

HireSight

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# HireSight

Smart Hiring. Stronger Teams. Happier People.

Employee Archetypes

Attrition Prediction

Hiring System

Culture Assessment

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Team Power Rangers - IIITN



# Problem Statement

Startups and SMEs face a turbulent talent landscape where traditional HR practices fall short. Hiring often relies on intuition over data, resulting in poor job fits, early attrition, and cultural mismatches. With limited resources and analytics, these companies struggle to detect disengagement or prevent churn—leading to rising costs and lost productivity while competing with larger firms for top talent.

41%

attrition in SMEs — leaves teams unstable and hampers early-stage growth.

30%

of salary lost per exit — drains resources through rehiring and onboarding costs.

39%

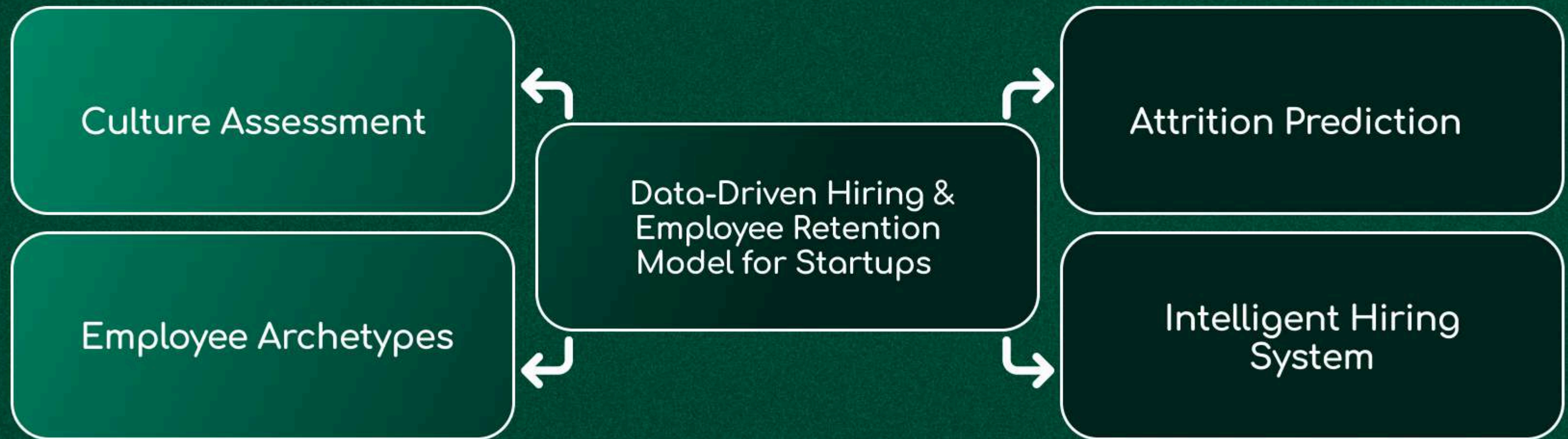
HR AI growth rate — signals a rising shift toward data-driven HR solutions.



# What is HireSight ?

## Data-Driven Hiring & Employee Retention Model for Startups

HireSight is an AI-driven talent intelligence platform that helps startups and SMEs make smarter hiring, retention, and culture decisions through data-backed insights across the employee lifecycle.





# Vision & Mission

HireSight engages users with a data-driven, goal-oriented recruitment process. It provides performance insights for every candidate interaction, unlocks team-building achievements, and empowers users to make impactful hiring decisions that drive long-term success.

## Challenges & Competitions

- Ongoing Recruitment Initiatives – Refine your hiring process for better results.
- Talent Evaluation Exercises – Align candidate selection with team needs.
- Excellence in Hiring Recognition – Get recognized for exceptional talent acquisition.

## Rewards & Incentives

- Performance Metrics – Track points for data-driven recruitment.
- Milestones & Recognition – Achieve goals and earn recognition.
- Exclusive Benefits – Access tools, resources, and support for recruitment success.




# Employee Archetypes

## Our HR's Assistant

3-question assessment that instantly classifies startup employees into Growth Drivers, Culture Champions, or Retention Risks for targeted talent management.

