

SCIKEY MindMatch Report

Creating work from home champions- Enhancing Productivity in crisis

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About the report

SCIKEY MindMatch report



Data source

This report has been created by analyzing data from more than ten thousand inputs on SCIKEY MindMatch assessment through the SCIKEY Talent Commerce Marketplace. Job seekers who wish to apply for various jobs on the site, update their resumes and many opt for giving the SCIKEY assessment that generates insight of their strengths and interests using the MindMatch algorithm. The opportunities and behavioral aspects particularly steering the professional life of an individual are shared with the job seekers through an autogenerated report. The key insight on individual's mindset and their way of decision making that the SCIKEY algorithm generates are analysed by our researchers to help us understand how people think and how to empower, both individual and the market place to make best use of their strengths.



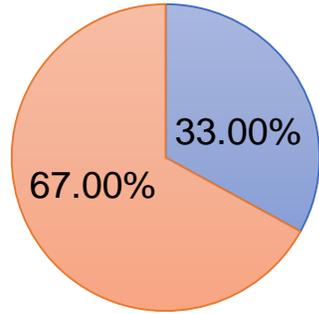
Sector & demography

All samples have been taken of IT job seekers in India. The choice of this data was primarily due to the sector creating one of the highest white-collar jobs in India. In 1980s this sector was the darling of investors and the job seekers. IT generated well paying jobs never seen in India before and employed millions of youths giving them a new way of life. While transformations happen everywhere, IT has undergone massive transformation and today it needs quick learners, innovators and leaders while the slow learners will find their jobs at risk sooner than later. With AI and automation, IT sector has reinvented itself and we have to see if the IT of 2020 will continue to keep India ahead in the game. This report reflects the population that represents jobseekers that define IT sector in India today.

About SCIKEY MindMatch Algorithm

SCIKEY MindMatch Algorithm works upon the responses generated by a set of psychometric questions that aims at understanding the emotional intelligence, ego bias, aspirations, belief system, stress levels and habits of individuals. These inputs in all define the mindset and helps decode the way an individual thinks and takes decision.

Individuals working from home by 2028



■ Remote workers ■ Full-time

17.00%



Collaboration and communication

Report Summary

Remote working and productivity

According to Forbes, remote employability is no longer a privilege but has become a standard operating mode for at least 50% of the U.S. population. Upwork recently reported that by 2028, around 75% of companies will hire some remote employees with 33% becoming full-time remote workers. The outbreak of COVID-19 has forced all organizations across the globe to engage its employees in remote work and make distance working a reality. And as most of us have realized by this time, contradictory to the ring it has to it, work from home is no piece of cake. While it allows you to have a flexible work schedule it also poses a threat to productivity and sincerity.

Post these times of crisis, the future of many small and mid sized organizations will be defined by the productivity of their remote working employees. While some will perish, few will shine and emerge stronger than before. In the year 2019, Buffer published a report titled “State Of Remote Work” highlighting that 17% of the employees, working remotely, face issues with effective collaboration and communication. Our team at SCIKEY, decided to conduct this study to bridge this gap and come up with effective ways of communicating and engaging the workforce based on their driving force. It aims to provide certain pointers to anyone in need looking forward to seeing the end of this storm.

The report is based on insights from respondents mainly IT professionals between the age group of 22 to 47 from states of Maharashtra, Gujarat, Karnataka, Telangana, Tamil Nadu, Delhi, Uttar Pradesh, Kerala, Haryana and West Bengal. The SCIKEY Research Report has been derived from the SCIKEY MindMatch Algorithm. This algorithm can map a professional’s mindset that is based on a set of questions that understand the individual’s habits and the ecosystem disturbances that cause distractions & stress, emotional quotient, ego filters, aspirations and belief levels in a professional’s life. This data is further filtered to derive professional behavioural elements of any individual and is termed as “Mindset Map”

