



PERFECT SKILLS

New-Age Talent Management and Skill Assessments

Trusted by 30+ Enterprises across globe to:

Attract

Evaluate

Manage



The Journey so Far



The Most Primary and Critical Challenges faced by any Organization are

1. Expensive & Time-consuming process of **Talent Acquisition**
 - Sourcing Portals – ATS – Evaluations – Onboarding(ATS) - L&D Tools
 - Calling by Recruiters - Panel Dependency for evaluations – F2F Interviews
 - Standard Quantification Metrics are absent from Panel Evaluations
2. Unable to keep-up with changing skills which makes **UpSkilling Difficult**
 - Training Systems are Generic, In Person Training or Online Courses
3. Difficulty in making objective performance and career management decisions
 - Lack of standard framework to track skill-based performance, dependency is on given objectives and key results which becomes generic to all members in the team.



OUR SOLUTION

Current (Cloud Based Assessments)

- Cloud Based MCQ Assessments
- Cloud Based Audio Video Evaluations

Proposed (Talent Management Suite)

We're developing a Complete Suite of HR Solutions in a single platform to help with

- Talent Attraction and Generating internal Talent Pool
- Evaluating and Onboarding Talent
- Gaining Insights on Skills and Mapping the Skill Journey
- Processing Appraisals and Promotions based on Quantified evaluations



Our USPs

Ready to Use Role-Based Assessments		Adaptive AI Based System
We've over 250+ ready-to-use assessments leading to a TAT of less than 24 Hours.		We've developed models to create responsive assessments which helps recruiting teams identify multiple skills in a single assessment.
Inexpensive and Time Saving		Mobile First Design
We've an internal SME pool of 250+ members which makes it quick and inexpensive to deliver. Also, the SMEs are well-experienced leading to improved quality assessments.		The complete platform is Mobile First enabling recruiters as well as candidates to operate anytime from anywhere using any device. We've observed over 75% of the candidates take assessments from Mobile Devices

- In Depth Analytics**

- A complete profile and competency analysis helps in qualitatively analyzing the candidate

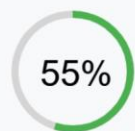
Perfect Skills
Proficiency Report

Candidate Information


Name : **k alekhya** Test : **Developer-Reporting-Jr** Overall Score: **55 %**


Summary

Candidate is at **Advanced Level**



55%
Overall Score





■ - Beginner ■ - Intermediate
■ - Advanced ■ - Professional

Section Wise Analysis

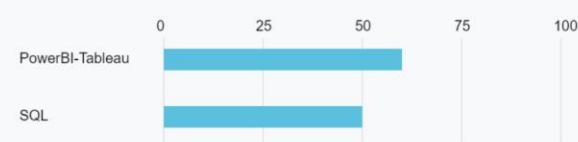
PowerBI-Tableau
Total Questions: 15 Correct Answer: 9 Score: 60% Proficiency: **Advance** Violation Count: 0

SQL
Total Questions: 10 Correct Answer: 5 Score: 50% Proficiency: **Intermediate** Violation Count: 0

Visualization

PowerBI-Tableau

SQL



Questions			
Sr No.	Question	Correct Answer	Marked Answer
1	One of employee in your organization worked on creating reports in Power BI using excel as source. Over the time, the data source is getting updated in Microsoft SQL Server. It is required to change the source of the dashboard from excel to SQL. How can it be achieved?	You can change the source by modifying the M code available under advance options of query editor.	You can change the source by modifying the M code available under advance options of query editor.
2	You loaded data to your Power BI desktop from a Microsoft Access database file (file.accdb) which is around 20 MB in size. However, when the data was loaded and copied into a power bi desktop file (file.pbix) the size of this file was observed to be around 3 MB in size. What could be the possible reason for this noticeable reduction in size?	None of the mentioned	Power BI ignores copying the duplicate data in the file along with ignoring copying any BLOB type data which leads to considerable size reduction
3	You have created a report in Power BI Online. It contains sales of all countries. There is a requirement to restrict sales of the USA to only the USA country manager, sales of France to only France country manager and show sales of the whole world to only the Global manager. How can we get the desired result?	You need to define roles in Power BI online, write DAX to restrict access by countries and then add users/ group in Power BI online	You need to define roles in Power BI online, write DAX to restrict access by countries and then add users/ group in Power BI online
4	You use Microsoft Power BI as your business analytics tool. You need to perform data analysis on the data in power pivot using DAX (Data Analysis Expression), which is a formula language in Power BI to compute the calculated column and calculated field. Given the below indicators for your sales data analysis: Measure Name: Total Sales, Referenced Table name: Sales Referenced column name: SalesAmount How would your DAX look like to compute total sales?	Total Sales = SUM(Sales[SalesAmount])	Total Sales = SUM(Sales[SalesAmount])
5	You have a business tool built over Power BI and all the customers using the tool has the same database schema. However, the databases have different names and are hosted in different instances of SQL Server. How can you connect to different databases just using one query?	Using Query parameters	Using Query parameters
6	There is a requirement to create Power BI reports using source as Hive database. Is it possible to connect to Hive? If yes, then how can it be achieved?	Yes but additional Hive ODBC driver needs to be installed in machine connecting to Hive database source. ODBC should be configured before using in Power BI	Yes but additional Hive ODBC driver needs to be installed in machine connecting to Hive database source. ODBC should be configured before using in

