

Why IT Companies Are Transforming The Way They Hire!





Traditional Job Interviews Are Filled With Biases

Traditional job interviews are ill-equipped to assess job skills of candidates. Moreover, they are filled with biases. There is always a talk on how the conventional recruitment assessment is outdated, and new age recruitment assessment is working wonders. Mocha studied 300+ IT services companies to ascertain whether new age assessment practices really bring drastic improvements in their hiring.





What Bad Hires Really Cost IT Companies?



42% Poor Communication With Team



62% Time Consuming



40% No Future Managers



48% Quality Degraded



50% Employee Turnover



59% Increased Cost



55% Delayed Project Deliveries

An unfilled tech position costs around **\$500** a day.

Assuming it takes 43 days to hire = **\$21,000**.

Don't forget to add, the cost of your lost productivity may add to **\$33,251**.

Training and other recruiting costs like manual screening which increases drastically with the number of people screened aren't included.

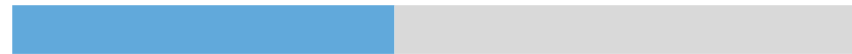
But what if you hired a wrong person because you were not able to assess the skills properly?



What Are The Biggest Challenges IT Companies Face When Assessing Talent?



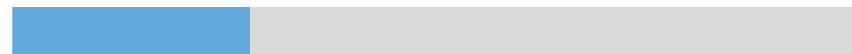
80% Hard to assess skills in the right way



45% Time-consuming interviews



48% Not enough talent



28% Competition from other companies



38% Candidates leave during recruitment process



55% Unconscious biases

Assessing skills is one of the hardest challenges when filling technical roles. Traditional interview process will always make you vulnerable to assessing skills of a candidate.

Even experienced and observant interviewees aren't necessarily capable of assessing skills in the right way but we unconsciously assume they are.



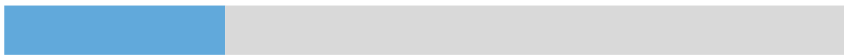
How Candidates are assessed in IT before face to face interviews



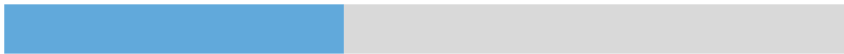
80% Telephonic Interviews



40% Work Experience



26% Psychometric Tests



40% Skill Test (Pen & Paper)



26% Cognitive Assessments

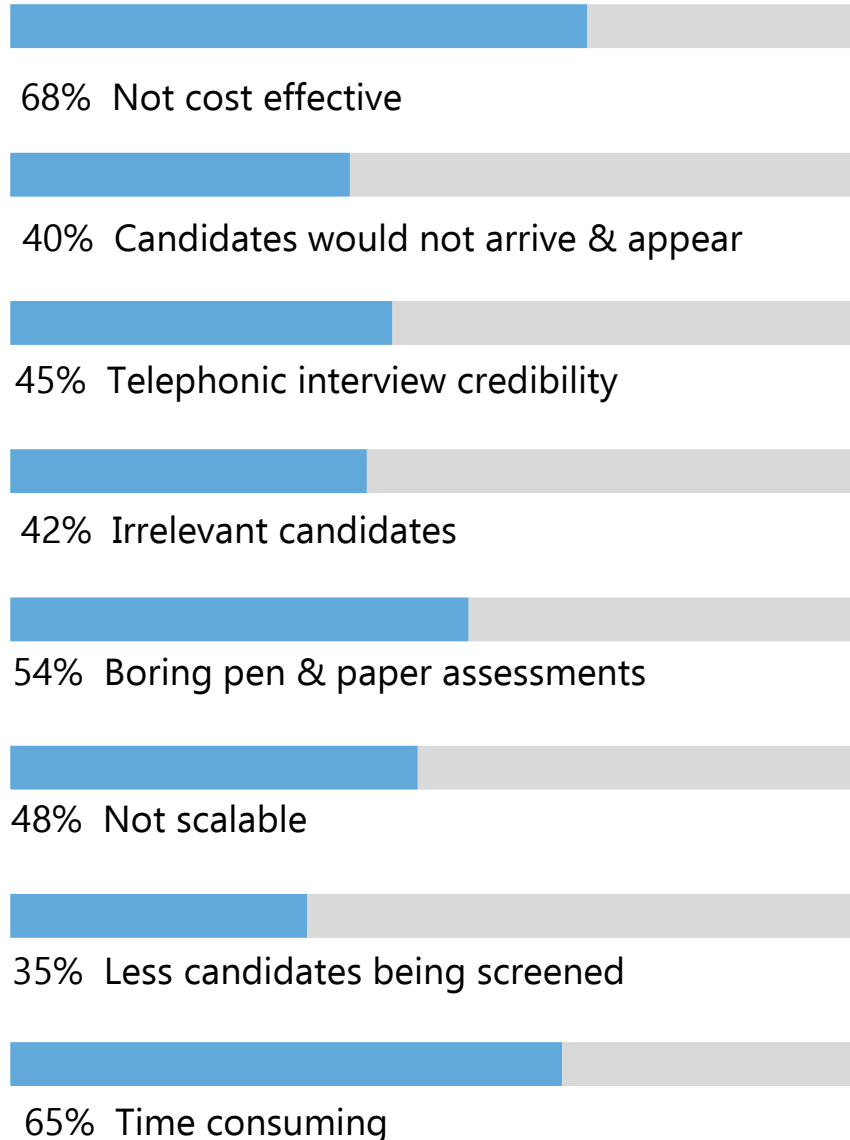
According to our clients, telephonic rounds are by far the most common way developers are assessed even today.

