

Operational Dashboard

Key metrics

Time to Hire, days

30.7

Time to Fill, days

60.5

Recruitment Cost

\$1,152

Application Date

5/13/2017 5/10/2018

Recruitment Source

- ☒ LinkedIn
- ☒ Glassdoor
- ☒ Indeed
- ☒ Monster
- ☒ CareerBuilder
- ☒ Jobvite
- ☒ Referrals
- ☒ Direct

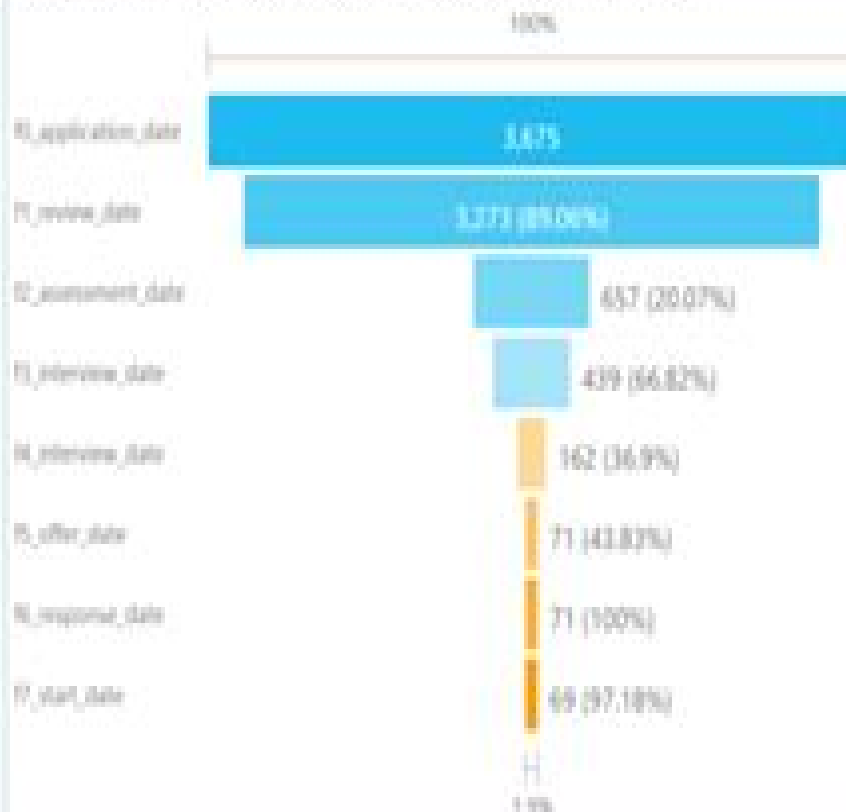
Department

- ☒ Select all
- ☒ Finance
- ☒ Human Resources
- ☒ Logistics
- ☒ Operations
- ☒ Production
- ☒ Research & Development
- ☒ Sales & Marketing

Job Level

- ☒ Select all
- ☒ Junior
- ☒ Midlevel
- ☒ Senior

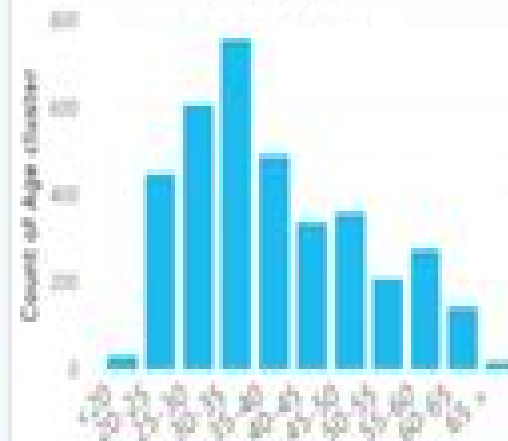
Recruitment Funnel. N of applicants (% of going to next stage)



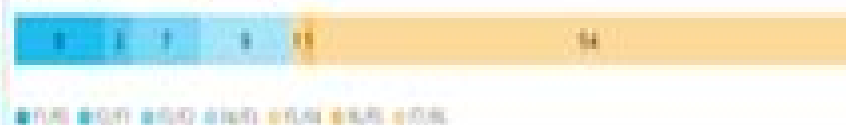
Male - Female Ratio



Age of Applicants

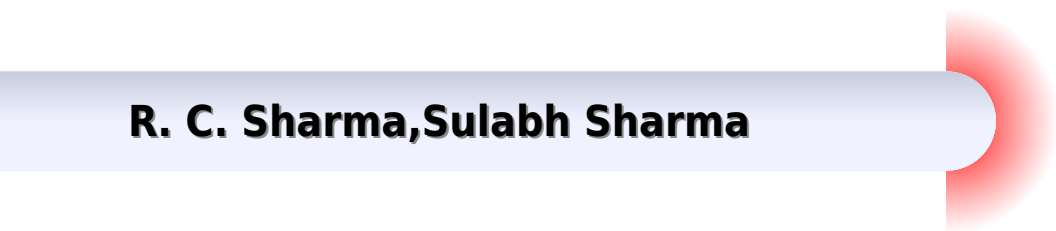


Days to go through stages



Recruiting Effectiveness Dashboard Sample Hiring Manager

R. C. Sharma, Sulabh Sharma



Recruiting Effectiveness Dashboard Sample Hiring Manager:

