PerFit-HR
(dotin Inc.)

Source and Screen 'Culturally Aligned' Talent, without asking a single question (Sourcing and Prescreening HR AI tool)

The customer problem

Enterprises lose $30 billion a year due to bad hiring decisions. Over 90% of these hiring decision are typically based on an assessment of the candidate's skills and not their "cultural alignment' with the company or team culture. However, bad hires are the result of Misfit. Existing assessment solutions focus on understanding the conscious mind, ignoring the 95% of decisions are made subconsciously.

Our solution

- The Dotin real-time, AI engine empowers hiring managers to source and screen at scale for "Culturally Aligned" talent without asking any questions.
- PerFit-HR can also be extended to enhance talent collaboration and retention (Talent Life Cycle Management).
- Offered as stand-alone SaaS solution OR API services to have seamless integration with any ATS systems

Our founding

Back in 2014, this venture was formed to answer hiring managers burning pain point - how can they hire culturally 'Aligned' talent for a given position. Cultural 'fit' with respect to working style, learning style, job & team compatibility. Existing solutions are expensive, do not scale and can be tampered with by the applicants. After an extensive 3 years of research we have come up with a unique way of assessing talent with an unbiased view, in real-time and without asking a single question.

Why Dotin?

- Up to 60% saving in talent hiring.
- Remove 80% subjectivity from hiring.
- Increase retention by at least 2x.
- 91% accuracy (Validation studies) with proven reliability.
- Additionally get a prioritized list of culturally aligned talent from our database of 340 million validated professionals in real-time.
- World's first Real time, Unbiased (GDPR Compliant), 'Cultural Fit' AI Assessment (with respect to a job and team) done without asking a single question.
- Vetted by key partners (PwC and TCS), Graduates of top accelerator programs (Plug and Play & BRIIA Accelerator)
- Tagged as "Top 10 Innovative HR Solution", 'Top 25 Disruptive HR Solution', 'Top 20 cognitive solution' with IBM-Watson, and 'The 10 Most Innovative Artificial Intelligence Solution Providers"

Our team

Our team is dedicated to understanding the true personality of candidates to yield powerful business outcomes. Our team combines a Engineering leader who managed $4Billion SaaS business at a Fortune 500 company, SaaS Product Management, Data science and Psychology experience.

"We are creating a new category called "Personality DNA" as one of a new breed of personality science-based AI technologies entering the market"

Partner Validation

- As we are not focused on gender, race, ethnicity, facial expressions or contours, we are both GDPR and FERPA compliant.
- Validations done through our partners like PriceWaterhouseCoppers (PwC) and Tata Consulting Services (TCS)

pwc

GDPR

TATA
CONSULTANCY SERVICES COIN Program

FERPA

Notable Customers

We have many notable customers who are testing or have tested and validated our solution. Some of them being:

net one	TVS CREDIT	RECRUIT	CSU The California State University
DHL	BAJAJ FINSERV | Allianz	McDonald's	Tim Hortons ALWAYS FRESH
Yum!	Intrideo	Thunder Bay Chamber of Commerce	PeopleStrong
Grant Thornton	A&W	CareerNet Group	TVS
IPG MEDIABRANDS	SWISS CHALET ROTISSERIE & GRILL	PARAMOUNT FINE FOODS	MOSAIC CONSULTING GROUP
Prince Arthur WATERFRONT HOTEL & SUITES	Cisco spark	Kelsey's Your Neighbourhood Bar and Grill	CENTRALE BERGHAM
UST Global	RK Reflektion	TATA	Learn@ Forbes

Customer Validation

- Sales Officers for the largest financial institute in India hired through dotin platform over exceeded sales quota by 2.5x vs traditional route.
- A&W saw talent retention improvement of 23% in 9 months using our system.
- Validation studies have shown up to 91% accuracy in identifying talent that may not fit well within your ecosystem.

IP

- 7 Patents Filed. One Already Approved by US government (10,147,105)

Edge over the competition

- Sourcing of Culturally aligned candidates in real-time.
- IP (patents, models, published research)
- Our Assessment takes 1 minute vs closest competitor takes 20 minutes
- Efficiency through our technology allows us to use unlimited pricing models (per job or per location or department.
- Can be implemented across any part of the world without issue (multi lingual support)without issue (multi lingual support)

More Information

Email us at info@dotin.us for more information.