Demography of this study

10000+ job seekers across more than 10 Indian states

Domain

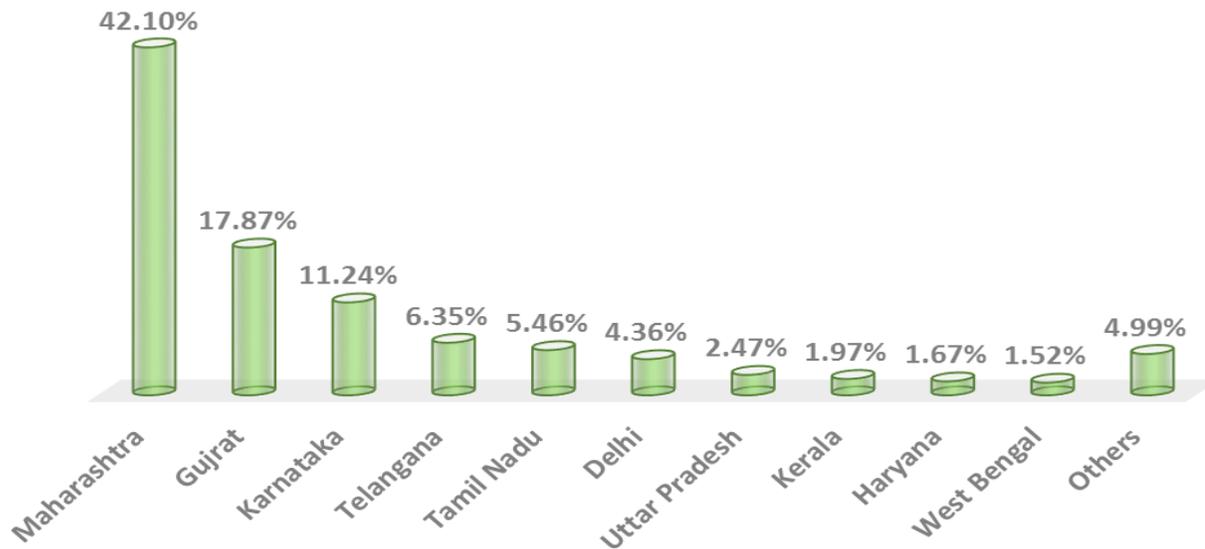
Software Developers, IT Infrastructure, Technology Support, Project Managers, Architects, Support Engineers, Business Development, Digital Marketing, UI/UX Engineers, and several other IT centric roles.

