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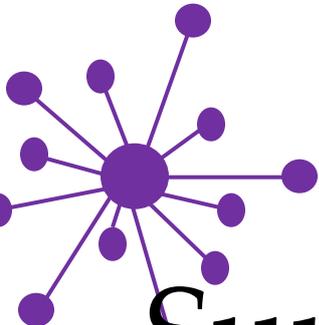
People excellence indicator Analyt**ics**  
SHRM India validated Survey platform

# EMPLOYEE LIFECYCLE SURVEYS

NOV 2021



<https://sure.pexitest.com>



# Surveys Platform

## and its unique propositions

An objective analysis will tell you that Surveys are the one of the best discovered means to understanding human potential and limits. However overdone, there are tons of information which could be derived and converted into insights by asking the right questions first.

Our Surveys platform draws reputation from 6 core features highlighted below for reference:



Our Surveys focusses on measuring across multiple attributes which effect efficiency for personal growth of the individual and increased organizational focus. Every survey is an important data source for us in delivering insights.



Our algorithms use unique propositions like the 4+score methodology to account for confidence and camaraderie among teams and individual popularity. We can also highlight introverted versus extroverted responses for aligning personal beliefs with role functions as a guidance for the People Managers in analysing role and team fitment.



Compared to great tech giants who can make a simple process highly complex, we focus on asking the right questions first. Our repository of questions is our core strength and make us unique as an organisation. Not to forget that customization is the name of the game, further editing to customize as per requirements is available as a key feature.



Real-time reports for both the individual and the Org teams ensures there is no time lost, be it for drawing insights or pushing through complex change management for teams and individuals.



In today's day and age, it is important to be able to not only collect data but draw meaningful insights from it. The use of easy-to-interpret graphs are a constant feature in our dashboards and reports. So is our language of output is lucid yet meaningful.



Our Survey solutions cover the spectrum of People Management from consulting, coaching to PMS platforms and assessments to add value to the ever-growing org requirements. Our forays and associations empowers us to collect and understand data to offer solutions while being uniquely innovative for the right audience.



**ONBOARDING | PULSE | CENSUS | CULTURE | ENGAGEMENT | EXIT | LIFECYCLE**

These are standard surveys leading to Lifecycle Study and can be customized as per requirements.

283.5

The **LIFECYCLE SCORE** is a derived individual score resulting from Surveys with varying weightages and scoring algorithms for addressing the findings while applying it for comparative rating of performance and lifecycle objectives.



**PRE-HIRE:** Allows creating Surveys (standard & customized) to seek initial inputs on expectations of the candidate alongwith functional test questions dashboarded for evaluations and longlisting alongwith resume upload directly by the candidate (optional).

**ONBOARD:** New employee Surveys on role and values from key stakeholders for initial inputs on fitment. Scope for customized options in creating questions with standardisation.

**PULSE:** Anytime-to-run adhoc Surveys on functional, business, health or subject matter views in both subjective and objective form with customized questions (can be provided with question banks for asking the right questions on request).

**CENSUS:** Annual 360° Surveys for annual feedback with scope for action on key feedback with reward scores allocation functions. Findings are cascaded with controls and action.

**ENGAGEMENT:** Annual or bi-annual studies on engagement metrics for review and action as part of standard organizational policy on key parameters. Our in-house questionnaire focusses further on finding hygiene versus motivation through employee value systems.