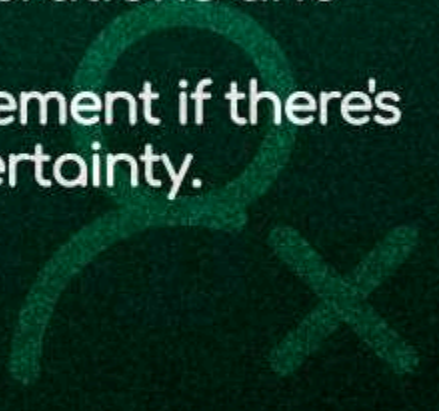
### The Striver

- Ambitious, adaptable, and highly motivated.
  - Thrives in fast-paced environments with mentorship.
  - Needs growth opportunities and feedback loops.
  - **Risk:** Burnout or misalignment in chaotic teams.
- 

### The Floater

- Multi-talented generalist with high adaptability.
  - Often bridges communication gaps and supports team morale.
  - Effective in undefined roles or early-stage chaos.
  - **Risk:** Underperformance when not challenged or appreciated.
- 

### The Stabilizer

- Reliable, process-oriented, and focused on stability.
  - Prefers clear expectations, predictable outcomes.
  - Strength in operations and execution.
  - **Risk:** Disengagement if there's too much uncertainty.
- 



# Employee Persona Form

This 3-question form identifies your workstyle archetype—Striver, Stabilizer, or Floater—based on how you approach challenges, motivation, and teamwork. It helps startups tailor hiring and retention strategies to fit individual strengths.

## ques 1

When faced with an unfamiliar challenge at work, what's your instinctive response?

- ☐ Exciting! I'll figure it out and learn on the way
- ☐ I'd prefer clear instructions or past examples before jumping in
- ☐ Depends... if it's interesting or urgent, I'll take it up

## ques 2

What motivates you the most at your workplace?

- ☐ Opportunities to grow, learn new things, and level up my skills.
- ☐ Job stability, fair compensation, and a peaceful work environment.
- ☐ Autonomy, flexibility, and being part of something meaningful.

## ques 3

How do you typically operate in a team setting?

- ☐ I naturally take charge or push ideas forward—I'm the driver.
- ☐ I like being given a role and doing it well without much disruption.
- ☐ I adapt—sometimes I lead, sometimes I support, whatever fits the moment.



# Product Architecture

## Our Three Startup AI-features

To power our AI models, we built a custom personality framework rooted in startup behavior research. We interviewed startup employees, analyzed academic literature, and improve workculture.

### Intelligent Hiring System

This AI-driven module evaluates candidates across key dimensions to generate a 0-1 Hiring Success Score. Using regression models, it predicts candidate fit based on historical hiring data. Scores  $\geq 0.7$  indicate strong hires, 0.5-0.7 require review, and  $< 0.5$  suggest poor fits.

