

TATVA

AI-First Assessment & Resume Intelligence Platform

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In today's hiring environment, organizations need more than traditional question banks and manual resume screening. Hiring teams need faster assessment creation, objective candidate ranking, skill-gap visibility, remote assessment integrity, and structured decision-making.

TATVA is an AI-first talent assessment platform that helps organizations generate assessments from any Job Description, evaluate candidate performance, monitor assessment integrity, and produce structured scorecards for faster shortlisting. It unifies **AI assessment generation, psychometric evaluation, technical testing, proctoring, resume scorecards, ranked performance output, and skill-gap analysis** into one intelligent hiring platform.

Business Impact at a Glance

60 Sec

JD-TO-ASSESSMENT GENERATION

90%

MANUAL SCREENING EFFORT REDUCED

70%

FASTER ASSESSMENT CREATION

80%

BETTER SKILL-GAP VISIBILITY

50%

FASTER CANDIDATE SHORTLISTING

60%

BETTER DECISION CONSISTENCY

1 What TATVA Does

TATVA helps organizations manage the complete candidate assessment lifecycle from a single platform. Hiring teams can generate role-based assessments, invite candidates, conduct monitored assessments, evaluate performance, generate resume scorecards, and produce ranked shortlists with clear skill-gap insights.

Unlike traditional tools that depend on static question banks or manual resume filtering, TATVA uses AI to create assessments and evaluate candidate suitability based on actual role requirements.

2 Core Offering

AI-Generated Hiring Assessments

TATVA auto-generates psychometric and technical assessments from any Job Description in approximately 60 seconds — letting recruiters and hiring managers create role-specific assessments without depending on technical teams for every new role.

Technical Skill Evaluation

Candidates are evaluated on actual assessment performance, skill coverage, difficulty level, and test outcome — structured technical evaluation instead of relying on resume keywords or manual judgement.

Psychometric Assessment Support

Psychometric evaluation helps organizations understand candidate behavior, suitability, and role alignment beyond technical skills.

Resume Scorecard

Recruiters can upload a resume and job description to generate a structured match score, quickly understanding how closely a candidate profile fits the required role.

Candidate Ranking & Shortlisting

Beyond filtering, TATVA provides structured candidate ranking and performance visibility — moving recruiters from subjective judgement to data-backed shortlisting.

3 Key Capabilities

JD-to-Assessment Generation

TATVA generates assessments directly from a Job Description.

IMPACT Assessment creation time drops from 4–6 hours to around 60 seconds to a few minutes, depending on complexity.

AI-Native Assessment Architecture

TATVA is designed as an AI-first platform from inception — not a legacy hiring tool with AI bolted on later.

IMPACT Enables faster test creation, better scalability, improved scoring consistency, and smoother AI-based evaluation workflows.

Resume Scorecard & Skill Match

Recruiters upload a resume against a JD and generate a scorecard showing candidate fitment, skill match, and gaps.

IMPACT Manual resume screening effort reduces by up to 90%, especially when handling multiple resumes for the same role.

Multi-Resume Upload Support

TATVA supports multiple resume uploads for faster comparison against a selected JD.

IMPACT Recruiters evaluate several profiles together and identify stronger candidates faster.

Objective Ranked Performance

Structured candidate ranking replaces basic pass/fail or filtered lists.

IMPACT Hiring teams get clearer decision visibility and shortlist candidates up to 50% faster.

Skill-Gap Analysis

The platform highlights candidate strengths and gaps against the role requirement.

IMPACT Managers understand not only who scored high, but why a candidate is or isn't suitable.

Proctoring & Integrity Monitoring

Includes proctoring, timestamped activity logs, tab-switch detection, and copy-paste monitoring.

IMPACT Remote assessment visibility improves by around 70% compared to unmonitored online tests.

No-Code Recruiter Experience

Recruiters and hiring managers launch assessments with no coding knowledge or technical setup.

IMPACT Assessment dependency on technical teams reduces by around 60–70%.