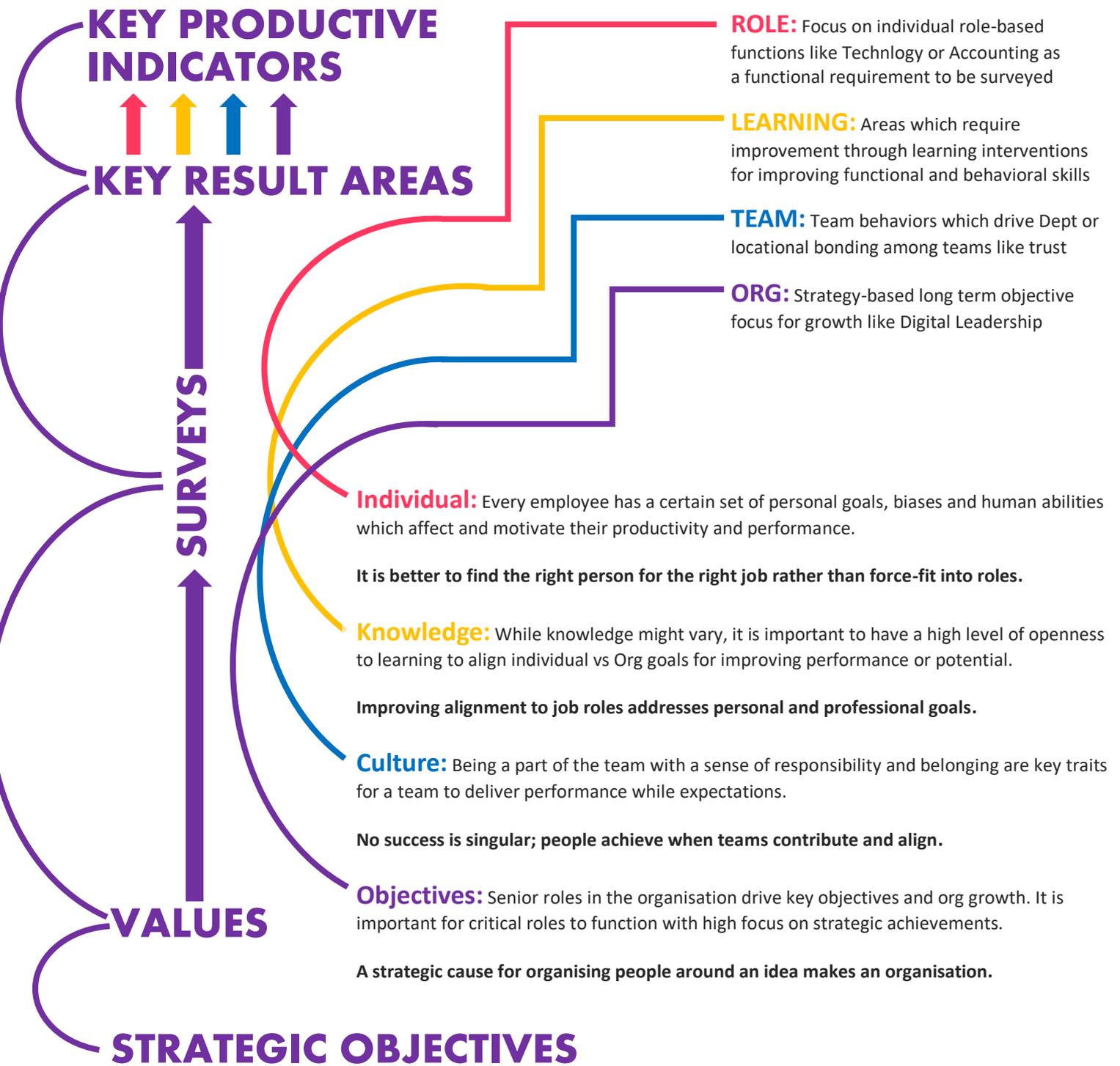
We also provide with unique and pre-customised Surveys and their purposes are defined below for expressing further scope and benefits

**COMPETENCY:** Quarterly surveys for competency levels addresses timely learning intervention needs for strategic objectives 360° approach on role or org parameters.

**CULTURE:** Improving upon Richard Barrett’s values approach to align findings with strategic BSC or management scorecards for addressing culture as a function of strategic alignment.

**HAPPINESS:** A unique methodology to understand the positive psychology of contentment as the ultimate goal for improving mental health and risks associated with lack thereof.

