

XOPA

MAXIMISING OBJECTIVITY IN HIRING





HIRING HAS
BEEN AN ART

WE MADE IT A SCIENCE

A collage of diverse people's faces is arranged in a grid. The top row consists of 15 portraits. The middle section is a large white rectangle containing the text 'HIGHEST LEVEL OF OBJECTIVITY'. The bottom row also consists of 15 portraits. The portraits are of various ethnicities, ages, and genders, all smiling or looking directly at the camera. The background of the portraits is a mix of bright colors like blue, orange, yellow, and green.

HIGHEST LEVEL OF **OBJECTIVITY**

Eliminate Human Errors

DR IAN MCDONALD **CTO IN RESIDENCE, MICROSOFT**

Microsoft is excited to see that X0pa has built an AI for recruitment that ensures the best candidate is selected for the job, and it removes unconscious bias from the process. Their proven technology takes a wide range of factors into it's model which mean that employees are also matched well to the job ensuring happier, better performing employees and longer retention. Having a diverse workforce has been proven to improve company financials and X0pa helps companies to achieve this"





HOW DOES IT WORK

XOPA AI +
Algorithms



XOPA AI Smart
Engineering
Platform



Your Company's
need + Past
data



AI Enabled +
Customized
Platform



How do I build a long term committed workforce?



How do I ensure I get best value for time and resources?



How do I predict I am hiring right?



Am I getting the best person for the job ?



How do we as an organization ensure every hire is free of subjectivity, human error and bias?



Are we able to get a transparent view of what the candidate really wants?

CURRENT CHALLENGES

| Organization



I should send out multiple applications as I will never know who will respond



I have no idea on what is happening to my application Its gone into a blackhole



These large rejection rates of my applications are demoralizing



I should grab what I am being offered, let me try this out till I find something better



None of these jobs are really my dream job or my ideal company



I am so tired of doing multiple applications, interviews, references and yet Its all so transactional



XOPAI
MAXIMISING OBJECTIVITY IN HIRING

CURRENT CHALLENGES

| Students/Jobseekers



CURRENT CHALLENGES

| Institutes



Managing and maintaining relationship with companies



Manual time consuming process



What is the career trajectory of students and alumni



Lack of analytics and insight for future planning on curriculum



Dissatisfied students

THE NETWORK

EFFECT

Companies- Academia- Government

+

Job Seekers - Students

Brief Intro

XOPA AI solutions for corporates

- ⇒ Internal hiring and job rotation, Succession planning
- ⇒ External hiring
- ⇒ Engaging and reemploying senior workforce
- ⇒ Engaging and re-employment of women from break
- ⇒ AI for accessibility (physical and mental health)



Products



01

**AI FOR
ENTERPRISE**

AI Recruiter
Grad Hiring
Linkedin Chrome Extn

02

**AI FOR
ACADEMIA**

Internship Hiring
Campus Hiring

03

**AI FOR
ACCESSIBILITY**

**Alpha Stage*

CASE STUDIES #1

Industry: Public Sector/ Government

MICROSITE



BUSINESS FINLAND/ IMDA SINGAPORE

Ministry of Economic Affairs
and Employment of Finland



USE CASE

Hire international deep tech talent for
companies in Finland. Events across
India first stop Bangalore and Mumbai



XOPA SOLUTION

16 companies in initial roll out, 55 jobs
created 450 candidates sign up.
Next roll out Nov 2019

Platform used as micro-site where the
organizations had their own unique
login and passwords, they could post
jobs and XOPA's AI engine matched the
relevant talent to the roles.



SINARMAS INDONESIA



USE CASE

External Hiring of talent for
their own organization



XOPA SOLUTION

Sinarmas created jobs that they were hiring and used XOPA's AI Sourcer to source candidates for their open roles. The Platform also helped in routing job applications and XOPA's AI engine matched the relevant talent to the roles.

Sinarmas also extensively uses XOPA's ATS (applicant tracking system) to build its talent pool and communicate seamlessly with the applicants as well as all the workflow features including interview scheduler, automated emails, video interviews and robotic process automation.

CASE STUDIES #2

Industry: Large Enterprise

EXTERNAL HIRING



CASE STUDIES #3

Industry: Professional Services

EXECUTIVE SEARCH



E2i

Employment and Employability
Institute of Singapore, NTUC



USE CASE

Finding best fit jobs for jobs seekers



XOPA SOLUTION

300 candidates onboarded and
growing to be matched with 600 jobs
across 150 employers in Singapore.
Jobs are added bi-weekly and
candidates monthly.

The candidate to job matching
algorithms are deployed for this
solution.





NGEE ANN POLYTECHNIC FUNDED BY EDB



USE CASE

Matching students to Company Global Internships for 13 Polytechnics and their schools in Singapore



XOPA SOLUTION

Ngee Ann Polytechnic is the lead for this project by EDB to help their own students as well as 13 other polytechnics. Final year students are matched ideally to the jobs with enterprises looking to hire interns. These were not just to be based on grades of the students but also take into account the interests and passion of the students, their location preferences language requirements and amongst a number of other preferences of students and companies both.

XOPA used its campus product algorithms to do the job to profile matching as the first step and then used its patent "Two Sided Matching" to ensure allocations are done optimally so every student landed a job.

CASE STUDIES #4

ACADEMIA





Partners and Integrations



Co-Sell and Go To Market- Global

Accelerator

Incubator



Co-Sell and Go To Market- Global

Accelerator

Accelerator



rec ●
right

Jan'20



PRODUCT INTEGRATIONS



Companies That Believe In Us



Founding Team



NINA ALAG SURI
THE FOUNDER & CEO

2nd Venture,
2 Ground-up Startups
3 Exits
21 years of running a
global HR and
executive search company



DR. JUSSI KEPPO
CO-FOUNDER

Associate Professor
Dean's Chair
NUS Business School
Univ Of Michigan
Visiting- Stanford, Harvard, MIT