		de configured before using in Power BI	source. ODBC should be configured before using in Power BI
7	You have created a report in the Power BI report server to achieve an on-premise solution. It contains sales of all countries. There is a requirement to restrict sales of a particular region only to the country manager of that region and sales of the whole world to only the Global manager. How can it be achieved?	You need to define roles in Power BI desktop, write DAX to restrict access and then add users /group in Power BI report server	You need to define roles in Power BI desktop, write DAX to restrict access and then add users /group in Power BI desktop
8	A dashboard is created by clicking on "Pin Live Page to a report available in Power BI service. With new requirement, you have to change the report and all changes should be visible in dashboard. Which actions should be performed to achieve this?	When dashboard is created using "Pin Live Page" then it is live connected to report and always show latest data in the dashboard without redirecting to Report Pane	When dashboard is created using "Pin Live Page" then it is live connected to report and always show latest data in the dashboard without redirecting to Report Pane
9	There are two tables which need to be merged into one table. What are the various options to merge the tables? A. Left Outer B. Right Outer C. Full Outer D. Inner E. Left Anti F. Right Anti	A, B, C, D, E, F	A, B, C, D, E, F
10	While importing data in Power BI, the Power BI engine tries it's best to define the cardinality of the relationships between two tables. Which cardinality is supported by Power BI? A) One to One (1:1) B) One to Many (1:*) C) Many to One (*:1) D) Many to Many (*:*)	Options A, B and C	Options A, B, C and D
11	What is the possible cause of the data not being updated?	Services on Data Extrac are not running	The data source configuration of Data Extract needs to be refreshed
12	What insight will the Link Utilization Hourly Trend give you?	This will allow us to identify the specific times during the day the bandwidth utilization is the highest	This will allow us to identify the specific times during the day the bandwidth utilization is the highest
13	What are the steps that should be done if the data on the dashboard is not updated?	Access web app on , login, proceed to services tab, run worker and aggregator	Access web app on , check worker and aggregator, reach out to Trends Service desk and escalate the issue
14	What are the steps that should be done if the data on the dashboard is not updated?	Access web app on , login, remove data sources, add data sources back, run worker and aggregator	Access web app on , check worker and aggregator, reach out to Trends Service desk and escalate the issue
15	Is it possible to deploy a URL action on a dashboard object to open a Web Page within a dashboard rather than opening the system's web browser?	True, with the use of a Web Page object	True, with the use of a Web Page object
16	Consider a scenario where a MySQL shell is running in noninteractive mode. During the process, password retrieval is performed. What will happen if a valid password is not found by the Secret Store Helper in the given context?	MySQL Shell will try to open a session without a password	MySQL Shell will try to open a session without a password
17	You are retrieving data from a table. You have to fetch a column after performing a case-sensitive sort on it. Which of the following is the correct way of performing the sort on the column?	ORDER BY BINARY age;	ORDER BY age;
18	You are configuring the MySQL shell to use an external pager tool. You configured the PAGER environment variable for this purpose. Suppose the shell.options["pager"] was persisted. What will happen in the given scenario?	shell.options["pager"] will take precedence over the PAGER environment variable	shell.options["pager"] will take precedence over the PAGER environment variable
19	You are having a password less account which you are using to connect to the server. Which of the following will you use to specify that no password is provided and the password prompt is not required for this connection?	--password=	--password=NULL
20	You are running a test case. You want the result file to also include the number of rows affected by the SQL statements. Which of the following will you add to the test case file to include this additional information?	--enable_query_log	--enable_query_log
21	While working on the MySQL server, you want to do the following two things. 1. Provide password on command line 2. Select database to work upon while invoking mysql Which of the following is the correct way of doing so? [password-data123, database-mydb]	shell> mysql -h host -u user -pdata123 mydb	shell> mysql -h host -u user -pdata123 mydb
22	You have a table containing the date of births of students. You have retrieved the name of students whose date of birth lies in the next month. Which of the following is the correct query for performing the task?	SELECT name FROM students WHERE MONTH(birth) = MONTH(DATE_ADD(CURDATE(),INTERVAL 1 MONTH));	SELECT name FROM students WHERE MONTH(birth) = MONTH(MOD(CURDATE(),INTERVAL 1 MONTH));
23	You created a test case in a file and want to run it. However, you want to create a result file that will contain the output of the test case before doing so. Which of the following commands will you use to create the required file?	shell> ./mysql-test-run.pl --record test_name	shell> ./mysql-test-run.pl --record test_name
24	Suppose you are working on a system that is using the System V-style run directories. To start the MySQL server automatically, Assume that you invoked the mysql.server script. Which of the following will the script invoke in order to start the server in the given context?	mysqld_safe	mysqld
25	You are working with MySQL where you have considered optimizing conditions. From the given conditions, determine which all will be optimized by the optimizer after removing the conditions? 1. WHERE (0 = 1 AND age = 24) OR age = 27 2. WHERE not_null_column IS NOT NULL 3. In an OUTER JOIN, a column defined as NOT NULL but still containing a NULL	1 and 2	2 and 3