The screenshot shows a user interface with a sidebar on the left containing navigation options: YOUR LOGO, ORG DB, SURVEYS, MANAGER, LOCATION, PERIOD, HIRING, ASSESSMENTS, APPRAISALS, LEARNING, COMP & BEN, EXIT PROCESS, SELF SCORECARD, and LOGOUT. The main content area displays a user profile for Dorcas Wangui, including their level (M4), age (28.8), and reporting manager. A '360 CENSUS SURVEY' section is visible, showing a question about team motivation with a score of 3 and an action of 'Implement'. A 'LIFECYCLE PEXISCORE' of 283.3 is displayed, along with a 'REWARD WITH A STAR!' badge. The interface also features a top navigation bar with options like CREATE, LISTS, REPORTS, WEIGHTS, and CONTROLS.



**+ SCORE BASED APPROACH**

Allows understanding through numbers on efficiency and achievements.

**+ MAPPING EXTERNAL SCORES \***

The system allows for adding third party scores through weighted averages.

**+ CUSTOMISED STANDARDISATION**

Allows standardization as a selection for first-time customized create functions.

**+ DATA CENTRIC RELIABILITY**

Analytics driven algo ensures there is a high focus and reliance of data and numbers.

**+ REAL TIME REPORTS**

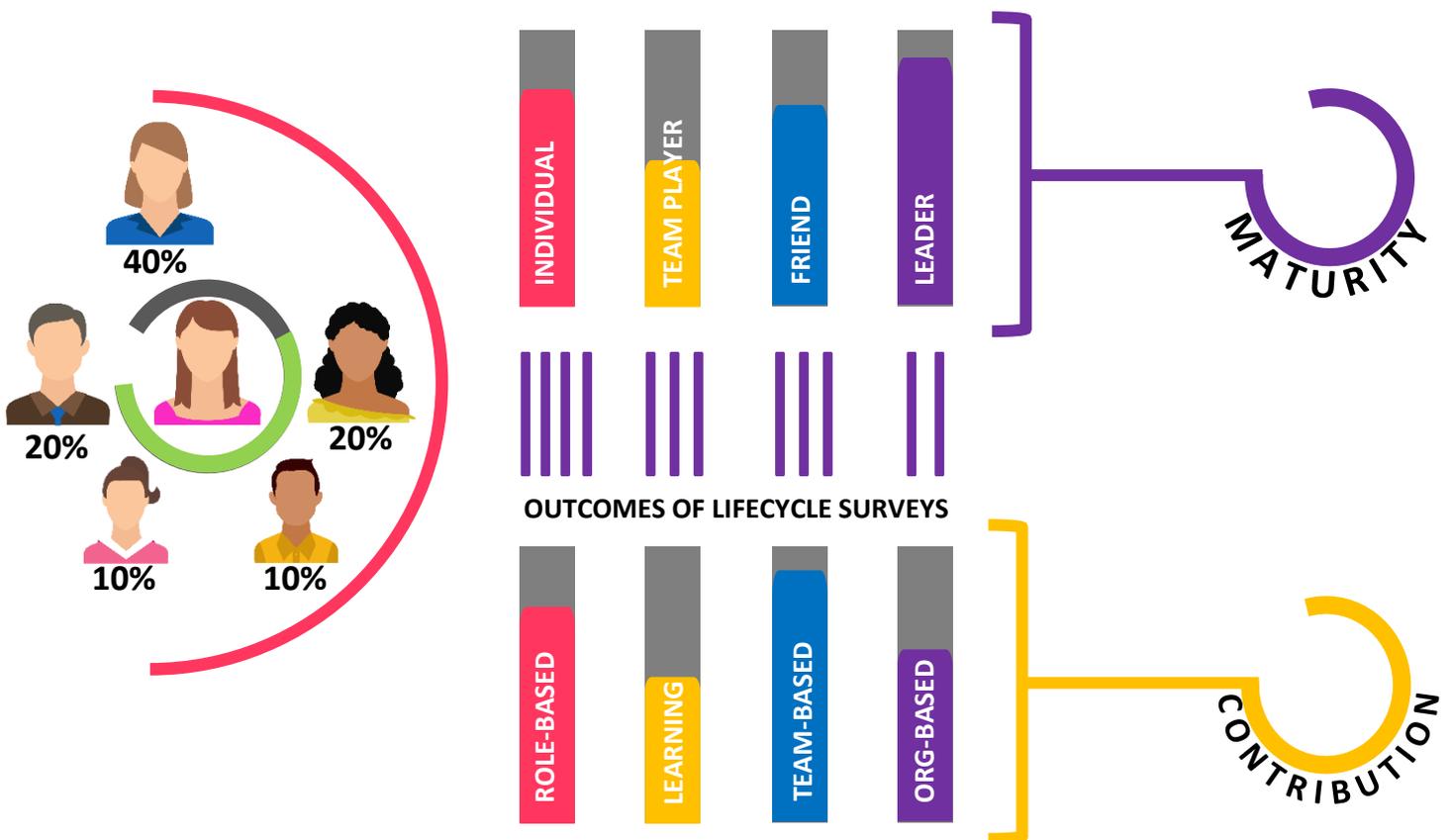
Most reports are pre-configured to allow real-time report generation, saving critical time.