Age Group

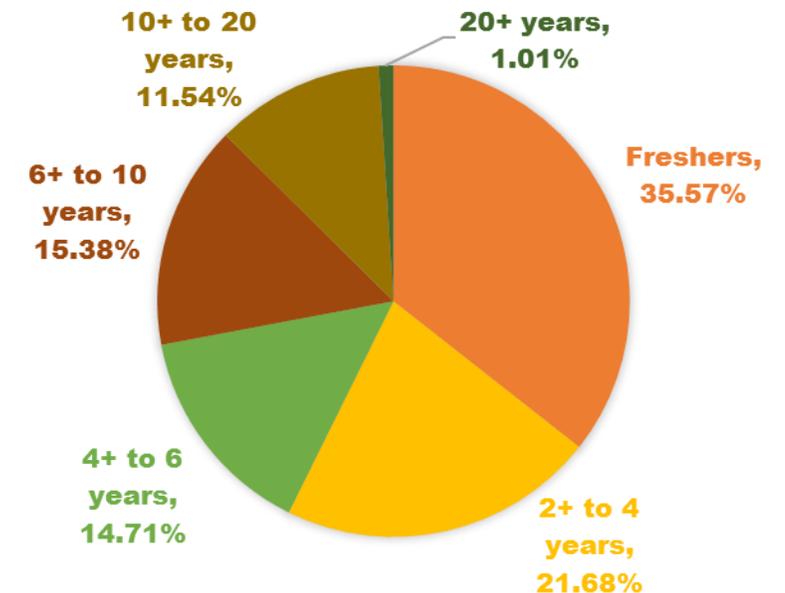
22 to 47 years of age

Demography

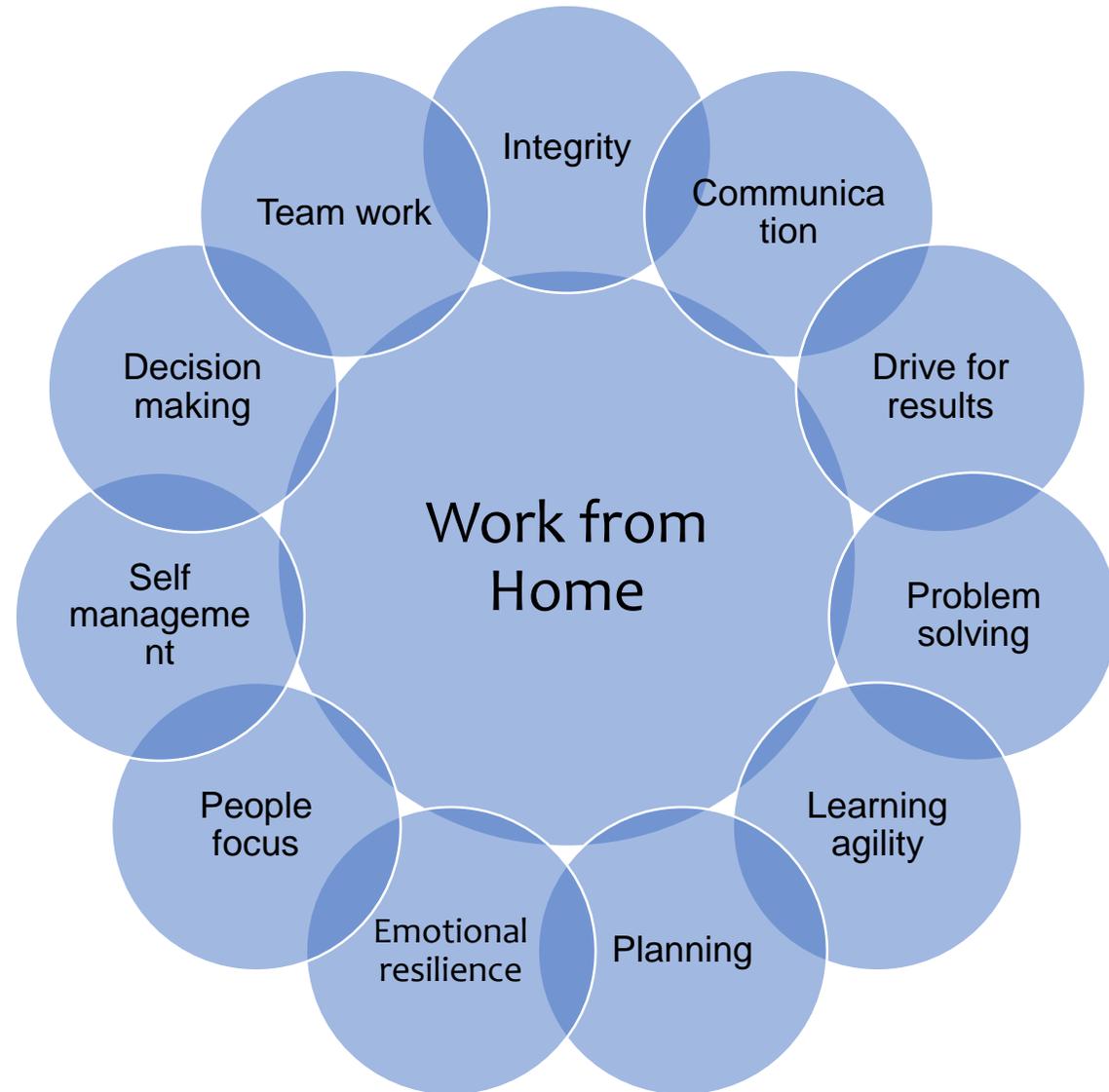
States of respondents



Experience



Traits defining remote working capabilities of an individual



