

# Build a Testing Platform that Amplifies the Strengths and Weaknesses of Transcriptionists at Different Levels.



## ▶ Industries

Testing

## ▶ Services Used

Web Development

## ▶ Core Technologies



## ▶ The Brief

### Objective:

Construct a comprehensive testing platform to illuminate the skills of transcriptionists at all levels, empowering Lexitas's recruitment team to identify top talent with precision. This involved a custom testing solution covering technical assessments, content downloading, transcription tasks, exam templates, ASR testing, and questionnaires.

## ▶ The Challenge

**Complexity:** Creating a single system to accommodate diverse tests presented a complex engineering puzzle. Each test posed unique challenges, from technical to ASR, and required specific considerations.

**User Experience:** Prioritizing a user-friendly interface was essential to avoid alienating top-quality talent. A cluttered or confusing layout could undermine the project's success.

**Real-Time Data Capture:** Managing large candidate volumes necessitated real-time data capture and instant administrative notifications for optimal system performance.

## ▶ The Solution

**Our Approach:** At GrowMore, we don't just solve problems, we transform them into opportunities. This challenge was no different. After an exhaustive analysis of Lexitas's needs, workflows, and objectives, we mapped out a blueprint for a revolutionary testing solution.

## Key Features:

**Custom Domain Website:** A dedicated space that echoes Lexitas's brand essence, providing candidates with an intuitive, streamlined experience.

**Multi-Level Data Gathering:** An initial application page gathers basic data, followed by more intricate questionnaires. This tiered approach ensures that the recruitment team receives layered insights into each candidate's abilities.

**Randomized Testing:** The question types are randomized with each page refresh. This mitigates cheating and ensures the credibility of the evaluation process.

**Real-Time Scoring & Metrics:** All test results are captured in real-time and synced immediately. This ensures that the recruitment team has access to the latest data for agile decision-making.

## ▶ The Impact

**Improved Talent Pipeline Metrics:** The talent pipeline's efficiency improved by a staggering 45%. The recruitment team can now identify the most promising candidates faster and more accurately than ever.

**Increased Quality Hires:** The solution led to a 32% increase in hires that met or surpassed the set criteria. This translates into a stronger workforce and a more competitive edge for Lexitas.

**Enhanced Efficiency:** The time-to-hire metric—a crucial KPI in recruitment—was reduced by 20%.

— **21%** Reduction in onboarding time for new transcriptionists

— **37%** Increase in website traffic