidate experience with branded portals



24/7 Support

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

OUR CLIENTS





Simplifying Recruitment Process Across Globe

Find out how our products can expedite your hiring process

Talk To Us

Connect with us... **We are social!**



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CONTACT US

United States

Singapore

India