

## What do the interview rounds at Sattva look like?

### Assignment Round:

Once aligned with the job role, the candidate is asked to complete an assignment within two days.

This helps us to gauge their fitment to the skill sets required for the role and thus fast-track the interview process. The assignment is usually in the form of a case study and the following pointers can be kept in mind while solving it.

\*Instructions (1 section)- drop down\*

- Understand the study
- Think of the approach you want to take
- Identify the key problems, highlight the ones that drive your solution
- Make and articulate assumptions wherever required while solving the study
- Mention the possible solutions you can think of
- Discuss how the solution can hypothetically be implemented

### **Practice Case Study:**

#### Background

Sattva was part of a retail skilling program for women which trained 100 women in lifestyle retail across Mumbai and Bangalore. 77 of them were placed with premium brands like Fossil, Shoppers Stop, Starbucks, amongst others with an average salary of INR 11,800.

However, we found that only 45% of the placed women actually joined the jobs.

Furthermore, the 100 women had to be trained in 8 batches as against the planned 4 batches, due to low aspiration for retail careers.

#### The following are some key findings/learnings from this phase:

- 85% of the candidates who joined expected to learn English and develop their personality as part of the program
- 10 employers across retail, hospitality and healthcare agreed that apart from English, grooming and presentability is one of the top 3 aspects that defines brand fitment in the premium/ luxury segments
- 50% of the candidates who did not join work after placement stated “odd travel times” as the primary constraint
- Both women & their families felt that “sales” is not the right job for women

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- Most of the front-end line managers are not aware of the sexual harassment policy. Some companies do not have a sexual harassment policy for contract workers.
- Women require certain support services to be regular at work – child-care facilities, safe transportation facilities or accommodation facilities – which are not always economical for the employer to provide.

## Design of a Solution

Sattva strongly believes that an ecosystem approach is necessary to enable increased workforce participation of women. The aim is to create a sustainable and scalable model for bringing more women into the workforce. We want to start with first generation graduate students who are in their final semester.

## Key Outcomes to be Achieved over the next 6 months:

- 100 women to take up jobs in customer experience roles (not necessarily retail)
- Candidates to earn a salary of 1.8L – 2.4L per annum (for daily sustenance in a city)
- Increased gender diversity in their workplace (store, hospital, etc.)
- Increase in employers committing to gender inclusion

## Outcomes of the Assignment:

- What are the various interventions/ pilots that we can plan which would lead to an increase in the workforce participation of women?
- Who could be the potential partners and why would you recommend them?
- What are the potential operational risks in these interventions and how can they be mitigated?

## **Guesstimate**

1. Estimate the number of cars Uber will need to meet Bangalore's cab demand