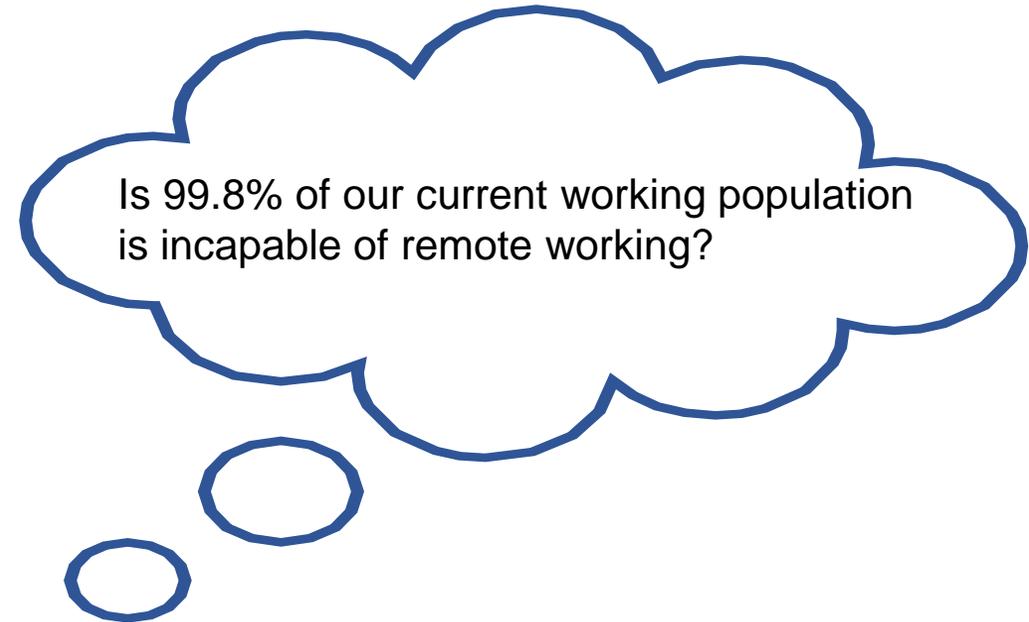
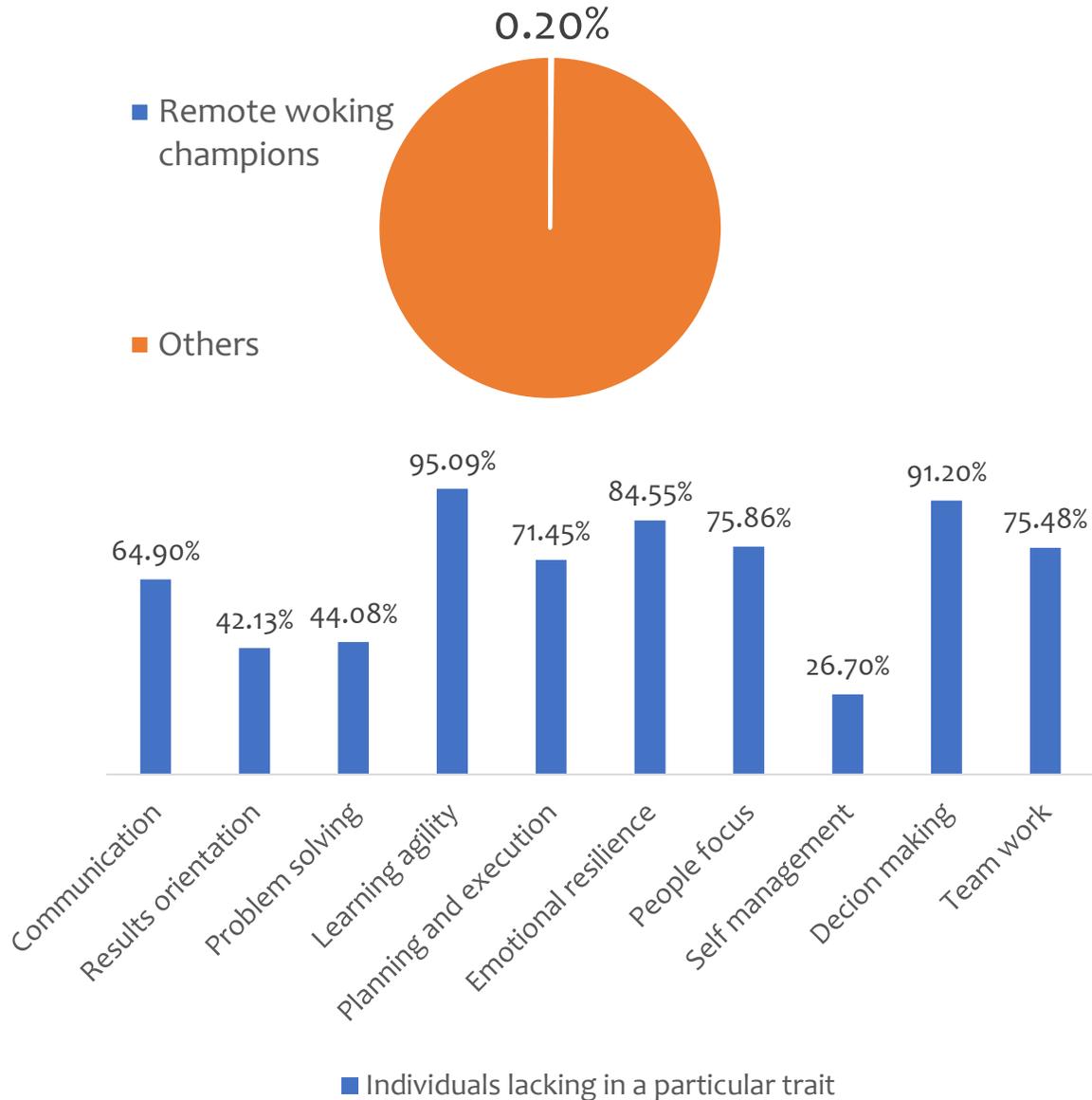
Studies across the globe have identified some crucial traits as a necessity for a productive work from home regime.