- **Skill Library**

- We've an extensive ready to use library of over 100+ Skills spread over 150+ Job Roles with over 25000 Questions.

	A	B	C	D	E	F	G	H
1	Frontend	Backend	Database	CRM	Data Science	Testing	DevOps	Cloud
2	Bootstrap	Scala	PostgreSQL	Unit Testing	PyTorch	Performance Testing	SAP Hybris	AWS Lambda
3	KnockoutJS	JVM	MS SQL Server 2012 - Adminst	MS Dynamics AX	Apache Cassandra	Manual Testing	Kubernetes	Azure Datalakes
4	ReactJS	Oracle Fusion Apps	SQLite	Form Customization & Reports	Tensorflow	MT_QB	Docker	GCP
5	Angular	Perl	MySQL	CRM Technical	Data Warehousing	Jest	Git	AWS ELB
6	Flutter	Node.js	MongoDB	Deployment	Numpy	Mobile Testing	Jenkins	Azure Saas
7	Angular RxJS	Java 8 - Hibernate	MS SQL Server 2012 - Develop	CRM Automation	Data Modeling	PostgreSQL	Power BI	Azure Functions
8	CSS	Oracle Financials	Oracle SQL	D365 Architecture	Pandas	Agile Testing		Azure Cosmos DB
9	AJAX	ASP DotNet	MS SQL Server	DIXF	Hadoop	Jmeter		Azure
10	VueJS	Ado DotNet		Integrations - Logic Apps - Rest A	ML Models	Jest		Azure SQL
11	JavaScript	Data Structures & Algorithms		AX - F&O	PySpark	User Testing		AWS Redshift
12	JQuery	SWE Principles		TFS	RPA Automation	Unit Testing		AWS Data Engineering
13	TypeScript	C#		CRM Functional	Data Exploration	Selenium		AWS CloudFormation
14	JavaScript 6	Ruby on rails		Scenario-based CRM	Machine Learning	API Testing		Azure DevOps
15	React Native	DotNet Core		CRM 2011 - Administration	Apache Tomcat			Azure Web App
16	HTML	Spring Core		AX - QB2	Apache Spark			Azure SQL Data Warehouse
17		Java		X++ Coding Scenarios	Apache Airflow			Azure-DevOps2
18		Maven		CRM Customisation and Configur	EDA			Azure AD Authentication
19		DotNet OOPS		CRM Deployment	Spark			Azure Integration
20		Django		CRM Manual	Data Pipelining			Azure Databricks
21		Spring Integration		Extensibility	Spark			Azure Data Factory
22		Java Springboot		CRM Applications				Azure Virtual Machines
23		Kotlin		CRM Integration				Azure Storage Service
24		Kafka		Overlayering				Azure Advance

- **Admin Dashboard**

- A minimal view of the tests in a specific account with ability to add new evaluations as well as view analytics on existing ones.