4 Problems TATVA Solves

Common hiring bottlenecks, and how TATVA removes them:

WITHOUT TATVA	WITH TATVA
Test creation from static banks takes 4–6 hours or more	AI generates JD-based assessments in ~60 seconds to a few minutes
Resume shortlisting depends on manual reading and keyword judgement	Resume Scorecard compares resume fitment against the JD with structured scoring
Candidate comparison is inconsistent and subjective	Ranked performance, scorecards, and skill-gap analysis improve consistency ~60%
Shortlisting may take days or weeks	Results and scorecards available within minutes after assessment completion
Remote proctoring is manual or inconsistent	Built-in proctoring, activity logs, tab-switch and copy-paste monitoring

5 Key Business Areas & Platform Coverage

Recruitment Teams

Create assessments, upload resumes, compare candidates, track test status, and generate scorecards.

Efficiency Gain: Up to 90% reduction in manual screening time

Hiring Managers

Review candidate rankings, skill gaps, assessment scores, and resume fitment.

Efficiency Gain: Around 50% faster shortlisting and decision-making

Technical Review Teams

Validate assessment quality, review generated questions, and ensure role-specific skill coverage.

Efficiency Gain: Around 40% reduction in review and coordination delays

HR Operations

Manage candidate invitations, assessment validity, communication, and evaluation workflow.

Efficiency Gain: Around 60% improvement in assessment process control

Tenant / Organization Admin

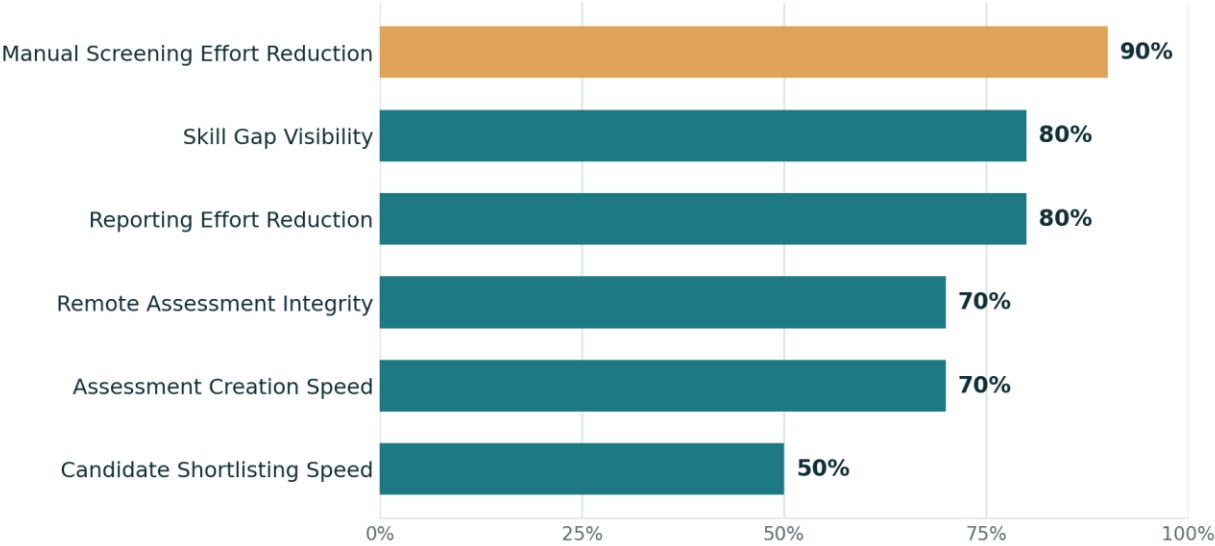
Manage users, roles, permissions, organization details, and access control.