SCIKEY decides to break the myth.

Remote working champions

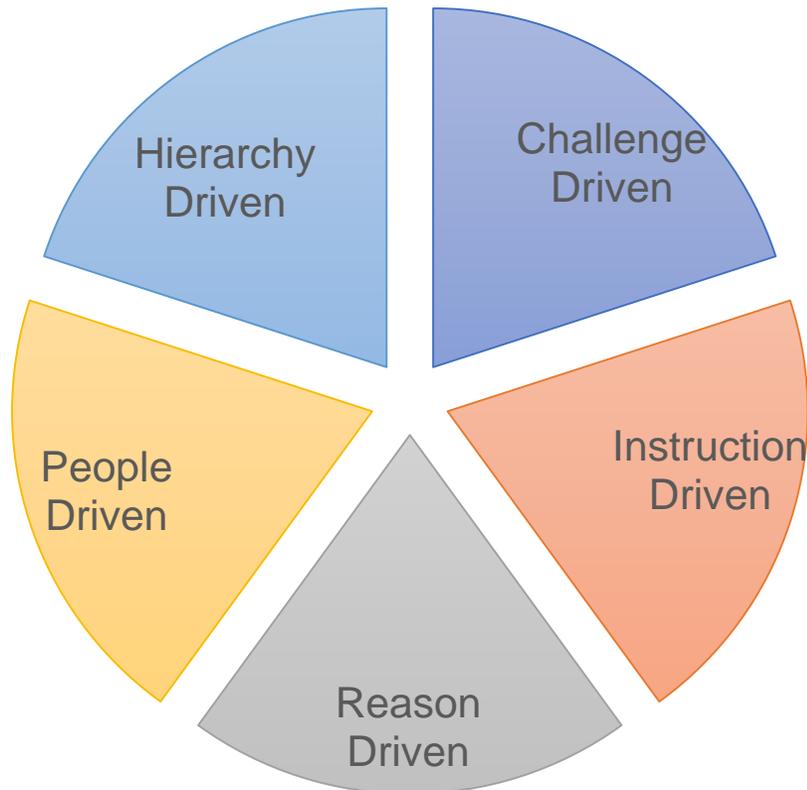
SCIKEY study reveals that only 0.2% of the job force possess this blend of qualities.