DR. SATNAM ALAG
PRODUCT ADVISOR

VP Engineering,
Illumina
PhD Berkeley
Author –Collective
Intelligence in Action

XOPA

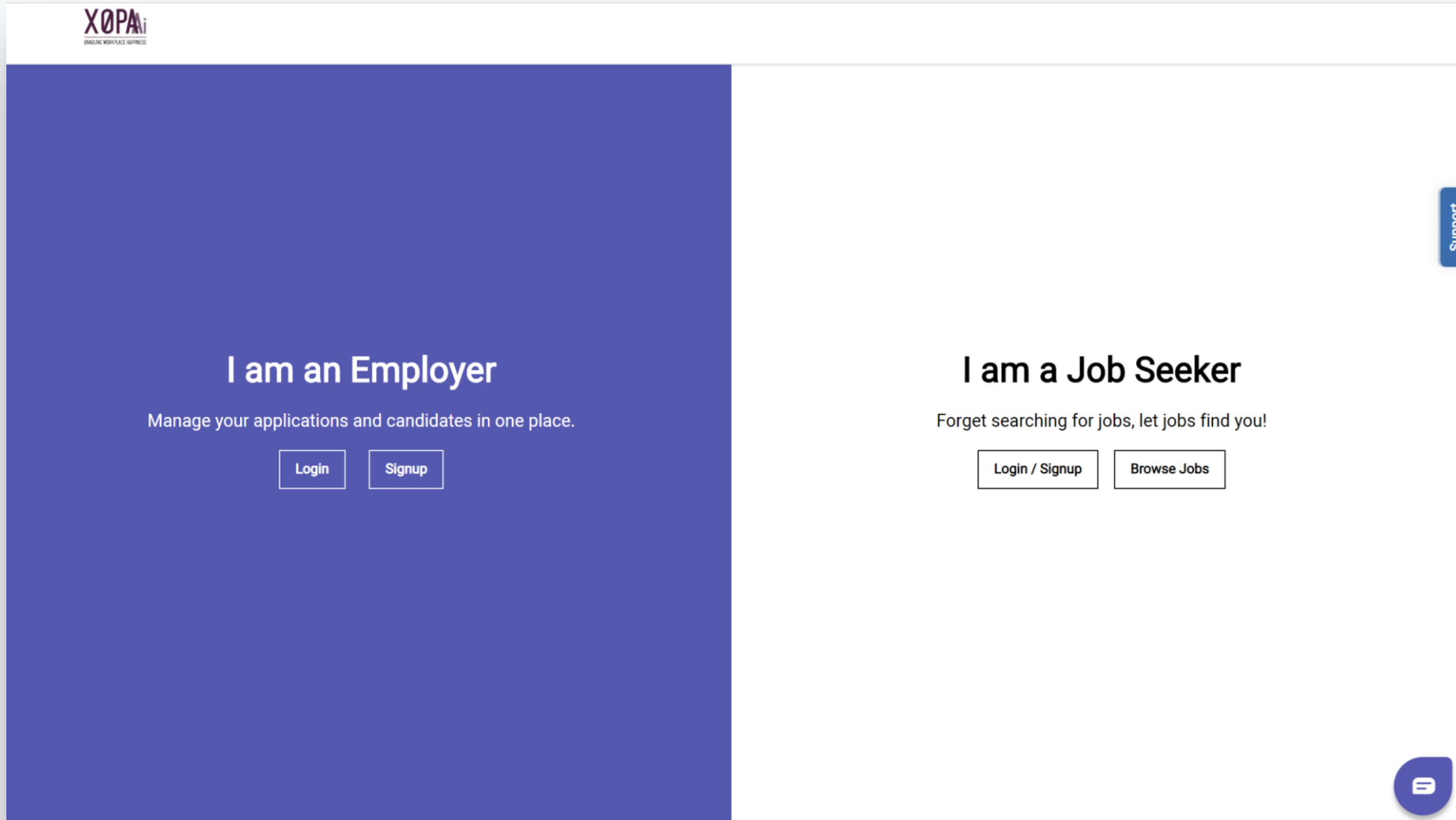
ENABLING WORKPLACE HAPPINESS

Recruit great people faster, smarter, and together with
AI hiring platform

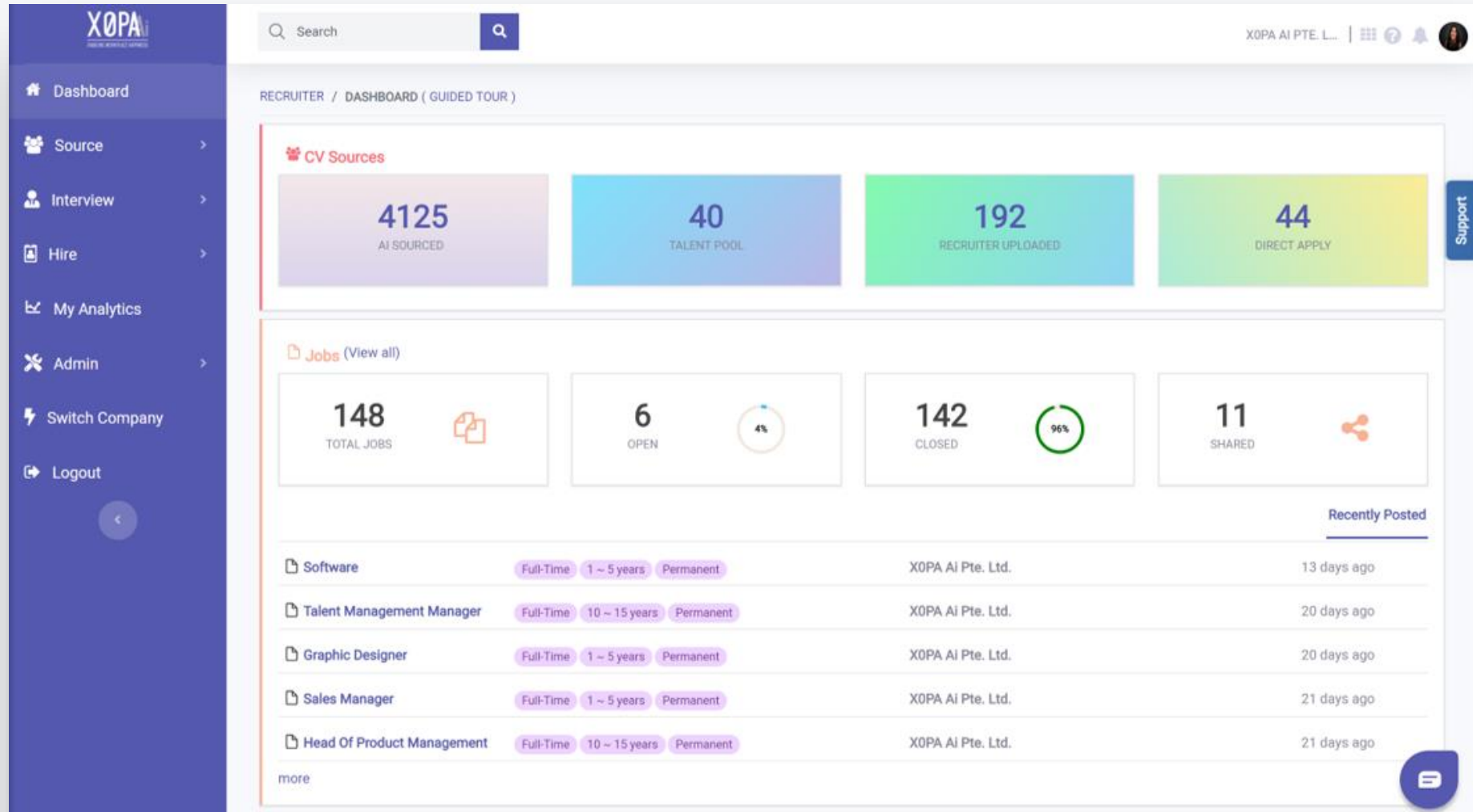


The Platform- **Employer**

XOPA*i*



Actionable Dashboard





Source **Passive** Candidates

XOPA*i*

XOPA*i*
RECRUITMENT SOFTWARE

Dashboard

Source

Interview

Hire

My Analytics

Admin

Switch Company

Logout

Search

Q

XOPA AI PTE. L.

AI Sourcing Results

✓

Based on the search criteria we have found **58456** candidates matching this criteria.

Top 5 Industries candidates are sourced from for your search criteria.

02000400060008000

Top 5 regions candidates are sourced from for your search criteria.

0400080001200016000

Start Over

Save Search

Copyright © XOPA 2019

Interview

Hire

My Analytics

Admin

Switch Company

Logout

START A NEW SEARCH

1

Use our AI sourcing to search, source and score candidates for your open roles from multiple platforms such as LinkedIn, Github etc and let our tireless AI-Sourcer work around the clock to help your recruitment team make more placements!

Job Title

sales

Country

United Kingdom

Job Function

Sales

Job Description

sales

Experience Level

10 – 15 years

Skills

sales

Qualifications

Bachelor's Degree

Submit

Copyright © XOPA 2019

Dashboard

Source

My Jobs

Shared Jobs

AI Sourcing

Talent Pool

Applicants

Interview

Hire

My Analytics

Admin

Switch Company

Logout

Search

Q

XOPA AI PTE. L.

RECRUITER / DASHBOARD (GUIDED TOUR)

CV Sources

4125
AI SOURCED

40
Talent Pool

192
RECRUITER UPLOADED

44
DIRECT APPLY

Jobs (View all)

148
TOTAL JOBS

6
OPEN

142
CLOSED

11
SHARED

Recently Posted

Software

Full Time · 1 – 5 years · Permanent

XOPA AI Pte. Ltd.

13 days ago

Talent Management Manager

Full Time · 10 – 15 years · Permanent

XOPA AI Pte. Ltd.

20 days ago

Graphic Designer

Full Time · 1 – 5 years · Permanent

XOPA AI Pte. Ltd.

20 days ago

Sales Manager

Full Time · 1 – 5 years · Permanent

XOPA AI Pte. Ltd.

21 days ago

Head Of Product Management

Full Time · 10 – 15 years · Permanent

XOPA AI Pte. Ltd.