**+ ACTIONABLE INPUTS**

All feedback are delivered for evaluation and available for action as timed goals.

**+ ROLE & BEHAVIORAL INSIGHTS**

Our reports and insights contain findings beyond the ordinary for development & role fitment.



\* This process is external and will be specifically developed to input third party scores periodically through manual processes to add to the scoring logic based on weightages in the absence of raw data.

This is an estimated pricing and actual prices with specific terms and conditions to be set forth in a separate agreement alongwith an NDA.

**The benefits of an in-built Analytics platform for future-ready Human Capital practices is a significant step towards data-driven future of workplace management & performance as a culture.**

All pricing has been calculated based on 250 employees as a reference with a spending per year highlighted across 3 years for addressing our **reduced pricing cascade every year @ 10% per annum**;

PLAN DESCRIPTION	Pricing	
	Amt in INR	
Pre-Configuration & Design	975000	Includes one time design, customisation and consulting costs
One time Training	150000	
Per Emp per month for Yr 1	1500	Non-employee Surveys (Pre-Hire or Client Surveys to be billed at INR 375 per individual on a per user basis)
Per Emp per month for Yr 2	1425	
Per Emp per month for Yr 3	1357.5	
TOTAL Outflow in Yr 1	67.50 lacs	This cloud-based plan enables the organisation to keep paying the least going forward and includes a mandatory sign up for 3 years, extendable by further 2 years on a 5% decremental pricing basis as the data benefits will be found with a higher tenure of historical trends.
TOTAL Outflow in Yr 2	42.75 lacs	
TOTAL Outflow in Yr 3	40.61 lacs	

**PRICING COMPONENTS: WIN-WIN APPROACH**

The average cost per employee is INR 1427.5 p.m. and as a fractional cost of the average CTC (Cost To Company) while reducing time & people costs.

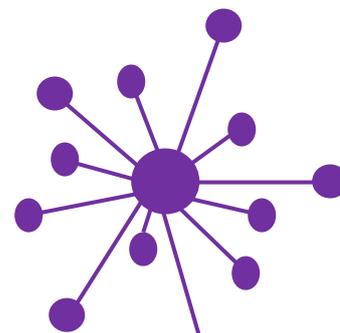
One-time Surveys for non-employees will be charged at INR 375 per person for one session/timeline and will be invoiced separately per month.

The employee count perspective ensures that you pay nothing extra when there is an equal amount of entry and exit of employees from system.

**Allows unlimited count of Surveys and Assessment Surveys per employee (non-transferable)**

**Year 2 & Year 3 prices in the pricing are discounted heavily for long-term association and EoS reasons.**

**REACH OUT TO US**



Survey Platform: <https://sure/pexitest.com>

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