Our survey found that 80% of hiring managers are still screening candidates through phone calls.

Primary level filtration with resumes or telephonic interviews often means candidates are sent directly to hiring manager without assessing their basic skills. This leads to increase in time to hire, cost ,and delay in projects. The next data proves exactly that!



The Bottleneck Of Traditional Recruitment Process



In our survey, respondents didn't choose any specific reason why IT companies wanted to shift to automated recruiting. Although cost and time had a fair upper share but these options are also the generic pain points of almost every recruiter. So, it's no surprise that all options had almost equal response. It's also a proof that the recruitment problems for every IT company differs.

Any 1 of these reasons is enough to justify the implementation of automated online technical assessment in your hiring process.

All the above problems of traditional recruitment resulted in bad hires or delayed hiring.



How IT Companies Are Solving Their Problems Through Automated Assessments



Assessments

Coding, job-role based & cognitive skills assessments has helped to assess candidates in the apt way.



Data

Analytical reports have empowered recruiters to prove a candidate's selection or rejection



Scalability

With automated online screening you can screen more candidates that too in matter of hours.



Standardization

No human bias = zero margin for error
Standardize the interview process across the company by eliminating biases



Data After Implementing Automated Assessments Speaks For Itself





Intangible Benefits

Everything can't be measured, data can be measured only up to a certain limit, and this guide would be incomplete without mentioning the intangible benefits.

We asked our IT clients to choose the options we were able to improve –

- ☐ On-time Project Deliveries
- ☐ Employer Branding
- ☐ Candidate Experience
- ☐ On-job performance Improved
- ☐ Diverse Workforce
- ☐ Unbiased
- ☐ Recruiter & Hiring Manager
Relation Improved



Automated assessments solved numerous hiring problems

Switching to automated assessments has streamlined hiring processes.

Recruitment teams are no longer relying on telephone interviews to assess the candidate's skills and knowledge and are able to filter qualified candidates in a short span.

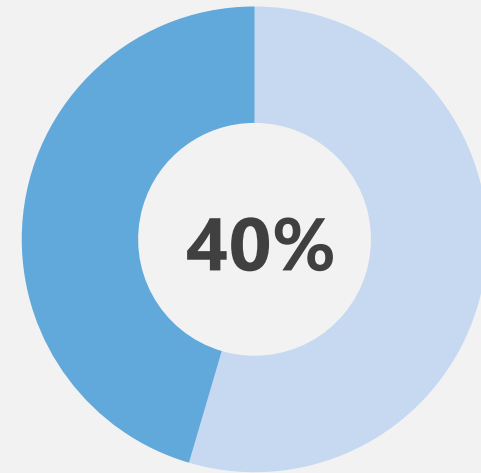




alTRAN

With a well-oiled recruitment process in place, the hiring time was cut by half.

With change of recruitment process and removing unqualified candidates in the top funnel assessments allowed Altran (Portugal) to quickly determine the qualified candidates for interview leading to right hire. This helped directly to reduce the hiring time.



Interview Time Reduced

"Finding quality talent is a challenge more so when you consider the sheer number of resumes we get each year. To top this, the time we spent on our recruitment process was humongous. Interview Mocha helped us to cut down on our candidate filtration time by 40%, making it our preferred assessment tool".

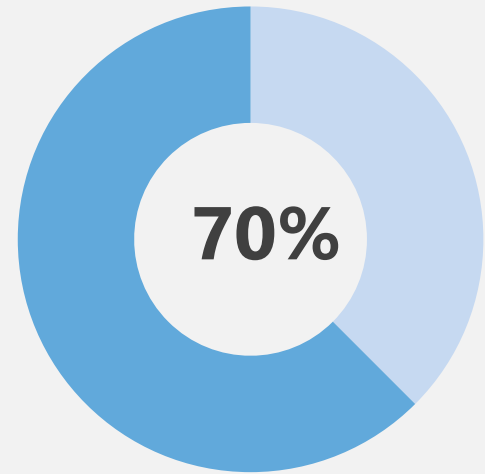


Pedro Furtado,
Altran, Portugal



Saviant

Saviant is now able to get into far more depth on the developers thought process while conducting interviews. The conversion ratio in the face to face interviews has increased by 70%.



