Know Your Talent (KYT)

Frequently Asked Questions

MAS Capability

1. **What is the objective of the "Know Your Talent" initiative?**

   The objective of this initiative is to understand the current skill proficiency on primary skills, identify strengths, and uncover development opportunities. This helps in aligning individual capabilities with organizational goals and creating targeted learning plans for continuous growth.

2. **Who is expected to participate in this assessment exercise?**

   All talents who have primary skills in SPS under Modern Apps capability are expected to participate in this initiative. This is being rolled out in phases across different Employee bands to ensure maximum coverage and focus.

3. **Which skills or roles are covered under this initiative?**

   The assessments are based on the primary technical skills mapped by an employee in SPS and role-specific competencies defined in our skill taxonomy. All Modern Apps skills under personas like Fullstack, frontend, Automation Testing, Cloud & DevOps, Process automation & Integration, Polyglot, Mainframe and Next Gen skills are included in this initiative.

4. **Is this initiative a one-time exercise or a recurring process?**

   This is a continuous and evolving process. Assessments will be conducted periodically to measure progress, track improvement after training interventions, and ensure role readiness.

5. **Is the assessment mandatory for all employees in scope?**

   Yes, participation is mandatory for all employees in the identified skill tracks. The intent is developmental, not evaluative – it is about supporting career growth and identifying areas for learning.

6. **What will happen if an employee does not complete the assessment?**

   If an employee does not complete the assessment within the given timeframe, their skill profile will remain incomplete, and the status will be reported to the corresponding reporting manager and HR

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7. **What should an employee do if an incorrect primary skill is mapped?**

In case the assessment enrolled is not as per the actual primary skill, the employee should bring it to the notice of the capability SPOC, update the right primary skill in SPS and request for the right assessment to be triggered.

8. **What is the timeline for completing the assessment?**

Each employee will be given one week from the date of assessment release to complete it. We encourage everyone to plan their schedule accordingly and complete the assessment within the stipulated timeframe to enable timely analysis and launch of upskilling programs.

9. **How are the assessment areas and question standards defined?**

Assessment content is curated by internal experts against a standard skill matrix and industry standards. Each assessment maps to role levels – Junior, Senior & Lead – ensuring objectivity & consistency.

10. **What type of questions will be included in the assessments?**

Assessments will include a mix of Multiple-Choice Questions (MCQs), Scenario based questions that simulate real-world challenges. The format ensures a balanced evaluation of conceptual understanding & applied capability.

11. **Which assessment tool is used for this initiative?**

DNAPass, our internal automated assessment tool, is used for this initiative. All guidelines for accessing & logging to the tool and attempting the assessment will be provided.

12. **Does the assessment tool monitor or flag malpractices such as plagiarism or external help?**

Yes. The assessment platform includes built-in mechanisms to detect plagiarism, multiple logins, or other irregularities. Any such activities are automatically flagged for review.

Employees are strongly encouraged to take the assessment sincerely and independently, as the true purpose is to gauge individual skill proficiency and design the right learning interventions. Genuine participation ensures accurate results, better training alignment, and growth opportunities.

13. **Who will have access to my assessment results – is it confidential?**

Assessment results are strictly confidential and shared only with the employee, their manager, and authorized HR / capability development representatives. Aggregate results are analysed at a team or organizational level for planning training needs.

14. **Will there be multiple attempts if someone doesn't perform well?**

Yes. Employees can retake assessments after completing recommended learning programs. The focus is in improvement and learning progression, not a one-time score.

15. **What happens after the assessment is completed?**

Post-assessment, a skill gap report will be generated highlighting your strengths and areas of improvement. This will form the basis for personalized learning recommendations and targeted upskilling initiatives.

16. **Will I be re-assessed after completing the learning programs to track improvement?**

Yes. A post-training assessment will be conducted to measure skill improvement and validate the effectiveness of the learning interventions.

17. **Will my assessment score affect my performance appraisal or compensation?**

No. The assessment results are not linked to performance appraisal or compensation. The focus is entirely developmental – helping employees build stronger skills and align better with project and career opportunities.