Perfect Skills			Create Test	Logout		
OIC-Data-Integration-Tech	MFT	OIC	View Test	Summary	Test Link	Email Invite
RPA-Developer-PowerAutomate-UIPath	ServiceNow-Jr	ServiceNow	View Test	Summary	Test Link	Email Invite
RPA-Developer-UIPath	Test-Automation-Architect	Performance-Test-Architect	View Test	Summary	Test Link	Email Invite
Test-Lead-DMA	Java-Assessment	Snowflake-SQL	View Test	Summary	Test Link	Email Invite
Python	PHP	HTML-JS-CSS	View Test	Summary	Test Link	Email Invite
Java-JavaScript	ReactJs-Sample	Angular-Sample	View Test	Summary	Test Link	Email Invite
Java-Beginner	Node-Beginner	ReactJs-Advanced	View Test	Summary	Test Link	Email Invite
Angular-Advanced	NodeJs-Advanced	Java-Advanced	View Test	Summary	Test Link	Email Invite

What we've Achieved

Since 2020

We started skill evaluations to assist the companies in making better and faster hiring decisions.

We are lucky to have worked with Global companies and world class colleges to discover rockstars with right skills

2,00,000 + Evaluations Done

for 30+ Companies

in domains like IT, BFSI, Retail and Sales

2

30+ Companies

including Teamlease Digital,
Microsoft and many more...

3

200+

Ready to use Skill Assessments for
Lateral and Fresher Hiring

4

100+

Subject Matter Expert (SME)
community

5

50+ Colleges

including Teamlease Digital,
Microsoft and many more...

Competitive Advantage

Features	Perfect Skills	Test Gorilla	Talent Rec	iMocha	Skill Robo
Integrated Assessments	✓	✗	✗	✓	✗
Mobile First Design	✓	✗	✗	✗	✗
Cost Benefit	✓	✗	✓	✗	✓
Hiring Consultancy	✓	✗	✗	✓	✗