21 days ago

more

Talent Pool Management

The screenshot displays the XOPA Talent Pool Management interface. On the left is a dark blue sidebar with navigation links: Dashboard, Source, Interview, Hire, My Analytics, Admin, Switch Company, and Logout. The main content area has a top header with a search bar and user information (XOPA AI PTE. L.). Below this is a breadcrumb trail: RECRUITER / TALENT POOL (GUIDED TOUR). The main title is 'Talent Pool', followed by a sub-header: 'Tap into your past candidates to find ones suitable for current open roles.' and an 'ADD NEW RESUME' button. The interface is divided into two tabs: 'Browse Talent Pool' (active) and 'Buckets'. Under 'Browse Talent Pool', there are three filter sections: 'SEARCH FILTERS' (with sub-sections for COUNTRIES, SKILLS, COMPANIES, and SCORES), a search bar, and a list of candidate cards. Each card includes a profile picture, name, company, dates, location, experience, and buttons for 'View CV', 'Add to Job', and 'Add to Bucket'. The candidate list shows five entries: Muhamed Anuar, Prasanta Bhattacharya, Abdelhamid Jelali, Bogusław Rydlichowski, and Feras Yehia.

Dashboard

Source

Interview

Hire

My Analytics

Admin

Switch Company

Logout

Search

RECRUITER / TALENT POOL (GUIDED TOUR)

Talent Pool

Tap into your past candidates to find ones suitable for current open roles.

ADD NEW RESUME

Browse Talent Pool **Buckets**

SEARCH FILTERS

COUNTRIES

- ☐ India (134)
- ☐ Singapore (126)
- ☐ United Arab Emirates (57)
- ☐ United Kingdom (29)
- ☐ United States (26)

more...

SKILLS

- ☐ english (372)
- ☐ project management (197)
- ☐ team management (197)
- ☐ microsoft office (181)
- ☐ microsoft word (172)

more...

COMPANIES

- ☐ Standard Chartered Bank (34)
- ☐ hcl technologies (32)
- ☐ HSBC (30)
- ☐ IBM (27)
- ☐ Accenture (13)

more...

SCORES

- ☐ 90-100 (0)
- ☐ 80-90 (0)
- ☐ 70-80 (0)
- ☐ 60-70 (0)
- ☐ 50-60 (0)

Search

Name

Muhamed Anuar
UNITED OVERSEAS BANK (MALAYSIA) BHD
Nov 01 2014 - present
Bandar Baru Bangi 32 years experience
View CV **Add to Job** **Add to Bucket**

Prasanta Bhattacharya
Oct 01 2018 - Oct 01 2018
Noida 10 years experience
View CV **Add to Job** **Add to Bucket**

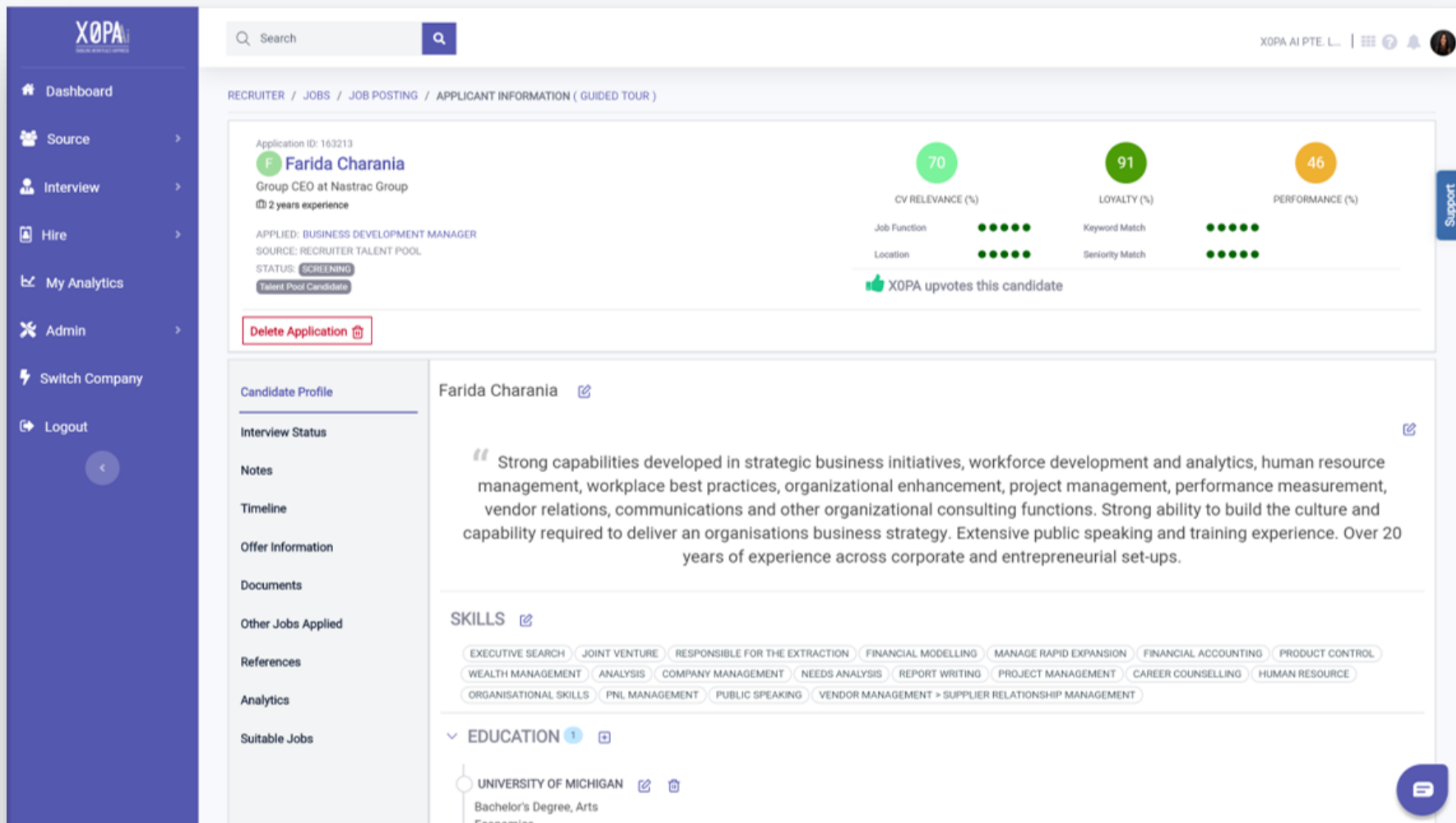
Abdelhamid Jelali
No experience
View CV **Add to Job** **Add to Bucket**

Bogusław Rydlichowski
SB BETTING
Jan 01 2015 - present
Szczecin 20 years experience
View CV **Add to Job** **Add to Bucket**

Feras Yehia
EXPERIAN LTD.



Explainable – Ethical AI



The screenshot displays the XOPA AI recruitment dashboard. The left sidebar contains navigation links: Dashboard, Source, Interview, Hire, My Analytics, Admin, Switch Company, and Logout. The main content area shows the 'APPLICANT INFORMATION (GUIDED TOUR)' for candidate Farida Charania (Application ID: 163213). The candidate is a Group CEO at Nastrac Group with 2 years of experience. The dashboard includes a 'Delete Application' button and a 'XOPA upvotes this candidate' notification. The candidate's profile is detailed with a bio, skills, and education.

Application ID: 163213
F Farida Charania
Group CEO at Nastrac Group
2 years experience

APPLIED: BUSINESS DEVELOPMENT MANAGER
SOURCE: RECRUITER TALENT POOL
STATUS: SCREENING
Talent Pool Candidate

CV RELEVANCE (%) 70
LOYALTY (%) 91
PERFORMANCE (%) 46

Job Function: ●●●●●
Location: ●●●●●
Keyword Match: ●●●●●
Seniority Match: ●●●●●

XOPA upvotes this candidate

Delete Application

Candidate Profile
Farida Charania

Interview Status
Notes
Timeline
Offer Information
Documents
Other Jobs Applied
References
Analytics
Suitable Jobs

“ Strong capabilities developed in strategic business initiatives, workforce development and analytics, human resource management, workplace best practices, organizational enhancement, project management, performance measurement, vendor relations, communications and other organizational consulting functions. Strong ability to build the culture and capability required to deliver an organisations business strategy. Extensive public speaking and training experience. Over 20 years of experience across corporate and entrepreneurial set-ups.

