



How Mettl helped IndiaShelter improve their Assignment Model's Predictability

India Shelter - Mettl Engagement

Business Objective

Suggest the best suited assessment model using key competencies to predict high performers for India Shelter.

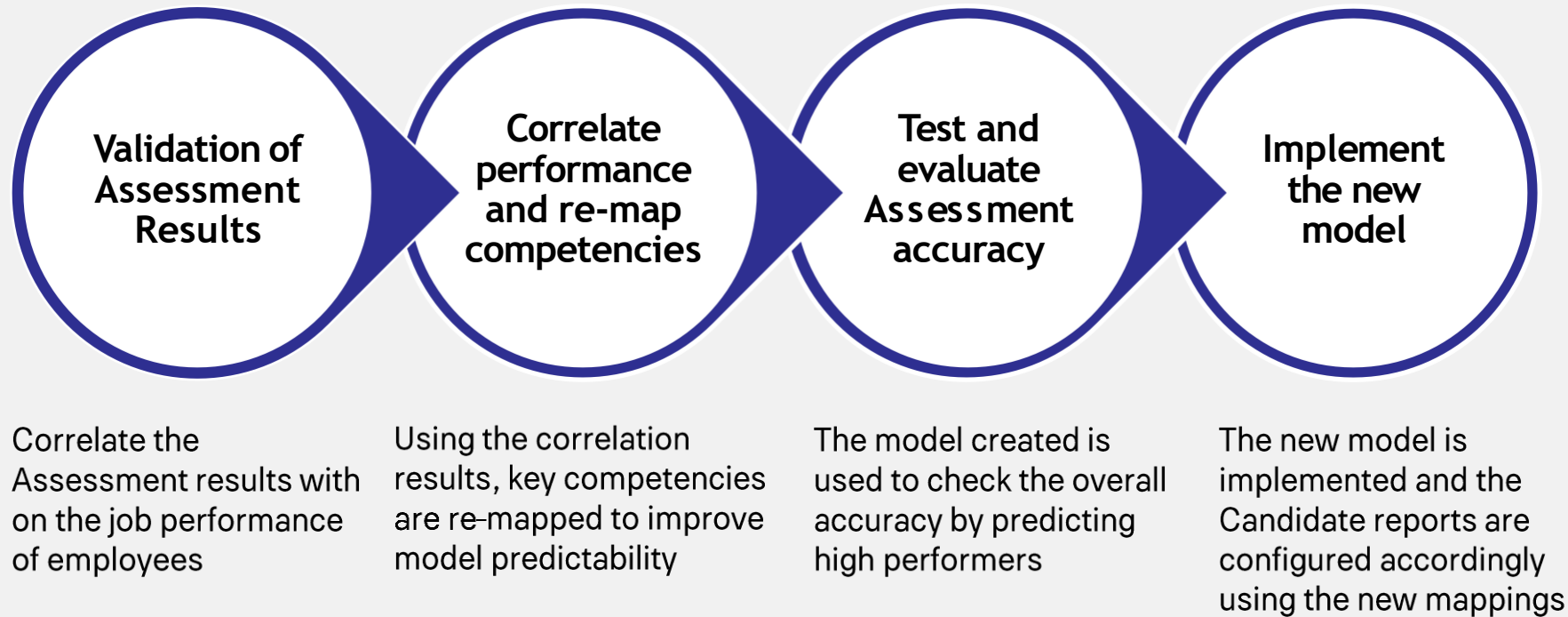
Engagement Overview

- India Shelter employees attempted the Mettl Loan Officer assessment consisting of Psychometric and Cognitive sections
- The assessment scores of the employees were correlated with their on job performance (Sales Targets achieved)
- Basis the correlation results obtained at the root level of assessment composition, the mapping of key competencies were revised
- The revised competency results are used to evaluate the assessments validity index.

Original Assessment Model



Process flow – To validate the Assessment Model



Reporting conventions

- Valid response : Candidates with response style as Genuine and 100% completion in Mettl Personality Inventory Test
- Performance categories were divided into 2 groups, as High and Low on job performer buckets. The performance categories defined were correlated with their assessment scores to define the best suited assessment model