Others lack in at least one of these skills. Our study shows that 95% job seekers are resistant to learning and exploring, 65% lack in effective communication skills and 71% lack in planning and execution.



Breaking the myth

The truth behind the remote working capability of 99.8% of the workforce



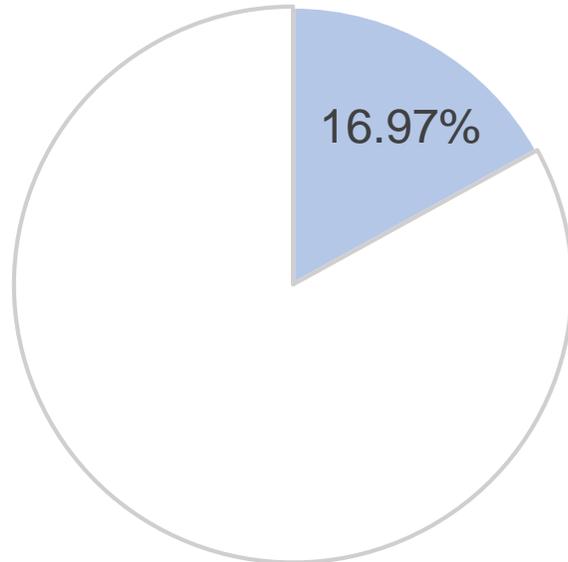
Our research team's efforts in this respect highlights that given the right direction any individual can be guided to become work from home champion. In a nutshell, the key to this lies with the manager who is accountable for shouldering this task.

Every individual is driven by a different force and identifying an employee's strength and weakness, associated along with their driving force, plays a crucial role in enhancing remote productivity. In times like these, when most of our job force is working remotely, with no one to overlook their shoulders, the employee's outlook will decide the future of many organizations.

The study identifies 5 distinct types of personality profile, categorized by their driving force, with respect to the working population, along with highlighting how to deal with each in order to enhance productivity.

Challenge Driven

Challenge Driven



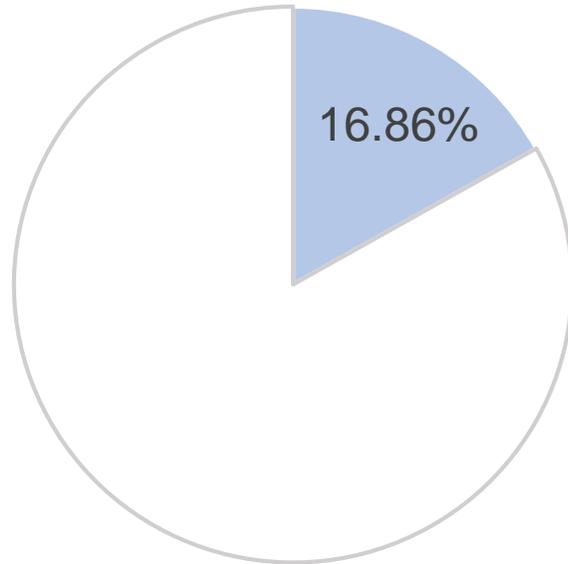
16.97% of the working individuals fall under this category. As the name suggests, this segment comprises of the workforce who love challenges and a monotonous routine takes a toll on their productivity.

Challenge driven individuals should be kept engaged with work that pushes their mind to the limits. These individuals should be kept as far away as possible from routine and desk work, specially when there is no one to look. They value privacy and expect minimum intervention from their supervisors.

Once they have been engaged in a sufficiently challenging task, suiting their mind and need, they can work seamlessly with minimum intervention and should be asked to showcase the final results after fixed time intervals.