SKILLS

EXECUTIVE SEARCH, JOINT VENTURE, RESPONSIBLE FOR THE EXTRACTION, FINANCIAL MODELLING, MANAGE RAPID EXPANSION, FINANCIAL ACCOUNTING, PRODUCT CONTROL, WEALTH MANAGEMENT, ANALYSIS, COMPANY MANAGEMENT, NEEDS ANALYSIS, REPORT WRITING, PROJECT MANAGEMENT, CAREER COUNSELLING, HUMAN RESOURCE, ORGANISATIONAL SKILLS, PNL MANAGEMENT, PUBLIC SPEAKING, VENDOR MANAGEMENT > SUPPLIER RELATIONSHIP MANAGEMENT

EDUCATION

UNIVERSITY OF MICHIGAN
Bachelor's Degree, Arts
Economics



Offline Video Interviews- **Online** (Zoom and Teams)

XOPA*i*

XOPA*i*

Dashboard

Source

Interview

Video Interviews

Assessments

Calendar

Hire

My Analytics

Admin

Switch Company

Logout

Search

RECRUITER / VIDEO INTERVIEWS / VIDEO INTERVIEW

Video Interview

Requisition ID: 105448
Interview For Josephine Hazard
Candidate Name: [Josephine Hazard](#)
Job Title: [Summer Intern](#)
Status: Invitation sent

Candidate Answers

>

✕

Hi Thank you for your application. Could you advise top 3 reasons behind your interest in interning with XOPA?
★★★★★

>

✕

Why do you think you are suited for this role?
★★★★★

>

✕

Do you have valid permit to intern in Singapore ?
★★★★★

>

✕

Are you expecting to be paid for this internship and What's the expectation ?
★★★★★

>

✕

Do you know tools such as photoshop etc which may be required for this role?
★★★★★

>

✕

How well will you add value to the social media marketing role ?
★★★★★


Video Interview

Requisition ID: 105448
Interview For Josephine Hazard
Candidate Name: [Josephine Hazard](#)
Job Title: [Summer Intern](#)
Status: Invitation sent

Candidate Answers

✕

Hi Thank you for your application. Could you advise top 3 reasons behind your interest in interning with XOPA?
★★★★★



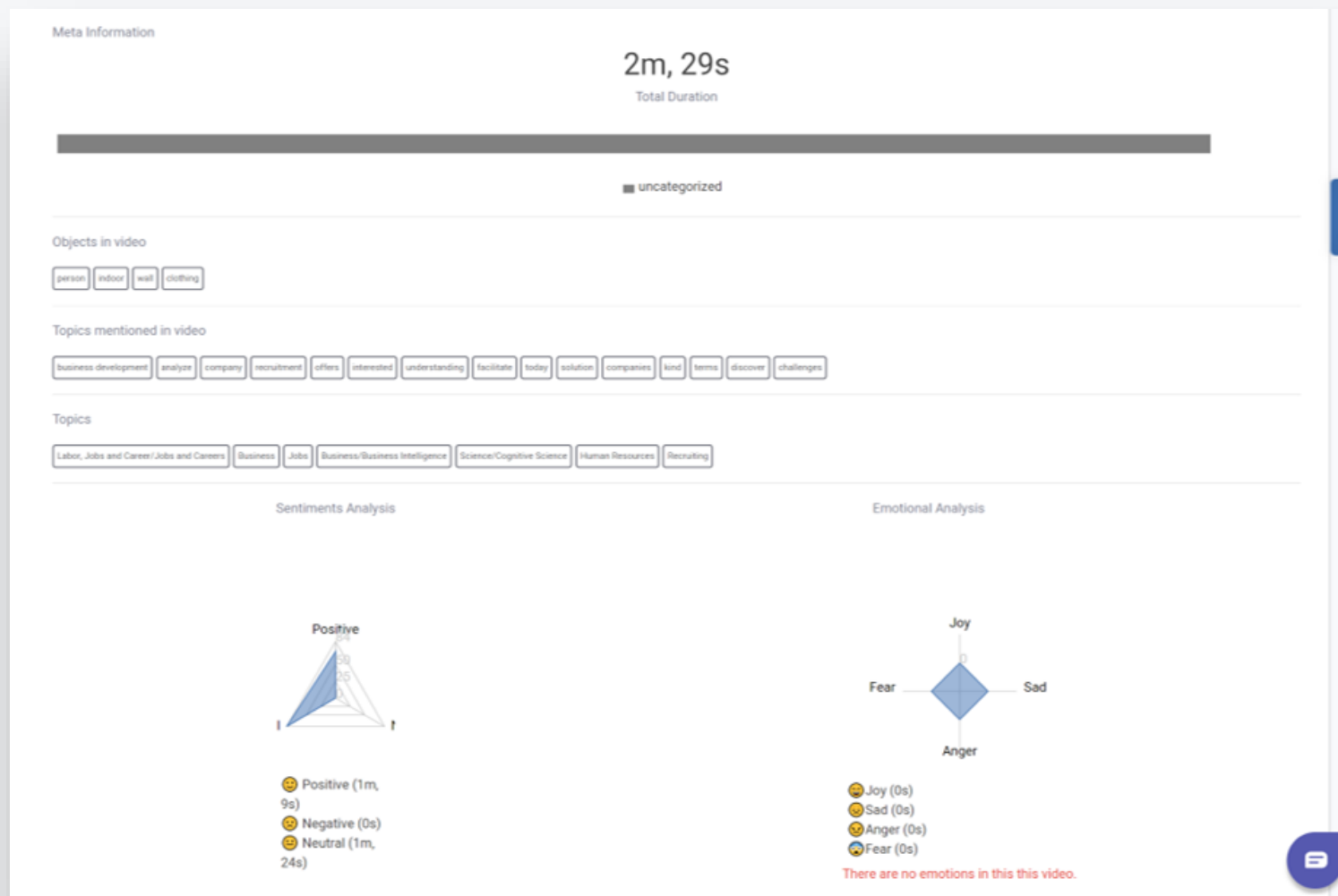
Rating
★★★★★
Comments
Please provide your feedback on this video response.
Submit