Assessment Results

Online Assessment

84
Test Takers



Loan Officer

- Mettl Personality Profiler
- Cognitive Skills

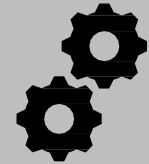


80
Genuine & Completed
Responses



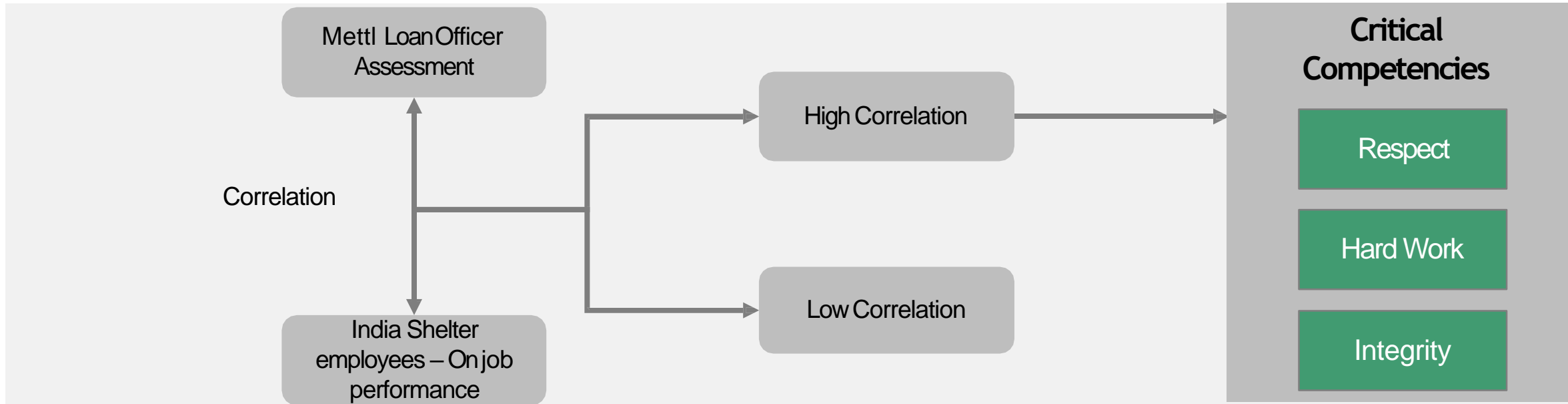
India shelter
Performance
Data

India Shelter
Employees
assessment scores



Predictive Model
Developed

Correlation Results



Suggested Assessment Model

Suggested Competency framework

Equal Weightage for each competency

Respect

Hard Work

Integrity



Personality

The correlation results are used to re-map these competencies to achieve the best prediction accuracy.

Assessment Model Accuracy

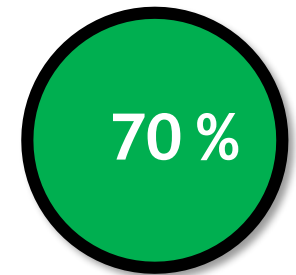
On Job Performance

	High	Low
High		
Low		

Assessment Recommendation

A predictive assessment should readily predict a high or low performer based on their assessment performance. Thus, maximum candidates should lie in the Green shaded regions.

New Model Accuracy

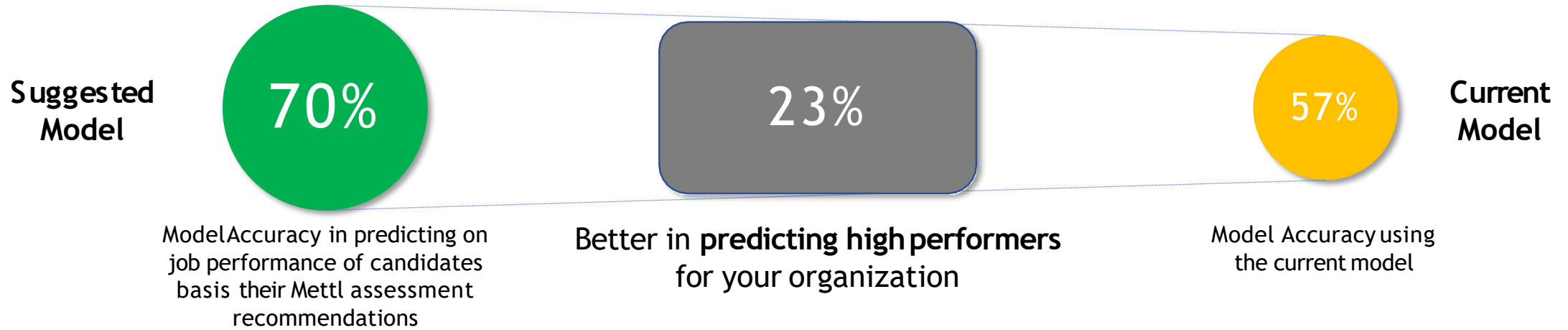


An accuracy of 60% or more is considered ideal

Prediction

	High On job Performer	Low On job Performer
Recommended as per Assessment	16	14
Not Recommended as per assessment	10	40

Key Takeaways



Key pointers obtained

- Predictive model built using the current assessment composition has a prediction accuracy of 57%
- The same candidate scores were mapped to the remaining set of competencies, to give a prediction accuracy of 70%
- A prediction accuracy of >60% on a newer candidate pool proves that the current assessment is a great predictor of “On the Job Performance” for India Shelter
- The difference in prediction accuracy of 13% suggests that the suggested model is much accurate in predicting the on job performance