



The power transmission company offers reliable, quality power to its consumers at competitive rates.

MeritTrac Services Pvt. Ltd.

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**200,000 TESTS
IN 5 DAYS**

**POWERING UP
RECRUITMENT
THROUGH
MERITTRAC**

A leading electricity transmission
and distribution company

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The Challenge: To quickly fill over 1,800 vacancies across 6 posts

The corporation had received hundreds of thousands of applications a few months prior and needed to urgently fill 1,921 vacancies for 6 job roles. However, it encountered several challenges:

- Over 200,000 candidates were to be tested and it was difficult to schedule batches efficiently within the limited time available.
- Finding adequately-equipped test centers with proper infrastructure in 21 locations within a single state was a unique challenge.
- Not enough trained resources were available to conduct the tests at the various centers within the given timeframe.
- Although MeritTrac develops its content in-house, it agreed to collaborate with the customer's content partner to author content for the recruitment test. This necessitated several levels of quality checks before the content could be used.

Outcomes

MeritTrac's team ensured that test administration was smooth and timely and the entire project was stringently monitored to avoid any setbacks. During each stage of project execution, the corporation and other stakeholders were kept informed.

- Qualified and eligible candidates were recruited through fair, objective, and unbiased tests in a timely manner.
- Multiple sets of question papers and randomization of questions and answer choices prevented any malpractices.
- The corporation's HR team won an award for flawless administration of the recruitment test.
- Candidates reported a good testing experience at quality test centers. All issues faced by them during the assessment process were satisfactorily resolved.

Merittrac Solution: Administer recruitment test spanning 5 days across 21 cities

Due to its expertise in conducting recruitment tests, MeritTrac was chosen for the project.

- To address the biggest challenge facing MeritTrac (i.e. quality infrastructure within a single State), it began by identifying and booking test venues in 21 cities across 7 districts of the State.
- After understanding the government recruitment process, MeritTrac conducted QC on the content provided to it and authored 1,700 bilingual assessment questions (English and local language).
- Assessment rules were configured in MeritTrac's hybrid scientific assessment platform, Pariksha to ensure smooth, accelerated test delivery.
- To prevent exam malpractice, question paper sets were randomized for each of the 6 job roles.
- With the help of 240 resources, MeritTrac conducted the test in 5 days (3 batches per day).
- MeritTrac was able to flawlessly execute the exam in 93 quality test centers across the State.
- After the generation of results, candidate challenges and RTI queries were also successfully resolved.