Answered on: 30/03/2019 17:52

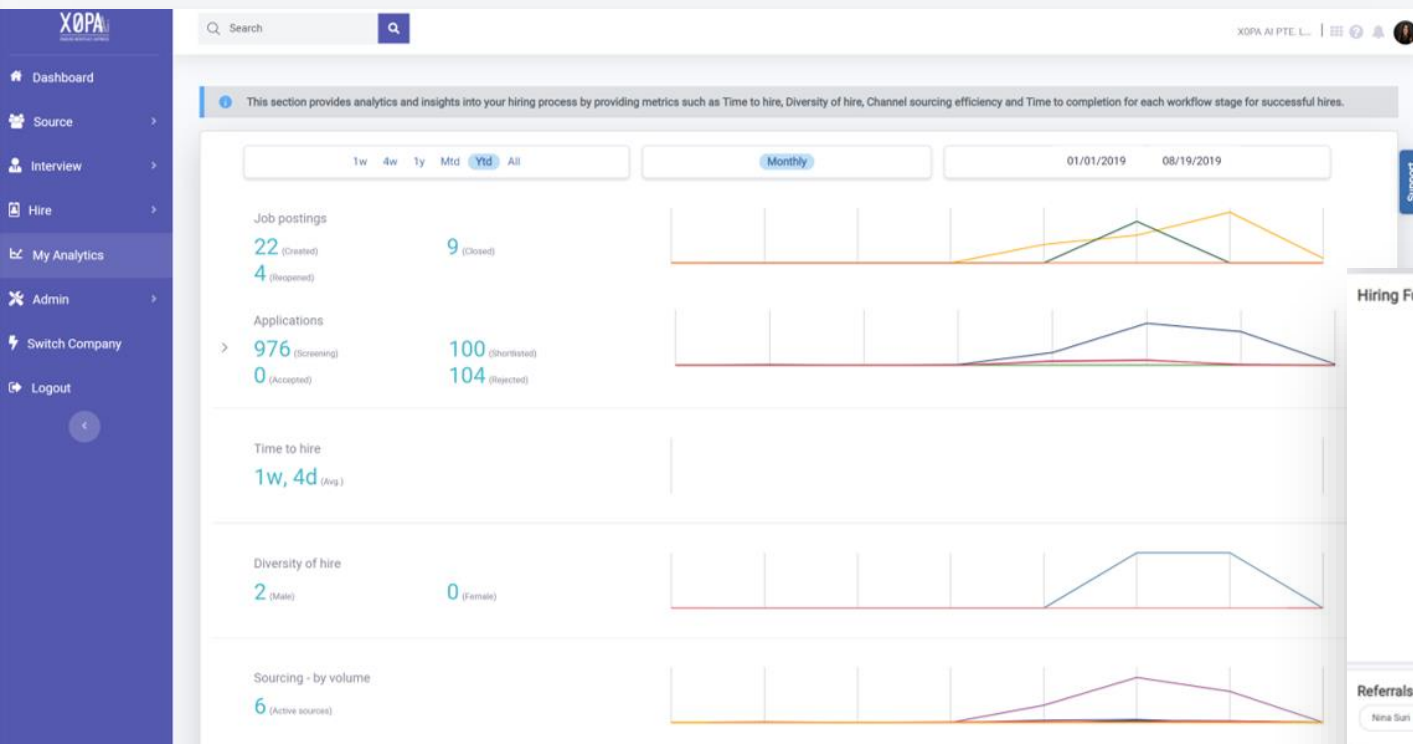
VIDEO INSIGHTS

Intelligent **Video Analytics**

XOPAI



Analytics



Hiring Funnel



Candidate Consent Conversion Funnel



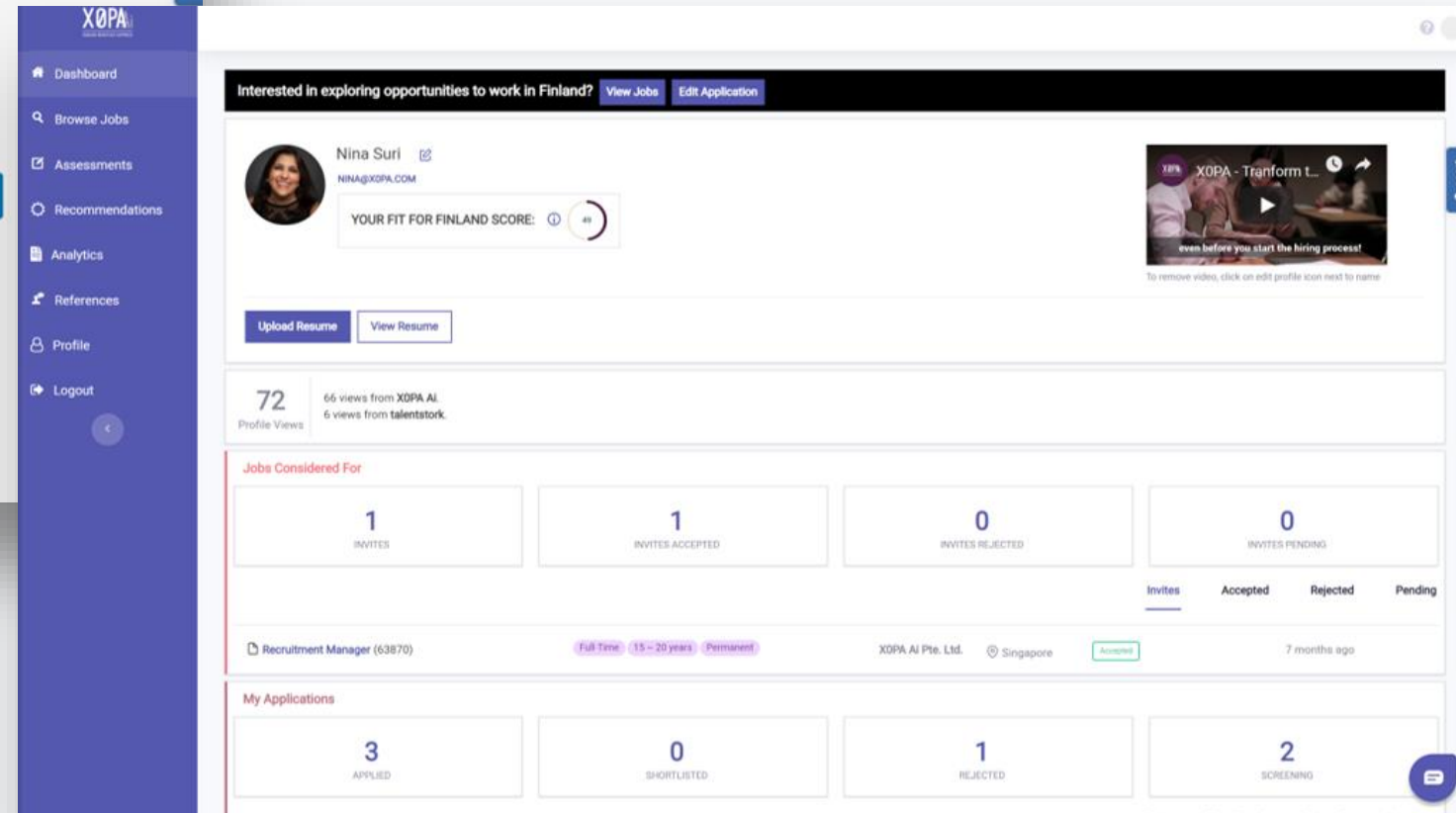
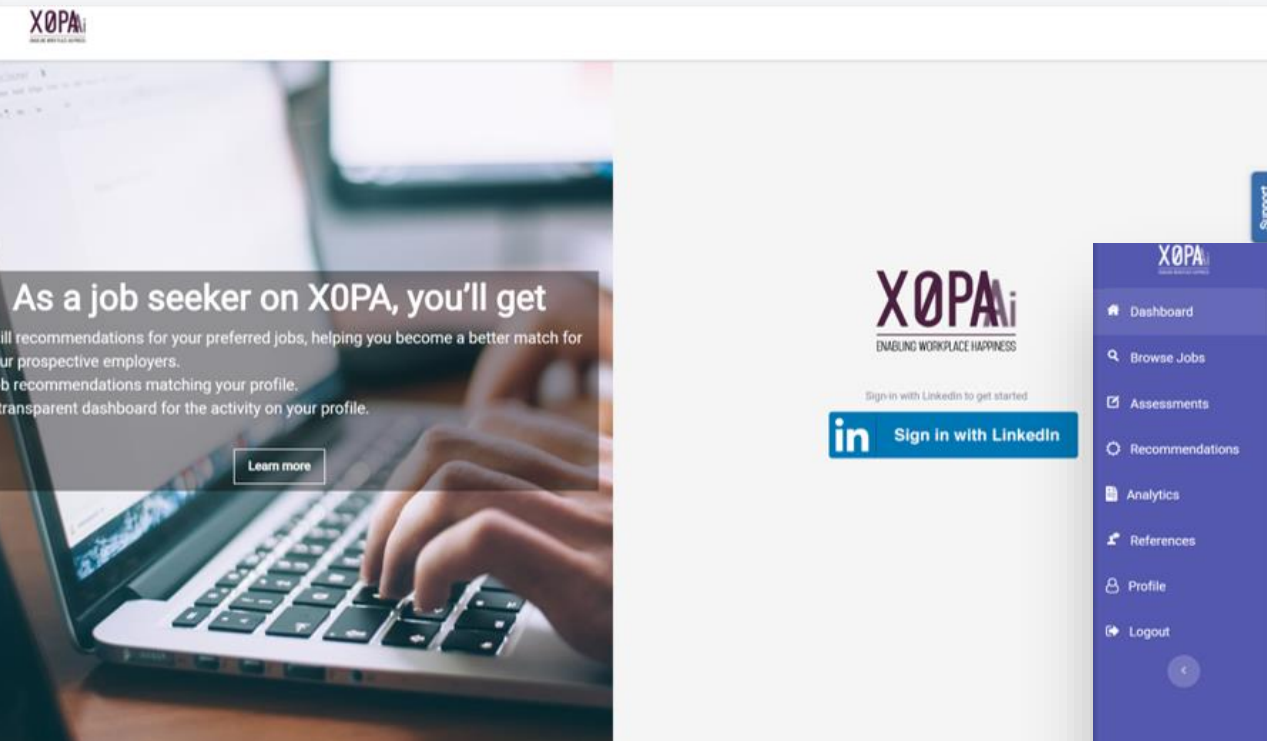
Referrals