Instruction Driven

Instruction Driven



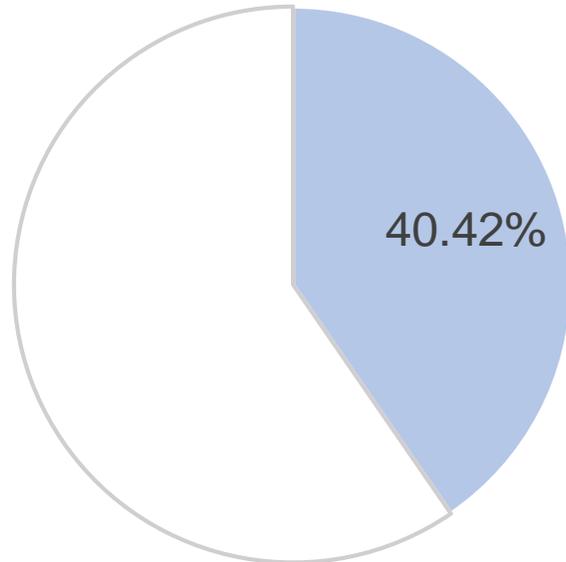
This set, comprising of roughly 17 percent of the work force, needs clear cut instruction to deliver a task. Irrespective of the nature of the work, as long it comes with an instruction manual, they are good to go.

While engaging with these employees, especially under remote working scenario, one should pay special attention to the details of the tasks assigned to them. What is needed/expected of them should come as an end product of a step by step engaging process.

Upon clearly defining their task, they can be trusted to deliver a progress report within the predefined timeline. An update once in a while should be sufficient to keep them charged and in case of fluid requirements, they require regular interactions.

Reason Driven

Reason Driven



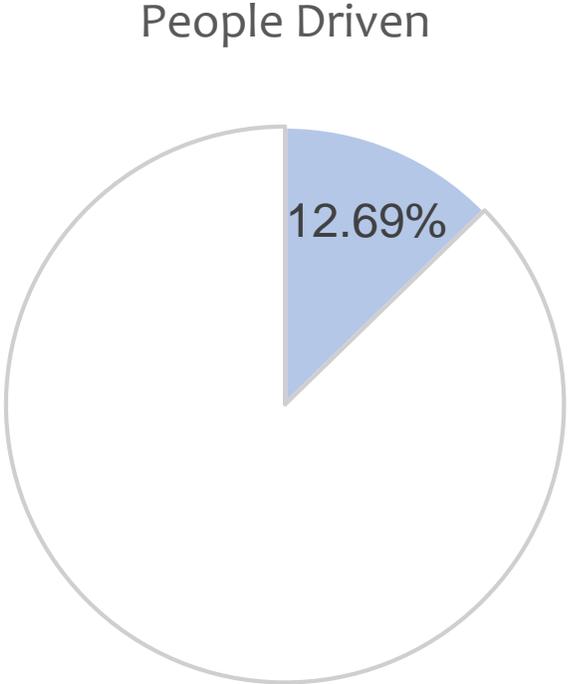
40.42% of the IT workforce is logic driven. It is very important for them to have answer to all their questions, in order to work. Needless to say, the task they are assigned to should be logical and should make sense to them.

In order to engage remotely with them, it becomes mandatory to assign them a task that is logic driven and to answer their queries, no matter how small or how many. They are pro at working alone, so remote working is not a challenge for them as long as they are able to clarify all their doubts corresponding to the task.

Since remote working poses a challenge to free communication it is very important to actively engage and communicate with them to clear all their doubts. Irrespective of time and workspace limitation, they should be encouraged to raise questions across any channel of digital communication and efforts should be made to address them at the earliest. They form a group who will proactively update, without a need of any interference from their superiors.