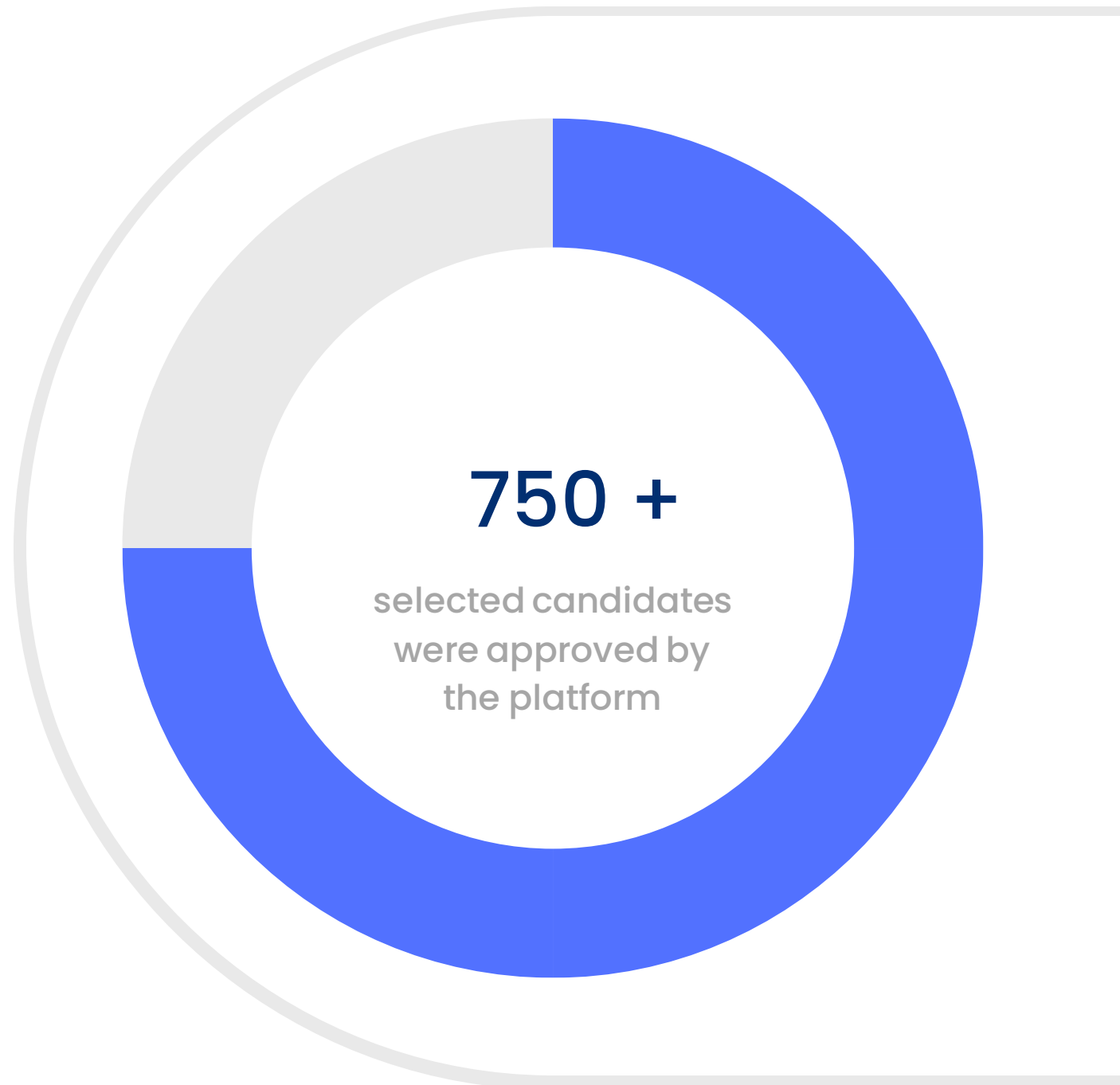


Clientele



**Government of
Maharashtra**

and 20+ more organizations across the Globe



Staffing Agency - Case Study

Customer loves us

One of the leading Consulting firms used us to close 23 open positions in 2 Months from DotNet and Dynamics stack.

Evaluations	6000
Shortlisted	2000
Hired	900

Why we are loved

Client Comment

We've been supporting Teamlease and Sonata for over a year now. Here are the latest reviews by end users.

Total Candidates Evaluated



+8000

Selected Candidates



+6800



Nagasree
Teamlease Digital

Perfect Skills have been supporting us with tests and evaluations swiftly. These evaluations have helped in improving the speed of our hiring process.



Kishore Rao
Sonata Software

We are using the tool for lateral hiring in DotNet, Java, Cloud, and a few other skills. This has helped our teams to close positions quickly and with better candidates.

Sneak Preview of the App Report

Candidate Details



Name
Darshan D R
Email
darshandr2000@gmail.com
Phone
8722868616

Verdict

The candidate has an Advanced level proficiency, and has command over the skill with minor slips in some sections, with practice in the learnings section the candidate will be able to increase overall performance and reach Professional level proficiency.

Overall Performance



Percentage	52	Total Score	34/65
Total Time Taken	01:32:09	Violation Count	6
Percentile		59	

MCQ Section


67% Percentage Score

73% Percentage Score

87% Percentage Score

Section Name	Section Score	Time Taken	Violations	Questions attempted
Cognitive	10/15	00:18:21	3	15
Computer Fundamentals	11/15	00:15:21	3	15
Next Gen Skills	13/15	00:30:00	0	15

Coding Section



Section Name: Coding Section Score: 0/20


Time Taken
00:28:27

Violations
0

















Questions Attempted
1

Question	Score	Compilation Count
1	0	23

Section Visualization



Proctoring Data (Section Wise)

Cognitive				
Coding				
Computer Fundamentals				
Next Gen Skills				



Partnered with



**Government of
Maharashtra**

- Generating Talent Pool for Jobs
- Career Portal to get opportunities
- Evaluations in Govt Schools and Colleges
- Online UpSkilling

We are Transitioning

Skill Evaluations >>> Talent Management

Out of 16, 12 of our companies suggested that since we are doing skill assessments we can also support them in attracting, onboarding and managing talent.



The Problems

Over 83% of companies lack in having

Single Platform

to evaluate candidates, assess their skills, and manage their lifecycle

Quantified Data

system to put values/numbers instead of guessing on candidate skills, job success and their project learnings

Identify Right Talent

mechanism to calculate the team members contribution in the company's growth.

Highlighted Problem





01 Eightfold
Core - Hiring Software

02 Cornerstone
Core - LnD Platform

03 Degreed
Core - LnD Platform

04 Mettl
Assessment & LnD

Competitors

Managing Talent is a diverse field and multiple companies are playing their role in it. We've mentioned a few of the recognized brand names here who are helping organizations globally.

Market Size by 2025



\$25 Bn

What are these guys missing?