Better Candidate Selection

"Interview Mocha is a part of our Recruitment team. With Interview Mocha, our conversion ratio in face-to-face interviews has increased by 70 percent"

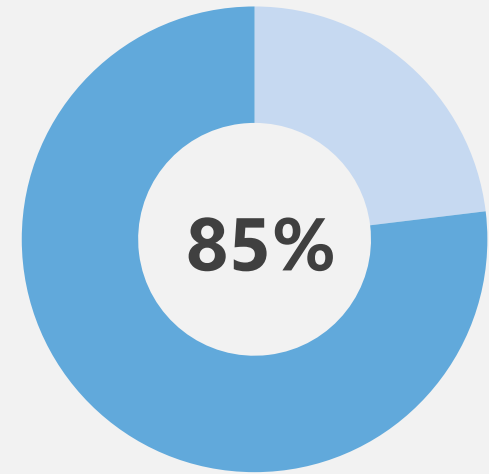


Sheetal Pote,
Saviant Consulting



Data now gives a quantifiable measure of the strengths and weakness of every candidate.

They now select candidates whom they know are of desired quality and matching their precise skill requirements



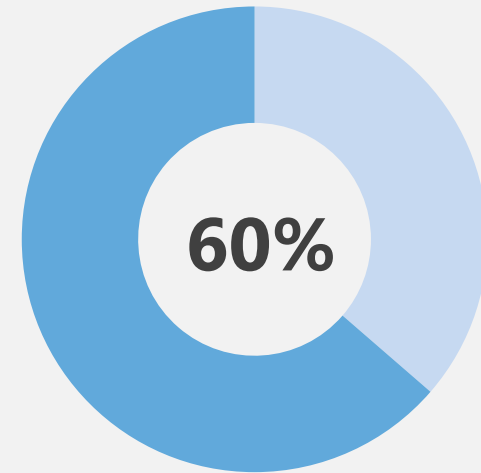
Increase In Quality Of Hire

"With Interview Mocha's C# coding skills test our candidate evaluation process has become objective and we know we are selecting the right candidate. We now no longer consume time, energy and resources in telephonic interviews. We look forward to creating a high-quality team with this quality assessment tool."

Vijayashree Chavali,
Highway905



e-Zest was able to hire top talent by successfully integrating online skill testing in their initial process of hiring and thereby cutting off 60% of unqualified candidates.



Unqualified Candidates Filtered

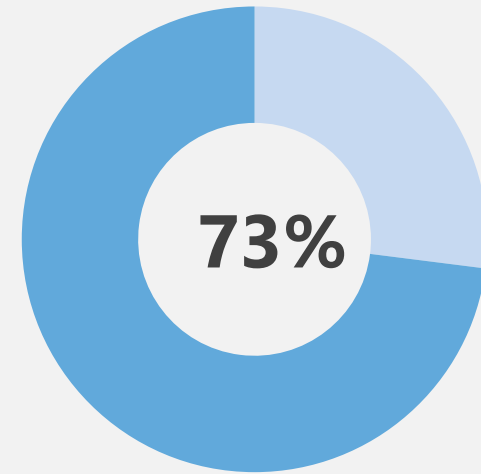
"Our recruitment team loves Interview Mocha especially for their skill assessments, simulators, and friendly support."



Christoph,
e-Zest GmbH



With the help of Interview Mocha's customer success manager, UNEECOPS, created the UCAT (UNEECOPS's Cognitive Ability Test), which was used for initial screening. Using this they screened 72 candidates in no time! Over a period of time, UNEECOPS has assessed 400 candidates and filtered it down to 170 within a short period of time.



Relevant Candidates Increased

"Thanks to Interview Mocha, our hiring is now fast and efficient. A bonus is the awesome customer service we got from the Customer Success Manager which really helped us achieve our hiring goals."

Nisha Chandila,
UNEECOPS



The Future Of Technical Hiring Is Based On Skills, First

In order to truly transform technical hiring, hiring teams have started to shift towards automation in assessment and use relevant data to predict job-fit candidates based on proven skills.



About Interview Mocha

The Most Comprehensive Skills Assessment Solution

Interview Mocha is the world's leading provider of pre-employment skill assessment solution with 1000+ ready skills tests & custom-made tests to recruit job-fit candidates.



What are you waiting for? Mocha Can Help You

Schedule Your Free Demo

+1-408-641-3289

Clients who trust us and are delighted in every step of assessment process

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Gartner.

optiverΔ

SIEMENS

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ADP