Nina Suri (2) Farida Charania (3) Paul Membrane (1) Sri Harsha Allamraju (1) Sid S (2) Gustav Larbey (1)

Candidate Name	Job Name	Company Name	Source	Referrer
Sid S	Specialist, Project Management for Financial and Management Reporting (2 years contract)	XOPA AI Pte. Ltd.	RECRUITER	Sid S
Yoo Kwon	Summer Internship	XOPA AI Pte. Ltd.	RECRUITER	Nina Suri
Lim Scott	Business Administrator	XOPA AI Pte. Ltd.	RECRUITER	Sid S
Boon Lim	Technology Lead	XOPA AI Pte. Ltd.	RECRUITER	Farida Charania
Tina Moberg	Growth Hacker	XOPA AI Pte. Ltd.	RECRUITER	Farida Charania
Sri Allamraju	data scientist	XOPA AI Pte. Ltd.	RECRUITER	Sri Harsha Allamraju

Candidate Dashboard

XOPA*i*



The image shows the XOPA candidate dashboard. It features a sidebar with navigation links: Dashboard, Browse Jobs, Assessments, Recommendations, Analytics, References, Profile, and Logout. The main content area displays the user's profile for Nina Suri, with a "YOUR FIT FOR FINLAND SCORE" of 49. Below the profile, there are buttons for "Upload Resume" and "View Resume". A section titled "72 Profile Views" shows "66 views from XOPA AI" and "6 views from talentstork". The "Jobs Considered For" section shows a table with columns for Invites, Invites Accepted, Invites Rejected, and Invites Pending. The "My Applications" section shows a table with columns for Applied, Shortlisted, Rejected, and Screening. The dashboard also includes a "Recruitment Manager" section with details about the job and the company.

Invites	Accepted	Rejected	Pending
1	1	0	0

Applied	Shortlisted	Rejected	Screening
3	0	1	2



Candidate to Job match with AI

XOPA*i*

The screenshot displays the XOPAi web application interface for job matching. On the left is a dark blue sidebar with navigation links: Dashboard, Browse Jobs, Assessments, Recommendations, Analytics, References, Profile, and Logout. The main content area is divided into three sections. The top section is a search bar with a magnifying glass icon and the text 'Search job'. Below it, a 'Selected Filters: Open Jobs' tag is visible. The middle section is titled 'SEARCH FILTERS' and contains several filter categories: EXPERIENCE (5 ~ 10 years (25), 1 ~ 5 years (13), 10 ~ 15 years (9), 0 year (2), 15 ~ 20 years (1)), SKILLS (Java (6), sales (6), legal (5), English (4), M&A (3)), COUNTRIES (Singapore (15), Finland (8), India (4), Indonesia (4), United Arab Emirates (4)), JOBTITLE (Corporate & Securities - ... (2), Corporate and Private Eq... (2), Derivatives Legal Counsel (2), HR Manager (2), Senior Legal Counsel (2)), and COMPANIES (Abeo Consulting Pte Ltd (12)). The bottom section displays a list of job listings, each with a title, company name, key skills, location, experience requirement, and an 'Apply' button. The jobs listed are: CORPORATE AND PRIVATE EQUITY LEGAL ASSOCIATE (ABEO CONSULTING PTE LTD), DERIVATIVES LEGAL COUNSEL (ABEO CONSULTING PTE LTD), SENIOR HR BUSINESS PARTNER (TALENTSTORK), SELLER OPS ASSOCIATE (TALENTSTORK), INDUSTRIAL ENGINEER, EXPRESS LOGISTICS (TALENTSTORK), and GLOBAL SALES MANAGER (TALENTSTORK). A 'Support' button is located on the right side of the job listings area.

SEARCH FILTERS

EXPERIENCE

- ☐ 5 ~ 10 years (25)
- ☐ 1 ~ 5 years (13)
- ☐ 10 ~ 15 years (9)
- ☐ 0 year (2)
- ☐ 15 ~ 20 years (1)

SKILLS

- ☐ Java (6)
- ☐ sales (6)
- ☐ legal (5)
- ☐ English (4)
- ☐ M&A (3)

COUNTRIES

- ☐ Singapore (15)
- ☐ Finland (8)
- ☐ India (4)
- ☐ Indonesia (4)
- ☐ United Arab Emirates (4)

JOBTITLE

- ☐ Corporate & Securities - ... (2)
- ☐ Corporate and Private Eq... (2)
- ☐ Derivatives Legal Counsel (2)
- ☐ HR Manager (2)
- ☐ Senior Legal Counsel (2)

COMPANIES

- ☐ Abeo Consulting Pte Ltd (12)

Selected Filters: Open Jobs

CORPORATE AND PRIVATE EQUITY LEGAL ASSOCIATE
ABEO CONSULTING PTE LTD
KEY SKILLS: M&A, MERGERS & ACQUISITIONS, LEGAL, LAW PRACTISE
Singapore 1 ~ 5 years experience
Close Date: Sep 01 2019

DERIVATIVES LEGAL COUNSEL
ABEO CONSULTING PTE LTD
KEY SKILLS: LAW SOCIETY OF ENGLAND AND WALES, NEW YORK BAR, BUY SIDE DERIVATIVES, HEDGE FUND, QUALIFIED LAWYER, DERIVATIVES, INTERNATIONAL LAW FIRM, ISDA
Singapore 5 ~ 10 years experience
Close Date: Sep 01 2019

SENIOR HR BUSINESS PARTNER
TALENTSTORK
KEY SKILLS: HUMAN RESOURCE BUSINESS PARTNER, HR STRATEGY, HR POLICIES, ORGANIZATIONAL DESIGN AND DEVELOPMENT, HUMAN RESOURCE INFORMATION SYSTEM
Thailand 10 ~ 15 years experience
Close Date: Aug 21 2019

SELLER OPS ASSOCIATE
TALENTSTORK
KEY SKILLS: KEY ACCOUNT MANAGEMENT, ECOMMERCE, LOGISTICS, ENGLISH
China 1 ~ 5 years experience
Close Date: Oct 31 2020

INDUSTRIAL ENGINEER, EXPRESS LOGISTICS
TALENTSTORK
KEY SKILLS: CONTINUOUS IMPROVEMENT, MANAGE OWN PROJECT DELIVERABLES, PROBLEM SOLVING, DISTRIBUTION NETWORK, ENGLISH
China 1 ~ 5 years experience
Close Date: Nov 30 2020

GLOBAL SALES MANAGER

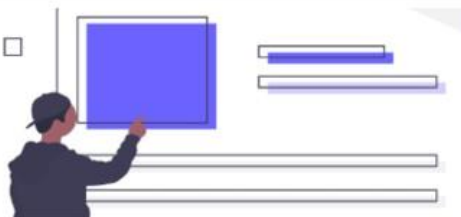


Resume **Analytics** and **Recommendations**

XOPA*i*

ALYTICS

cs for Resume 4



40% PRESENTATION

26% CONTENT

ciency 1 Innovative 3

is too long. Ideally, resume must be maximum 2 pages long. (3)

present. (nina@x0pa.com)

is present. (https://www.linkedin.com/in/ninaalagsuri?34&lpi=urn%3Ain%3Apage%3Ad_jobs_easyapply_pdfgenresume%3B%2FKvnfubzSR2Pp8aWZJuhKA%3D%3D&licu=urn%3Ain%3Acon)

is not present. Please add your contact.

present. (nina alag suni)

y is present

- Dashboard
- Browse Jobs
- Assessments
- Recommendations
- Analytics
- References
- Profile
- Logout

XOPA Recommendations

SKILLS

Based on your current profile, XOPA recommends the following skills for you:

MICROSOFT EXCEL PROJECT MANAGEMENT TRAINING TABLEAU BIG DATA MICROSOFT SQL SERVER ANALYSIS ANALYTICS ACCOUNTING MICROSOFT OFFICE