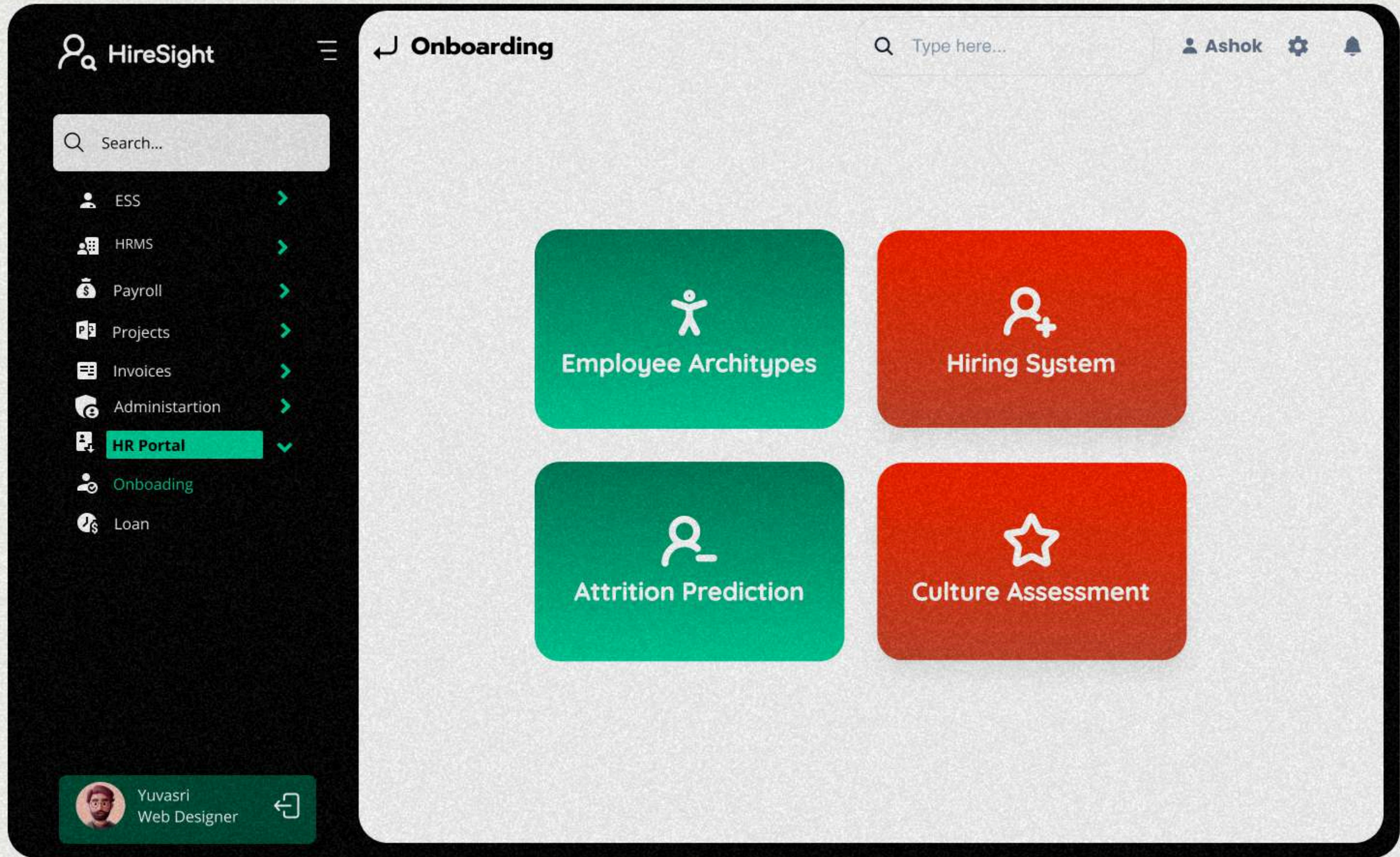
### Attrition Prediction

By analyzing employee surveys this system clusters workers by risk level (K-Means) and predicts turnover likelihood (SVM/Random Forest). Outputs include risk scores (Low/Medium/High) and tailored retention strategies (e.g., career pathing for growth seekers). Proactive interventions reduce attrition costs and boost engagement.