Features	Eightfold	Cornerstone	Degreed
Talent Attraction	✗	✗	✗
Talent Hiring Evaluation	✓	✗	✗
Talent OnBoarding	✓	✓	✓
Retaining and Managing	✓	✗	✓



There is a need for Single Point Solution

that providing appropriate technology to help teams manage talent is our main vision.

a

Acquire Talent

to help in generating a talent pool according to the open positions and assess as well as engage them.

b

Manage Talent

It is important to make resources feel important and align them to projects based on data

c

Retain Talent

Retaining good talent can be a challenging task and it is critical to effectively identify good talent and keep them with the organization



Our Product

Talent Management Suite

01 Attract

Attracting and Onboarding Resources

02 Evaluate

Evaluate Resources on specific Skills

03 Manage

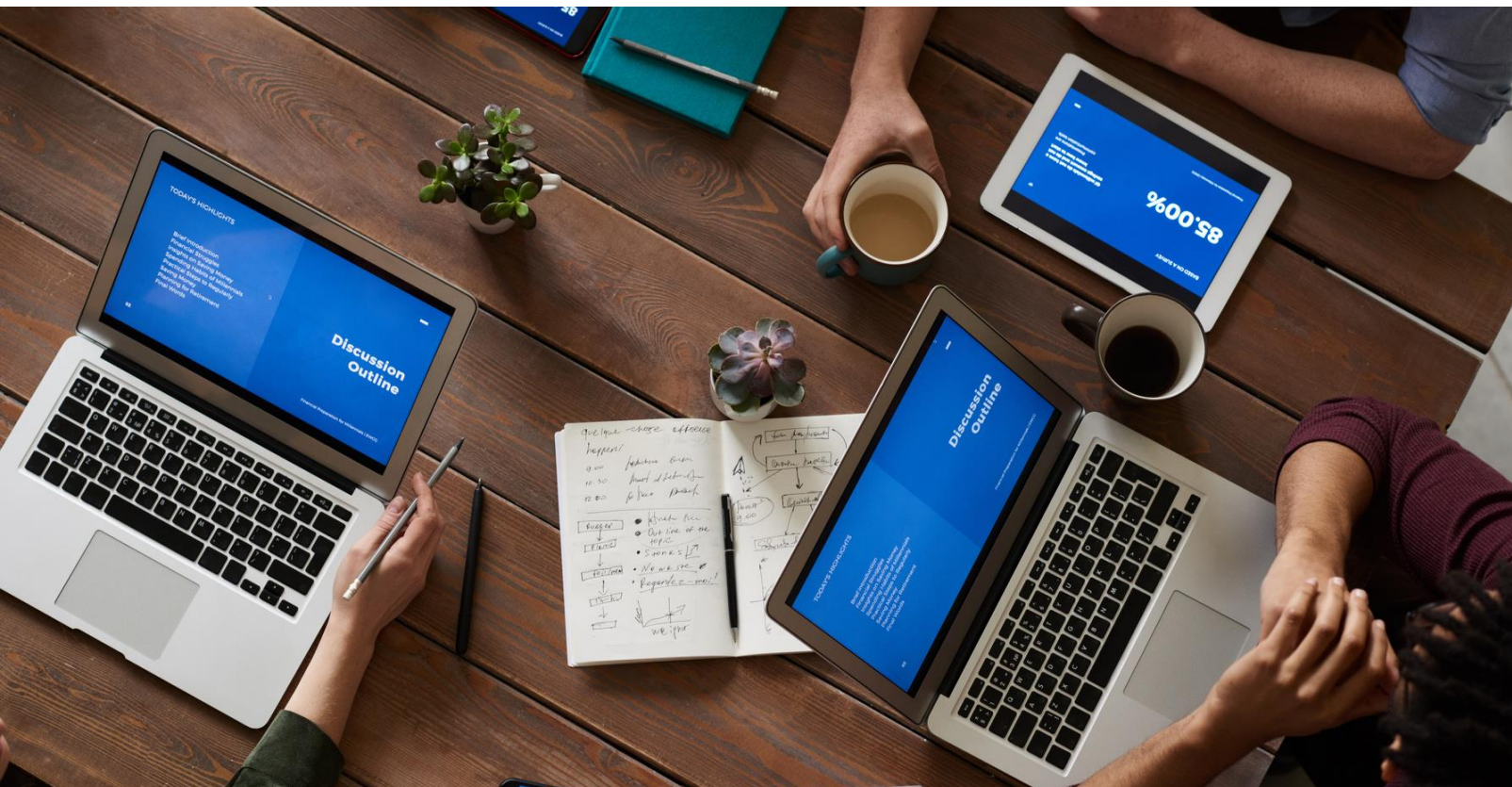
Manage Appraisal, UpSkilling and lot more

