



Enterprise E-Soft

e **TestLab**

**An assessment &
recruitment solution**

White Paper

Version #1.0

e TestLab – A Business Overview

Summary: This paper provides a business overview of e TestLab, a technology that enables organizations to identify whether their intellectual wealth is in line with the organizational standards. It helps organizations to objectify critical decisions like assessments, knowledge transfer, Employee skill enhancements etc.

Introduction:

The major asset of any IT Organization is its employee's intellect and their skill sets. Technology inherently brings obsolescence and this brings in a major question hot to keep the skill sets of the employees on par with the current trend. IT Organizations are continuously challenged by the following questions.

- How to utilize the talent objectively, and grow with time?
- How to manage the vast knowledge base with regard to deploying teams, assigning tasks, and marketing skills?
- How to make sure that the star performers are identified, rewarded, and motivated to repeat their performance?
- How to enable employees to envision their growth in the project objectives they are working for?

e TestLab - A Solution:

e TestLab an Employee and recruitment solution brings in answers to these questions. With its self-assessment tests it brings in focus on the technologies helping employees to identify their capabilities. This provides IT organizations a flexibility and ease of identifying or enhancing its employee's skill sets. The features include.

- **Comprehensive Question Bank** – e TestLab comes with a built in comprehensive question bank of over 25000 questions in various technologies and domains.
- **Ready to use** – A simply intuitive easy to use interface promises zero learning time to use the product, comes along with predefined tests and reports all set for a stage ready to use.
- **Fully customizable** - Test can be built from scratch, choosing questions from over 20000-question databank. Features like setting the time limit, question complexity etc gives an edge for the employer to give a more customized approach to diversified set of employees. Marks can also be assigned to questions / Tests based on complexities.
- **Customizable Question Bank** – The question bank containing comprehensive questions ranging different technologies and domains needs less customization. But if the employer chooses to customize the existing question or add new ones can easily do so with minimum efforts.
- **User Management** – The tool holds a user database itself. This enables the tool to keep track of the users for as long as the admin of e TestLab wants to hold the data. Users can be created and manipulated by a user with admin privileges.
- **Report Management** – Report allows viewing and analysing results of different employees and an employee over a period of time. This gives the employee to

see himself his progress and an employer to judge the learning capability of an employee and his suitability across different domains/projects. The user can also view the test reports immediately after the test.

- **100 concurrent user support*** – *e TestLab* is built in to support 100 concurrent users (with adequate hardware support).

* - **This could be scaled up based on requirement** (with adequate hardware support).

An Indicative example of the no of Questions on Various technologies is listed below:

e TestLab library of questions

S No	Description	No of Questions
1	App Servers	500
2	C	530
3	C++	1516
4	D2K	499
5	Database DB2	515
6	Database MySQL	500
7	Datwarehousing	1199
8	Design Pattern	501
9	Design Pattern SDL/SDT	500
10	GPS	25
11	J2EE	2256
12	Java	1099
13	RT Linux	750
14	Mainframe CICS	499
15	Mainframe IDMS	250
16	Mainframe IMS	476
17	Mainframe LEX	500
18	Mainframe	500
19	Mainframe REXX	500
20	Mainframe YACC	250
21	Software Engineering	500
22	Testing Rational Suite	499
23	Testing Winrunner	1000
24	Unix	941
25	VC	760
26	C# .NET	754
27	J#.NET	138
28	VB.NET	1104
29	VS.NET	1500
30	Web Servers	1008
	Total Questions	21608

It is already under consideration for Continuous efforts to be made for developing new set of questions on newer technologies.

Bench Mark: Comparison between eTestLab & other assessment solutions

<i>Salient Features</i>	<i>Branded Products</i>	<i>Custom In-House Devpt.</i>	<i>eTestLab</i>
<i>Simple to Use</i>	Requires learning time	Will be according to client liking	Simple - not much Learning time
<i>Cost of development</i>	High	Very High	Very Low – As it is a Product
<i>Enhancement & Maintenance</i>	High	Very High	Very Low
<i>Database of Questions along with the tool</i>	Generally not Available – Clients develop on their own	Cumbersome, Time consuming & Expensive to develop	Provided with the tool

Future expansion: As we come with a vast experience in the learning & teaching Industry we are looking at possibilities to expand the same tool into an online learning application. We want to do this in our future releases & extend this facility to any corporate house anywhere. As we have developed this product using Microsoft technology & this is also a component-based system the extendibility of this tool with out much of replacement at the client site is possible. We also want to support the tool by constantly developing new questions on existing & new technologies.