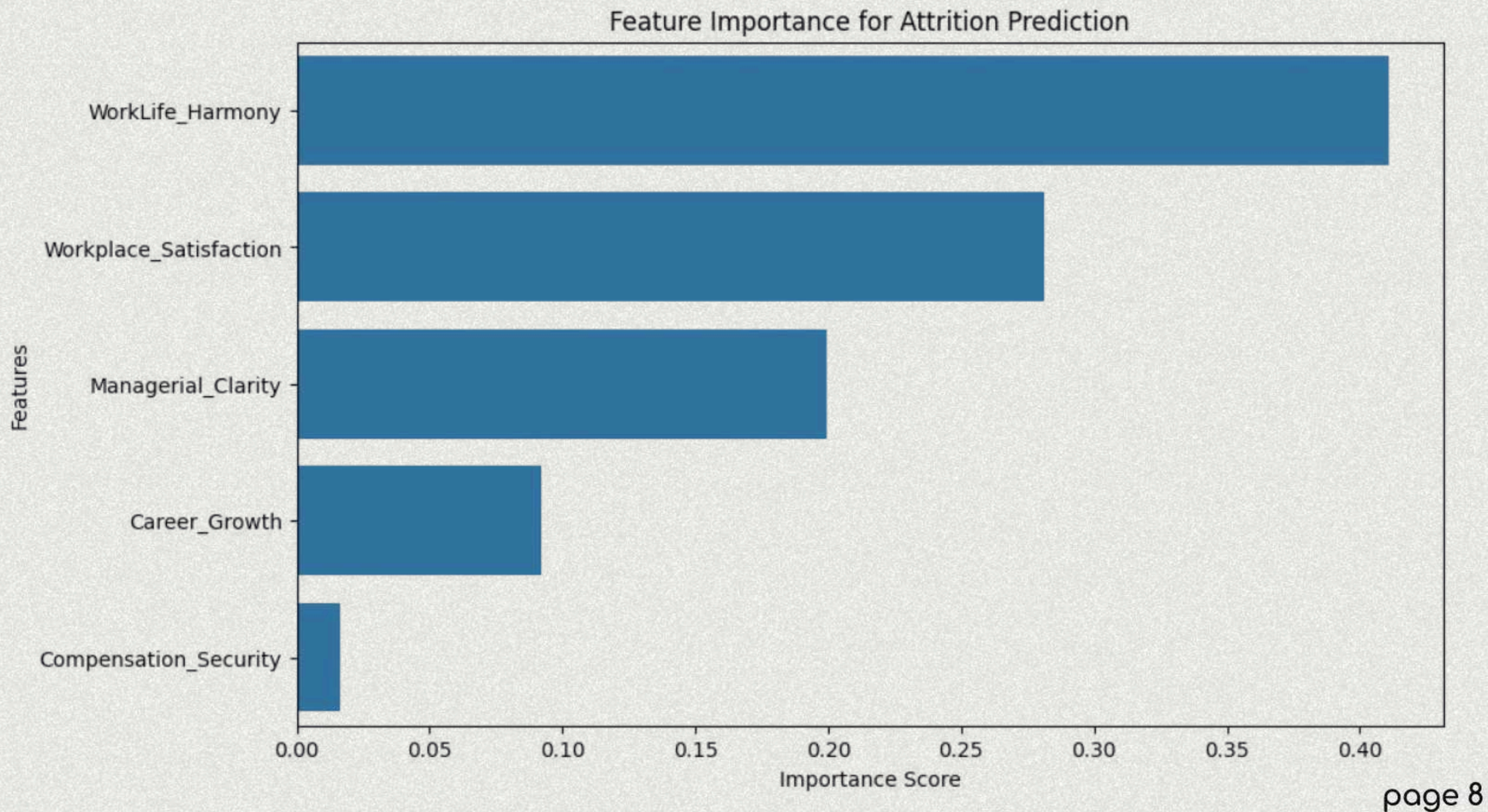
### Culture Assessment

A decision tree classifies company culture into four types (High-Performance, Struggling, Complacent, Pressured) using metrics like retention, productivity, and trust scores. It identifies cultural gaps and recommends improvements (e.g., leadership training for low-trust teams), fostering alignment with business goals.