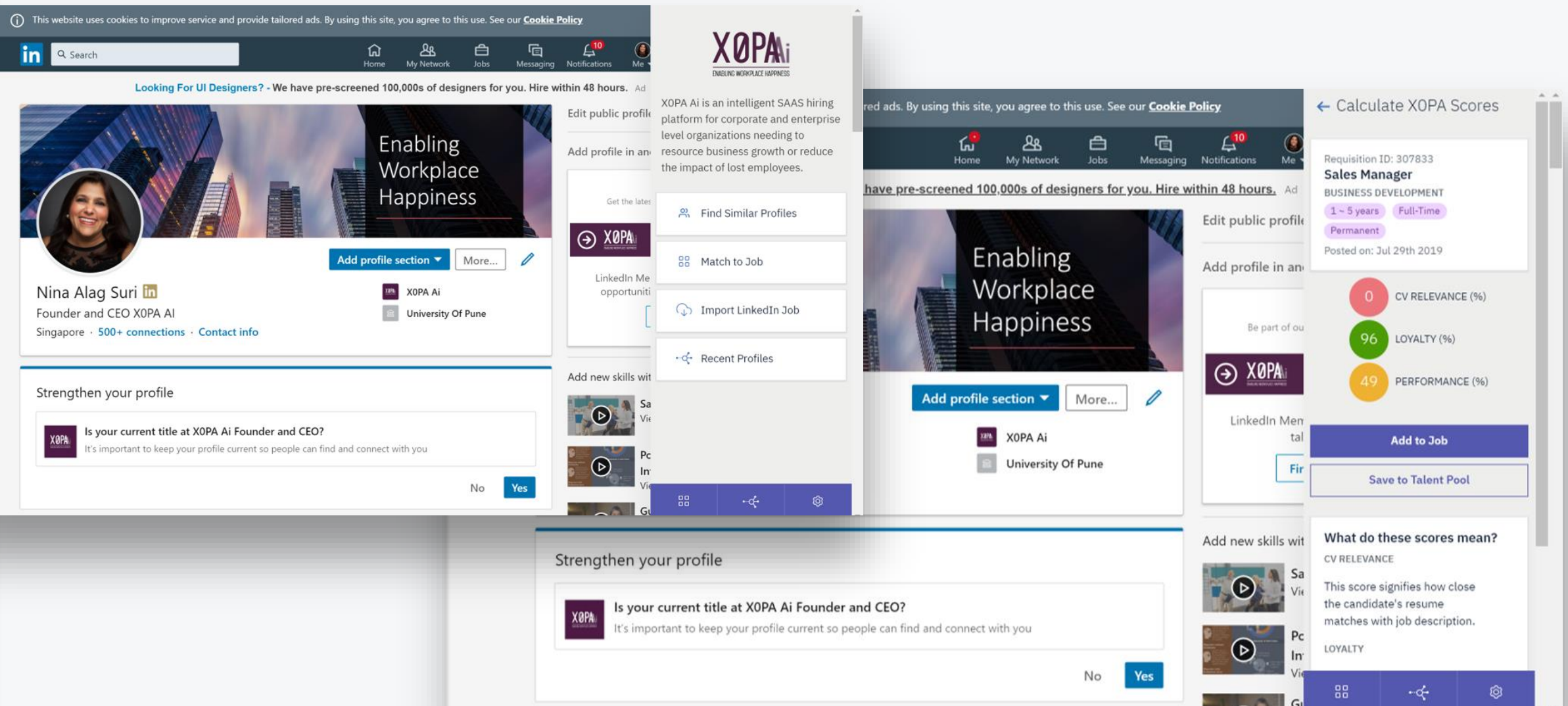
Jobs You May Be Interested In

Job Title	Company	Relevancy
Java Developer	GridMarkets	90
Data Scientist	GridMarkets	89
Software Developer	GridMarkets	84

Support

Google Chrome Extension for LinkedIn

XOPA*i*



This image shows a screenshot of a LinkedIn profile for Nina Alag Suri, Founder and CEO of XOPA Ai. The profile is partially obscured by a semi-transparent overlay of the XOPA Chrome extension interface. The extension interface includes a sidebar with navigation options like 'Find Similar Profiles', 'Match to Job', and 'Import LinkedIn Job'. The main content area of the extension displays a 'Calculate XOPA Scores' section with three metrics: CV RELEVANCE (0%), LOYALTY (96%), and PERFORMANCE (49%). Below these scores are buttons for 'Add to Job' and 'Save to Talent Pool'. A 'What do these scores mean?' section explains the CV RELEVANCE score. The background shows the LinkedIn profile with a banner image, profile picture, and a 'Strengthen your profile' section asking if the user's current title is up-to-date.

LinkedIn Profile:

- Name:** Nina Alag Suri
- Title:** Founder and CEO XOPA Ai
- Location:** Singapore
- Connections:** 500+
- Company:** XOPA Ai
- Education:** University Of Pune

XOPA Extension Interface:

- Navigation:** Home, My Network, Jobs, Messaging, Notifications, Me
- Search:** Search
- Profile Section:** Add profile section, More...
- Skills:** Add new skills with video
- Strengthen your profile:** Is your current title at XOPA Ai Founder and CEO? (Yes/No)
- Calculate XOPA Scores:**
 - Requisition ID: 307833
 - Job Title: Sales Manager
 - Experience: 1 ~ 5 years
 - Employment Type: Full-Time
 - Contract Type: Permanent
 - Posted on: Jul 29th 2019
 - CV RELEVANCE (%)**: 0
 - LOYALTY (%)**: 96
 - PERFORMANCE (%)**: 49
 - Buttons:** Add to Job, Save to Talent Pool
 - What do these scores mean?:**
 - CV RELEVANCE:** This score signifies how close the candidate's resume matches with job description.
 - LOYALTY:**

XOPA

ENABLING WORKPLACE HAPPINESS

THANK YOU!





XOPA

MAXIMISING OBJECTIVITY IN HIRING

AFTER HIRING COMES RETENTION!



Dashboard

Showing company wide Attrition, Retention, Performance and Gender Proportion

XOPA*i*

XOPA*i*
ENHANCING YOUR FUTURE LEADERS

ENTERPRISE

ROBOROY

ADMIN



ATTRITION (HEADCOUNT)



85686

LAST 12 MONTHS

62979

NEXT 12 MONTHS

27%

DELTA

RETENTION (AVG. %)



45

LAST 12 MONTHS

70

NEXT 12 MONTHS

56%

DELTA

PERFORMANCE (AVG. %)



50

LAST 12 MONTHS

60

NEXT 12 MONTHS

20%

DELTA

GENDER PROPORTION (%)



879

LAST 12 MONTHS

879

NEXT 12 MONTHS

0%



DELTA








Measures Page

Where we can deep dive on each of the metrics

XOPA*i*

 ENTERPRISE ROBOROY ADMIN 



ENTERPRISE / MEASURE

MEASURE


Attrition

AGGREGATION

Predicted Attrition (Avg.)

DIMENSION

[Choose Dimension](#)



Select Measure and Dimension to view data

Below Average

Average

Good

Excellent

Scores computation is in progress.

*The size of bubbles is based on value of aggregation type selected. If the aggregation type selected is "Total Employees" then segments with higher employee count will show up in bigger bubble than others with lower employee count.

*The color of bubbles is based on the measure selected.



Multiple dimensions can be chosen at once

Such as Job Title, Grade, Location etc.,

The screenshot displays the XOPAI Enterprise interface. The top navigation bar includes the XOPAI logo, 'ENTERPRISE', 'ROBOROY', and 'ADMIN'. A sidebar on the left contains icons for home, analytics, user management, reports, and global settings. The main content area shows a breadcrumb 'ENTERPRISE / MEASURE' and a sidebar with 'MEASURE', 'AGGREGATION', and 'DIMENSION'. A 'Headcount' widget shows a value of 1326. A 'Choose dimensions' dialog box is open, allowing selection of dimensions: PERFORMANCE, GENDER, JOB TITLE, GRADE, and LOCATION. The 'JOB TITLE' dimension is selected, showing a list of job titles with their counts.

