FINDINGS – NATIONAL EMPLOYABILITY REPORT

- 61.77% candidates are not employable at all in the knowledge economy without any further training.
- If IT services companies stop training in-house, only 5.97% graduates will be employable.
- Employability falls by half for IT services companies and 3 times for IT product companies.
- Yet, more than 70% of employable population for IT services companies are in campuses other than top 100 campuses.
- Employability for both genders is roughly same.
- Male to female ratio in engineering schools: 2 is to 1. In 2003, in IT/ITeS industry, it was 4:1.
- Females do better in English and Computer Programming, males do better in Logical and Quantitative Ability.

AMCAT Intelligent Assessment Tool

- Computer Adaptive Assessment
- A selection criteria, not a screening test!
- The same test for a top tier and a Tier 3 institute!
- Test automatically becomes hard or easy as per response to every question

Statistically Backed Benchmark
- Standardized: National Benchmark, Runs on a statistically rated question bank
- Item Response Theory
- Statistically balanced test forms.
- \( P(O|R) = P(R|O) = P(R|O) \times P(O|O) \)
  - We know vectors of test item difficulty
  - We maximize joint-likelihood with an EM-like algorithm
  - Once we have \( P(U|O) = P(R|O) \), we can do active sampling to narrow-up for new candidates
  - Learnings from one year's translated to improvement in second year.

AMPI India’s first Personality Tool

- Extraversion
- Conscientiousness
- Agreeableness
- Emotional Stability
- Openness to Exp

Sales
- Based on five-factor Model of Personality
- Widely Accepted Scientific Model of Personality
- Meta-Analytic Evidence for Job correlation
- Indian Contextualization
- Carefully constructed Indian Norms: Available
- Test Construction: Item Analytic & Factor Analytic Methods
- Available in English, Hindi and Telugu

SimPro Automated Programming Assessment

- No scalable system exists to objectively evaluate the various aspects involved in writing code. Heavily dependent on manual evaluation.

- Simulated Programming Environment
  - Code can be compiled and analyzed via internet or on any single PC.
  - Detailed feedback report available.
  - Specific question banks for various job profiles requiring code-writing.
  - Supports popular languages like C, C++, Java

- Semantics-based Evaluation
  - Evaluate based on coding practices.
  - Semantic feature based assessment to say good wrong code is

- Code Complexity
  - Automatically calculates the complexity of the written code.
  - Provides an objective score to the candidate based on this calculation.