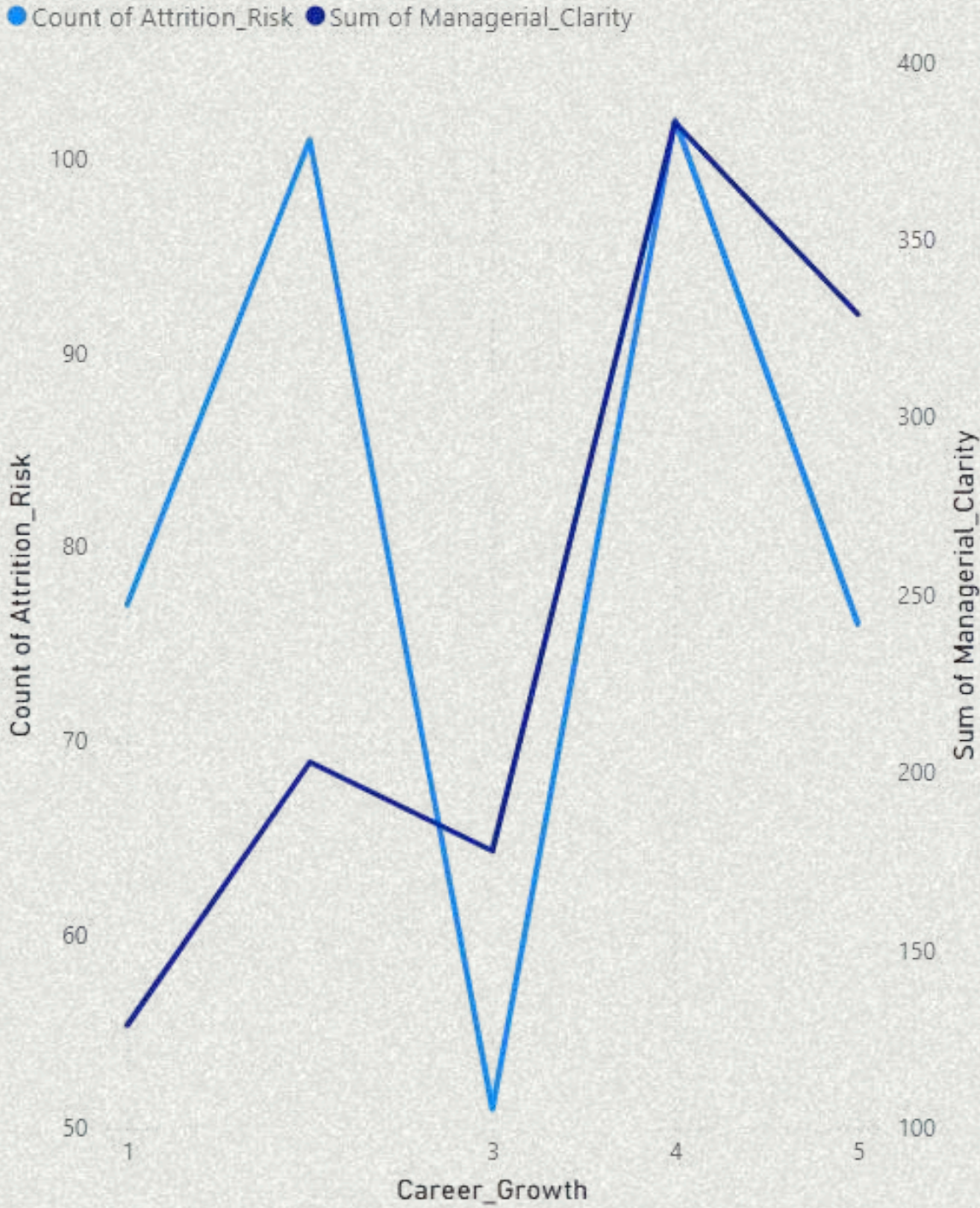




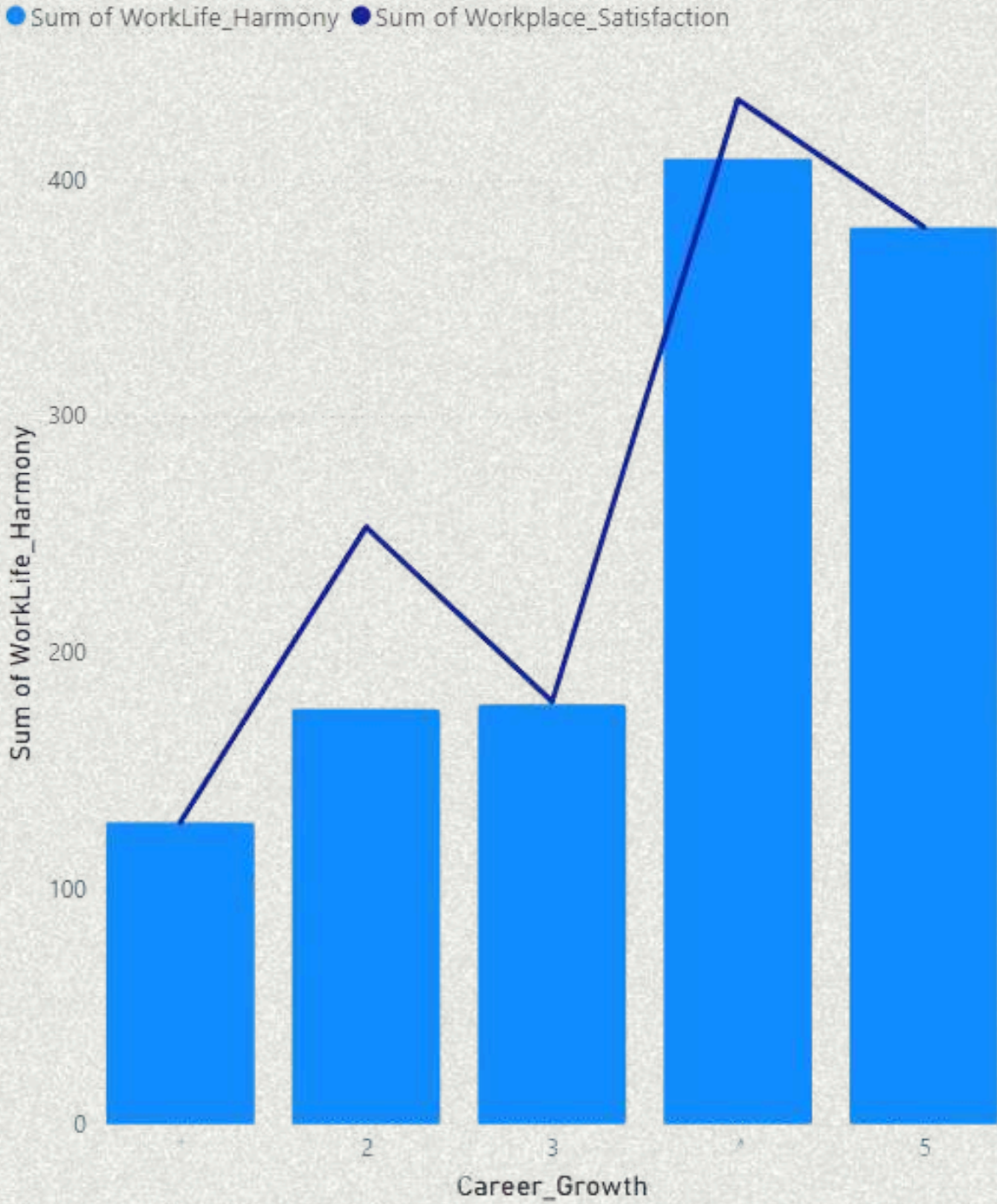




Count of Attrition\_Risk and Sum of Managerial\_Clarity by Career\_Growth



Sum of WorkLife\_Harmony and Sum of Workplace\_Satisfaction by Career\_Growth





# SWOT Analysis

## strengths

Integrated solution covering hiring, retention, and culture

Clear and interpretable AI-driven insights for informed decision-making

Modular architecture with HRMS compatibility

Data-driven decisions reduce hiring bias and attrition

## weaknesses

Requires sufficient historical data for model training

Initial setup and model calibration may take time

HR teams may resist AI-led decision-making

Performance varies with survey response quality

## opportunities

Rapid growth of AI in HRTech (39.3% CAGR till 2027)

Rising focus on employee experience and culture alignment

Remote work demands smarter retention strategies

Potential for expansion into mid-to-large enterprises

## threats

Competition from established HRTech players with more resources

AI regulations (e.g., GDPR, EEOC) may tighten implementation

Misuse or misinterpretation of AI outputs could harm trust

Low AI adoption rate in traditional HR departments



# User Persona



Ananya Verma

28 | Human Resource | Bangalore

Tech-Driven | Tech-Savvy | Strategic Thinker

## About

Ananya is a strategic consultant dedicated to building high-performing teams that fuel growth and meaningful impact. She prioritizes talent that drives collaboration, innovation, and long-term success, leveraging data-driven insights to streamline hiring and secure the best candidates.

## How HireSight Helps !

- Behavioral AI** – Assess decision-making, emotional intelligence, and communication for cultural fit.
- Sentiment Analysis** – Understand candidates' attitudes, work ethic, and growth potential.