People Driven

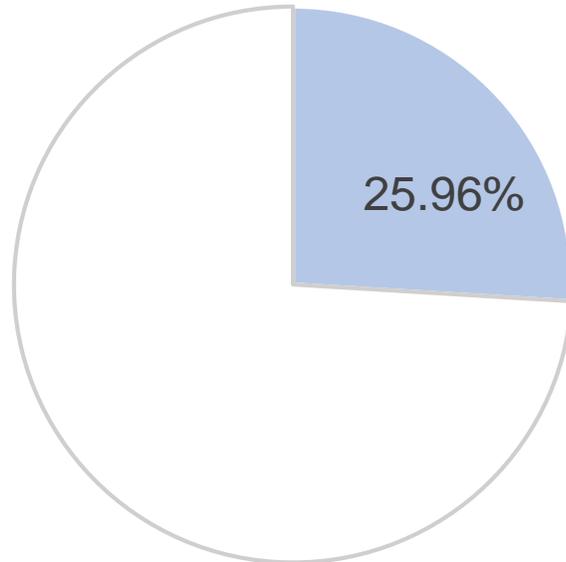
These are the individuals who are driven by the people. 12.7% of the IT workforce comprises of employees who thrive on their social interactions. As a result, work from home is a challenge for them. They do not fear the task but fear the lack of social interaction.



In order to engage such a person remotely, a daily virtual interaction becomes mandatory and a face to face video conferencing is definitely uplifting. They should be engaged in tasks requiring team participation and engagement that gives them a chance to connect with others.

Hierarchy Driven

Hierarchy Driven



Around a quarter of the workforce comprises of these individuals who are not particularly driven by something but who value and respect hierarchy. These individuals will follow orders and do what is told to them even without an instruction manual. In case of absence of the instructions, they weigh the task at hand and come up with a process of their own.

Instructions do not form a driving force for this set of people. Therefore, as long as the task is coming from their superiors, they are capable to carry it out provided they are given the required support. Support plays a crucial role in their productivity therefore they should be lend any assistance that they seek, specially in the case of remote engagement. They won't mind regular follow ups as long as they are told to do so.

Remote working champions



Our study revealed that given the right mode of engagement, every employee can excel at working from a remote location. But the bitter truth is, that in most of the cases, neither the individual nor the organization knows what is the one thing that drives them in the workplace. A manager / team-lead ignorant of the strengths and weaknesses of his/her team is bound to fail in enhancing the productivity of the organization, in times such as these, when he/she is no longer around to keep an eye on the team. So let us use this crisis to align and know our workforce and emerge as work from home champions

Our Analysts

At Helsinki research center



Akshay Sharma

Akshay has been instrumental in driving the global research strategy, and its application across different products, at SCIKEY. Akshay has published research papers in the fields of computer science, nanotechnology and psychology, during his research tenure with several public and private institutions in India. His research has been presented at the United Nations Conference for Trade & Development and he holds a patent to his credit. He has been responsible for establishing SCIKEY's research division in Finland, and has been closely working with govt. agencies, research institutions, to create future IPs for SCIKEY. He also leads the data management practice at SCIKEY and is an alumnus of the Indian Institute of Technology, Roorkee.

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Surbhi Sharma

With years of research experience in applied & computational mathematics, and multiple research papers to her credit in global publications, Surbhi leads the Data Analysis team at SCIKEY. She works with research intuitions across India & Europe, to conduct diverse research in the areas of Psychology and Business. She is also a doctorate researcher at the Indian Institute of Technology, Roorkee and an alumnus of the prestigious Lady Shri Ram College.

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SCIKEY is a new age talent lifecycle venture having a Talent commerce marketplace platform, a talent alignment platform and a talent engagement platform supported by crowd. SCIKEY Talent Commerce Platform redefines the way talent selection and hiring of full time and contract employees happens by using cutting edge technologies. SCIKEY Talent Alignment Platform is first of its kind technology enabled psychometric solution that can help organizations improve the engagement of their workforce by understanding their mindset. SCIKEY Talent Engagement Suite will be launched in mid 2020 and will cover the engagement solutions suited to engage workforce to a new level.

Our subject matter experts and thought leaders around the globe continuously build and evolve our approach and solutions across Integrated Talent Solutions through automated platforms and crowd sourced ecosystem.

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