Choose dimensions

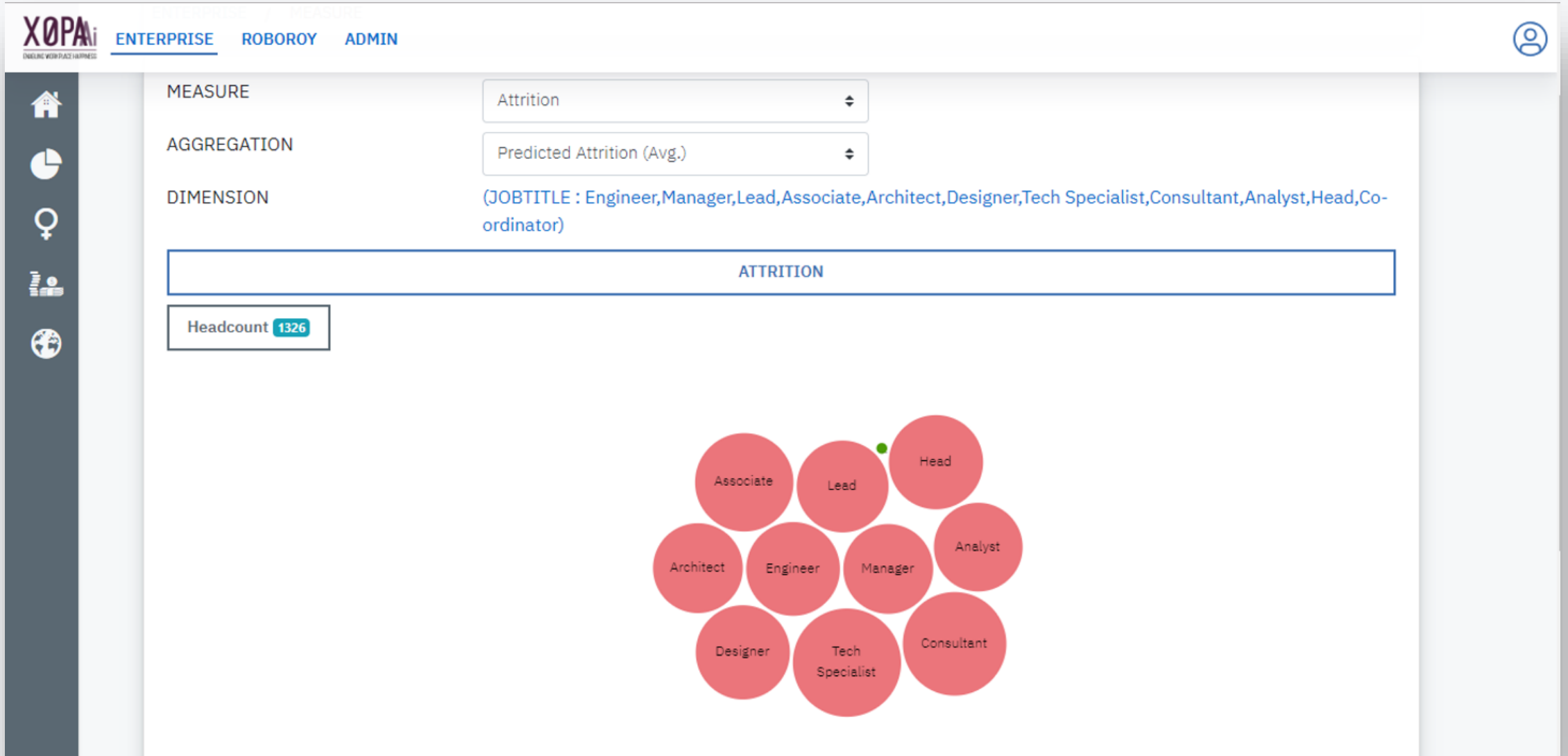
- ☐ PERFORMANCE
- ☐ GENDER
- ☒ **JOB TITLE**
 - ☒ Engineer (573)
 - ☒ Lead (169)
 - ☒ Architect (67)
 - ☒ Tech Specialist (40)
 - ☒ Analyst (8)
 - ☒ Co-ordinator (1)
 - ☒ Manager (284)
 - ☒ Associate (104)
 - ☒ Designer (49)
 - ☒ Consultant (24)
 - ☒ Head (7)
- ☐ GRADE
- ☐ LOCATION



Visualizing Attrition/Retention/Performance

Across departments, grades, location etc.,

XOPA*i*





List of employees within

For a particular bubble selection.

XOPAI

XOPAI

ONLINE WORKPLACE HUB

ENTERPRISE

ROBOROY

ADMIN

Home

Analytics

People

Settings

Help

ENTERPRISE / 360°

Below Average

Average

Good

Excellent

Scores computation is in progress.

Download data

FILTERS APPLIED: LEAD

Search

Clear

PROFILE				CURRENT										
NAME	ID	RETENTION	PERFORMANCE	EXP	AGE	SALARY	DESIGNATION	DEPARTMENT	GRADE	LOCATION	DOJ	GENDER	PAST COMPANY	
ALLIE ZAMORA	70	<div></div>	<div></div>	11.8	33	80119	LEAD	ENGINEERING	U4	UNITED STATES	2006-05-26	FEMALE	TATA INTERACTIVE SYSTEMS	
NELLIE WHITAKER	168	<div></div>	<div></div>	7	30	49738	LEAD	SALES	U4	UNITED STATES	2010-11-19	FEMALE		
GUZMAN BASS	232	<div></div>	<div></div>	11.5	34	50662	LEAD	CORPORATE SERVICES	U4	AUSTRALIA	2009-10-26	MALE	VYOM LABS	
KNAPP THOMPSON	244	<div></div>	<div></div>	7.8	29	61922	LEAD	ENGINEERING	U4	UNITED STATES	2010-01-29	MALE		
MCGEE RIOS	466	<div></div>	<div></div>	11.1	36	40159	LEAD	PRODUCTION	U4	SINGAPORE	2006-10-06	MALE		



Clicking on employee shows employee profile

With 3 tabs one of which is Succession Planning

XOPA*i*

XOPA*i* ENTERPRISE ROBOROY ADMIN

ENTERPRISE / 360°

Below Average

Scores computation

Download data

NAME ID

ALLIE ZAMORA 70

NELLIE WHITAKER 16

GUZMAN BASS 23

KNAPP THOMPSON 24

MC GEE RIOS 466

11.1 36 40159

LEAD PRODUCTION U4 SINGAPORE 2006- MALE

PAST COMPANY

TATA INTERACTIVE SYSTEMS

VYOM LABS

Search Clear

Employee Profile

Allie Zamora

DESIGNATION: Lead
DEPARTMENT: ENGINEERING
GRADE: U4
LOCATION: UNITED STATES

Predictions Recommendations Succession Planning

RETENTION

EMPLOYEE SCORE

COMPANY AVERAGE



Shows 3 probable candidates within the company.

ENTERPRISE / 360°

Below Average

A

Scores computation

Download data

NAME

ID

PROF

ALLIE ZAMORA

70

NELLIE WHITAKER

16

GUZMAN BASS

23

KNAPP THOMPSON

24

MCGEE RIOS

466

11.1

36

40159

LEAD

PRODUCTION

U4

SINGAPORE

2006-

MALE

10-06

ENTERPRISE

ROBOROY

ADMIN

Employee Profile

Allie Zamora

DESIGNATION: Lead

DEPARTMENT: ENGINEERING

GRADE: U4

LOCATION: UNITED STATES

Predictions

Recommendations

Succession Planning

EMPLOYEE NAME	DEPARTMENT
MCGEE RIOS	ENGINEERING
JANE THOMPSON	ENGINEERING
OLSEN BRADY	ENGINEERING

A woman with dark curly hair, wearing a yellow button-down shirt, stands with her arms crossed and a warm smile. She is in an office setting with a bookshelf and a desk in the background. The image has a purple overlay on the right side.

XOPA

MAXIMISING OBJECTIVITY IN HIRING

CLICK EACH SECTION TO VIEW A QUICK DEMO

EMPLOYERS PLATFORM DEMO



CANDIDATE PLATFORM DEMO

XOPA AI Integration
with MS Dynamics

LINKEDIN CHROME EXTENSION

Videos are hosted on Vimeo, please click "play" to view the videos, there is no need to "Login" or "Register".



XOPA

MAXIMISING OBJECTIVITY IN HIRING

THANK YOU!