04 Retain

Engage your employees and make sure they stay

Product Brief

PS Talent Management Suite





Talent Attraction

We will focus on creating awareness and attracting talent for our clients via :

- Marketing Campaigns
- Social Media
- Internal Talent Pool

The screenshot displays the 'Perfect Skills' talent management interface. On the left is a dark sidebar menu with the 'Perfect Skills' logo at the top. Below the logo is a profile icon and the name 'James' with the email 'jamesc@gmail.com'. The menu items are: Home, Hire Position, Billing Information, My Team, Legal Agreement, and Your Point of Contacts. The main content area is titled 'Suitable Talent' and includes the subtitle 'Suitable Candidates Based on Open Position.' It features a grid of candidate profiles. The first row shows three candidates: PratikGG, PratikG, and Prajyot Gaikwad. Each profile card includes a circular profile picture, the candidate's name, and details for 'Availability' and 'Engagement Type: Full Time'. A 'View Profile' button is located at the bottom of each card. The second row shows the top portion of three more candidate profiles.



Talent Evaluation

In this step, we focus on
Screening the Candidates via:

- Regular Assessments
- AI-Based Video Evaluations

The screenshot displays the Perfect Skills application interface. On the left is a dark sidebar menu with the following items: Home, Assessment (expanded), Assessment (selected), View Assessment Marks, Video Module, Profile, Legal Agreement, and Your Point of Contact. The main content area is titled 'Assessments' and 'Screening Assessments'. It features two assessment cards: 'JAVA' with an estimated time of 30 minutes and 'PHP' with an estimated time of 30 minutes. Each card has a 'Start Assessment' button and a 'Note' link.



Talent Management

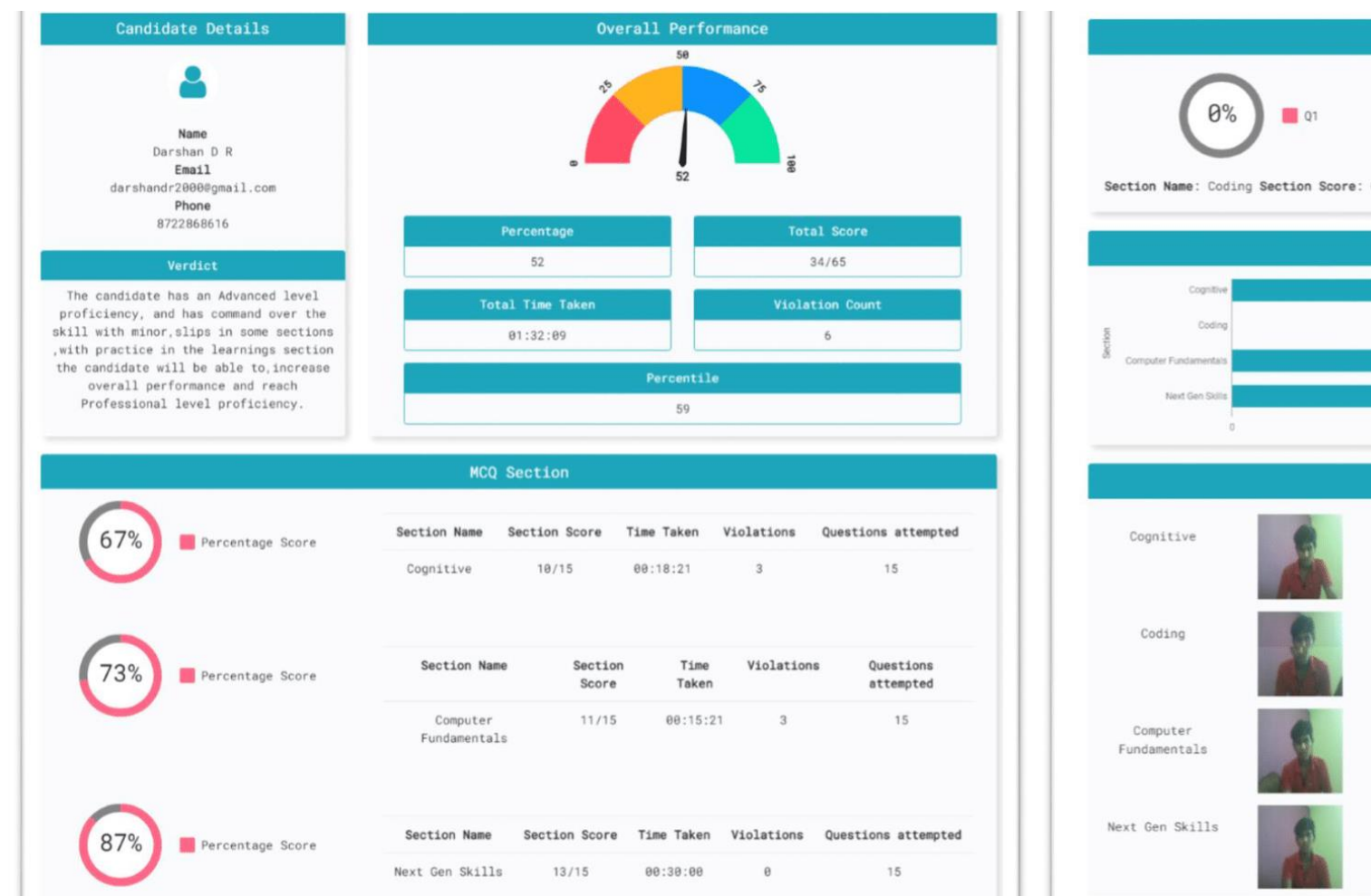
TSS assists teams to manage talents internally in the company