- Team Dynamics Modeling** – Predict collaboration and strengthen team cohesion.
- Long-Term Retention** – Hire smarter, reducing turnover and ensuring long-term success.

## Goals & Motivations

- ✓ Smarter Hiring – Identifies candidates who align with values and long-term goals.
- ✓ Data-Driven Decisions – Uses insights to assess behavior and team fit.
- ✓ Cohesive Teams – Predicts dynamics to foster collaboration.
- ✓ Long-Term Success – Retains top talent for sustained impact.

## Challenges & Pain Points

- ✗ Uncertain Fit – Struggles to find candidates who align with values and culture.
- ✗ Inefficient Hiring – Needs a streamlined, data-driven process.
- ✗ Limited Candidate Insight – Wants deeper visibility into soft skills and potential.
- ✗ Unclear Team Dynamics – Needs better insights to anticipate team interactions and enhance collaboration.



# Impact & Future

## impact

### Smarter Hiring Success

A projected 40% improvement in hiring outcomes by leveraging predictive candidate profiling and data-backed assessments.

01

### Reduced First-Year Attrition

Proactive risk stratification and targeted interventions lower employee dropout by 25% within the first 12 months.

02

### Accelerated Technical Recruitment

Streamlined evaluation pipelines enable 2x faster hiring cycles for high-demand tech roles without compromising fit.

03

## future

### Sentiment-Based Wellbeing Monitor

AI-driven sentiment analysis from emails and team chats (ethically monitored) detects emotional distress signals early.

01

### Burnout Risk Engine

Cross-maps engagement surveys and workload metrics to forecast and prevent employee burnout before it escalates.

02

### Bias & Inclusion Tracker

Real-time bias monitoring flags discriminatory hiring trends, while a Diversity Impact Index promotes workforce equity.

03