Efficiency Gain: Around 70% better governance across users and access

6 Business Capabilities & Efficiency Gains

CAPABILITY AREA	TRADITIONAL TOOLS	TATVA AI-FIRST PLATFORM	EST. GAIN
Assessment Creation	Static banks, manual setup	JD-based AI generation	70% faster
Generation Time	Hours to days	~60 sec to few minutes	High-speed gain
Resume Screening	Manual resume review	Resume Scorecard vs JD	90% less effort
Candidate Shortlisting	Manual comparison	Ranked performance output	50% faster
Skill-Gap Visibility	Limited or manual	AI skill-gap analysis	80% better
Remote Test Integrity	Manual / basic monitoring	Proctoring + activity logs	70% better
Recruiter Usability	Needs technical support	No-code assessment launch	60–70% less dependency
Reporting	Manual report prep	Structured reports & scorecards	80% less effort

Efficiency Gains at a Glance



7 Before vs. After TATVA

WITHOUT TATVA	WITH TATVA
Manual assessment creation takes 4–6 hours	AI assessment generation in ~60 seconds to a few minutes
Static question banks for every new role	JD-based technical and psychometric assessment generation
Resume screening depends on manual judgement	Resume Scorecard shows JD match and candidate fitment
Candidate shortlisting takes days or weeks	Ranked shortlists within minutes after completion
Recruiters depend on technical teams for setup	No-code assessment launch for recruiters and managers
Remote assessment monitoring is inconsistent	Proctoring, logs, tab-switch and copy-paste monitoring
Candidate comparison is subjective	Objective scorecards, skill gaps, and ranked performance
Reports require manual effort	Structured assessment reports generated automatically

8 Resume Scorecard Module

The Resume Scorecard module lets recruiters upload a candidate resume and a selected Job Description, then generates a structured scorecard showing how well the resume matches the job requirement.

- ▶ **Resume-to-JD Match Score** — Shows how closely the candidate profile matches the job description.
- ▶ **Skill Match Analysis** — Highlights matched skills, partially matched skills, and missing skills.
- ▶ **Experience Relevance** — Checks whether the candidate's experience aligns with the role requirement.
- ▶ **Candidate Fitment Summary** — A quick verdict — highly suitable, partially suitable, or not strongly aligned.
- ▶ **Multi-Resume Comparison** — Evaluate multiple resumes so recruiters can compare candidates faster.
- ▶ **Shortlisting Support** — Identify stronger candidates before moving them to assessment or interview rounds.

9 TATVA vs. Traditional Hiring Platforms

DECISION FACTOR	TATVA AI-FIRST	TRADITIONAL TOOLS	VERDICT
Core Offering	Auto-generates technical & psychometric tests from JD	Static banks & manual setup	TATVA
Speed to Insight	Results & scorecards within minutes	Reports take days or weeks	TATVA
Ease of Use	Built for recruiters, no coding needed	Needs technical support / config	TATVA
Integrity & Fairness	Proctoring, logs, tab-switch & copy-paste monitoring	Manual or inconsistent proctoring	TATVA
Resume Screening	Resume Scorecard & JD match visibility	Manual resume filtering	TATVA
Candidate Output	Objective ranked performance & skill-gap analysis	Filtered resumes / subjective calls	TATVA
Architecture	AI-native from inception	AI added later to legacy flows	TATVA

10 Why Choose TATVA

AI-Native from Inception

Built around AI-led assessment generation, scoring, and hiring intelligence.

JD-to-Test in 60 Seconds

Generates role-specific assessments from any JD in ~60 seconds, cutting prep dependency.

Resume Scorecard Intelligence

Screen resumes faster with JD match score, skill-gap analysis, and fitment summary.

Objective Ranked Output

Doesn't just filter — ranks candidates on structured performance and skill alignment.

Built-in Proctoring

Activity logs, tab-switch detection, and copy-paste monitoring improve fairness.

Recruiter-Friendly

Launch assessments without technical expertise.

Technical + Psychometric

Covers both skill-based technical testing and psychometric evaluation.

Built for teams ready to move beyond manual screening.

By combining AI-generated assessments, Resume Scorecard, psychometric evaluation, technical testing, proctoring, ranked candidate performance, and skill-gap analysis, TATVA helps hiring teams shortlist faster, evaluate talent more objectively, and make better hiring decisions with confidence.