- Appraisal
- UpSkilling
- Project allocations





Talent Retention



In this Phase, the candidate is aligned according to the available job roles on the platform.

Depending on their project needs, this phase is customized as per the company's requirements.



Benefits

The Impact we Create

01

Ready to use talent pool

We help you create a talent pool of 1000+ candidates withing first 60 days.

02

Quantified Data and Analytics

We help you quantify the candidate's skills and obtain dynamic analytics to stop guesswork

03

24*7 Accessibility

Automated systems and workflows help you and candidate connect with each other.

04

Skill Focus UpSkilling

Our insights and analytics help you pinpoint the learning areas and better upskilling paths

05

Employee Happiness

Happy employees lead to happy deliveries, we help you engage with employees effectively.

How we're Better

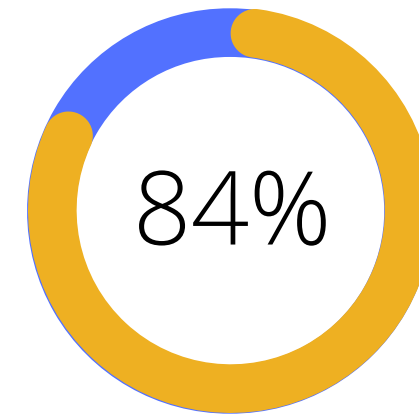
Why Us?

By using our digital technology services, and our network companies get solutions to all their problems under one roof.

86 %



Improving Effectivity



84 %

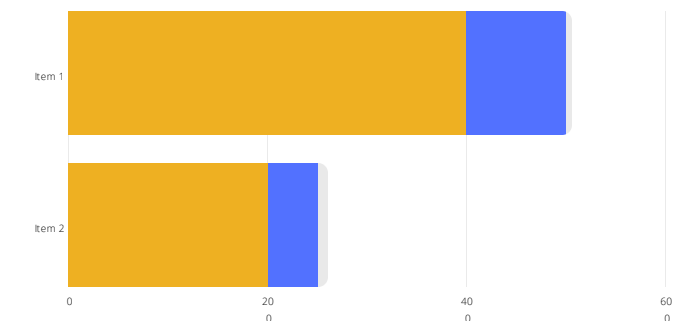
Combined Saving of Time, Cost and Manpower.

3X

3X increase in profit

100 %

100% Improved pipeline and operational cost efficiency





Our Pricing Plans

These are the packages we offer to customers



Basic Plan	Premium Plan	Business Plan
INR 3,00,000 Assessments	INR 6,00,000 Talent Attraction Assessments	INR 12,00,000 Talent Attraction Assessments Automated Video Screenings



Founding Team



PRATIK GADE

Chief Executive Officer



SHAILESH NARAYNAN

Chief of Operations

Let's Connect

We would love to connect and discuss possibilities with you.

Contact

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☎ 9860430568

📍 Pune, Hyderabad

