

Background

An Internet search and product company has been going through unparallel growth in company's revenue model. To continually remain on hyper growth curve, company must attract, hire and retain top-notch talent in its field.

This has required massive hiring and talent retention efforts in all major organizational units. Continuous monitoring of candidate pipeline as well as efficiencies within recruitment productivity has become essential for this company's growth strategy.

Challenges

It became extremely cumbersome to measure efficiency of hiring personnel and accurately predict potential pipeline of candidates for near-term and long-term scenarios.

Senior executives needed various key metrics on daily basis to effectively allocate resources within organization. Various home-grown applications had this information scattered without any linkages to core HR application of organization.

Large group of analysts had to scamper through various Applicant Tracking systems and HR application to collaborate data points before manually computing key metrics. This process also introduced few data quality issues in accuracy of metrics.

Solution

Provish Consulting Data Integration and Business Intelligence services architected and implemented Hiring Data Mart solution providing candidate pipeline and recruiter efficiency metrics. Multiple applications housing candidate data were integrated with HR sources to derive key complex metrics like success ratio, time spent in each phase of recruitment effort and likely skill-to-conversion ratios.

Besides pre-determined sources, business users were provided with flexibility to upload various sub-stages in pipeline which can be tracked.

Separate dashboards were designed for recruiter groups as well as for senior engineering executives focusing on different engineering group within organization. Canned productivity reports were provided to HR groups with user-level security to ensure data security across various recruiter groups.

Results and Benefits

- Using Hiring Data Mart dashboards and reports, HR department users were able to successfully predict accurate work-loads for each stream/recruiter and potential pipeline strength for each function.
- HR business analysts reduced their time spent on data collection, metrics calculations and reporting. At the same time Executives leveraged self-served reporting to find critical answers themselves using dashboards and its drill-through capabilities.
- Stable integration platform ensured accuracy of metrics calculation and reduced IT support costs by 40% due to automated data quality checks and audit processes.



Technologies Utilized

MicroStrategy Reports
Open-Source ETL (KETL), Unix, Python, PL/SQL
Oracle 11G database, MySQL
ERwin data modeler



Provish Consulting

Our Information Management services and solutions let you focus on your core business functions with all vital information and knowledge being made available at your fingertips. Our deep expertise in Business intelligence, Data warehouse and relevant Information Management areas ensures high quality solutions at most compelling value proposition.

To discuss how we can help your organization achieve optimum solutions, contact us at

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