Strategic Staffing Jean M. Phillips, 2023-01-05 Formerly published by Chicago Business Press now published by Sage Strategic Staffing equips both current and future managers with the knowledge and skills to adopt a strategic and contemporary approach to talent identification attraction selection deployment and retention Grounded in research this text covers modern staffing concepts and practices in an engaging and reader friendly format Author Jean Phillips expertly guides students in developing a staffing strategy that aligns with business objectives accurately forecasting talent needs conducting thorough job or competency analysis and strategically sourcing potential recruits The Fifth Edition includes the effects of the COVID 19 pandemic on staffing needs worldwide new coverage of staffing related technologies and updated examples throughout providing students with the latest and most relevant knowledge in the field Included with this title LMS Cartridge Import this title s instructor resources into your school s learning management system LMS and save time Don t use an LMS You can still access all of the same online resources for this title via the password protected Instructor Resource Site

Global Practices on Effective Talent Acquisition and Retention Christiansen, Bryan, Aziz, Muhammad Abdul, O'Keeffe, Elle Lily, 2024-06-03 Studies have indicated that employers across the globe face difficulties in filling critical roles sparking a worldwide war for talent This talent war once a temporary market condition has now solidified into the New Normal Leaders recognize that success in this era demands the construction of optimal teams for strategic competitive advantage amid global uncertainty and hypercompetition As explored in detail within the pages of Global Practices on Effective Talent Acquisition and Retention this book serves as an indispensable guide for scholars and practitioners navigating the intricacies of talent management in the current global scenario This project aspires to create a comprehensive reference material delving into diverse aspects of current global talent realities It aims to provide scholars and practitioners with recent empirical practical and theoretical research on talent acquisition and retention practices worldwide The emphasis is on sustainable practices that drive organizational success across multiple industries The impact of this publication will resonate in both application and the direction of future research *Fundamentals of Human Resource Management* Talya Bauer, Berrin Erdogan, David Caughlin, Donald Truxillo, 2019-12-10 Fundamentals of Human Resource Management People Data and Analytics provides a current succinct and interesting introduction to the world of HRM with a special emphasis on how data can help managers make better decisions about the people in their organizations Authors Talya Bauer Berrin Erdogan David Caughlin and Donald Truxillo use cutting edge case studies and contemporary examples to illustrate key concepts and trends A variety of exercises give students hands on opportunities to practice their problem solving ethical decision making and data literacy skills Non HR majors and HR majors alike will learn best practices for managing talent in today s ever evolving workplace **Rethinking Workplace Learning and Development** Karen E. Watkins, Victoria J. Marsick, 2023-08-14 Cognizant of the complexity and uncertainty that characterizes our post pandemic

world this book highlights how learning and development needs to be wired into the culture of a business Karen E Watkins and Victoria J Marsick extend the vision of learning and development to embrace a full range of learning interventions considering what it means to change the culture of an organization into a learning rich environment **Strategic Staffing** Jean Phillips, 2019-01-15 Formerly published by Chicago Business Press now published by Sage Strategic Staffing 4e prepares all current and future managers to take a strategic and modern approach to the identification attraction selection deployment and retention of talent Organizations increasingly realize that their employees are the key to executing their business strategies and the current competition for talent has made the identification and attraction of high performing employees essential for companies to succeed in their marketplaces The right employees give their organization a competitive advantage that sets it apart and drives its performance In today s business environment a company s ability to execute its strategy and maintain its competitive edge depends even more on the quality of its employees And the quality of a company s employees is directly affected by the quality of its recruiting and staffing systems Because hiring managers are involved in the staffing process hiring managers and human resources HR professionals need to be familiar with strategic staffing techniques Over the past 10 years advancing technology and the increased application of data analytics have changed the practices of sourcing recruiting and staffing Strategic Staffing 4e is grounded in research communicates practical and modern staffing concepts and the role of staffing in organizational performance and is engaging to read The new edition contains updates to many sections on the roles of technology and analytics and adds more focus to the discussion of ethics that was added to the fourth edition New research findings were also incorporated and many company examples were updated The fifth edition of Strategic Staffing continues to present up to date staffing theories and practices in an interesting engaging and easy to read format *The Microsoft AI Human Resources Handbook* Ana Inés Urrutia de Souza, 2025-09-30 The world of HR is rapidly transforming and Microsoft technologies are leading the charge This book equips both HR professionals and IT specialists with a comprehensive guide to implementing and utilizing the Microsoft HR tech stack We ll delve into the core solution Dynamics 365 Human Resources exploring its capabilities and how to leverage it with Copilot The book goes beyond Dynamics 365 exploring the powerful tools within the Microsoft 365 suite Power Platform apps bots reports and automations Microsoft Teams for seamless collaboration and Viva Learning for fostering a culture of continuous learning Additionally we ll touch upon the strategic integration of LinkedIn for talent sourcing and employer branding What Readers Will Learn HR Professionals HR Solution Architecture Understand the core components of the Microsoft HR tech stack and how they work together to support HR processes Implementation Strategies Learn best practices for implementing Microsoft HR solutions including configuration data migration and user adoption strategies In Depth Knowledge of Specific Products Gain expertise in utilizing Dynamics 365 Human Resources for talent management performance management and more Leveraging Power Platform Develop basic skills in building automated workflows

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Wayne F. Cascio,Herman Aguinis,2024-05-10 This text provides the most comprehensive future oriented overview of psychological theories and how they impact people decisions in today s workplace with integrated coverage of technology strategy globalization and social responsibility **The Power of People** Nigel Guenole,Jonathan Ferrar,Sheri Feinzig,2017-05-19 Learn from Today s Most Successful Workforce Analytics Leaders Transforming the immense potential of workforce analytics into reality isn t easy Pioneering practitioners have learned crucial lessons that can help you succeed The Power of People shares their journeys and their indispensable insights Drawing on incisive case studies and vignettes three experts help you bring purpose and clarity to any workforce analytics project with robust research design and analysis to get reliable insights They reveal where to start where to find stakeholder support and how to earn quick wins to build upon You ll learn how to sustain success through best practice data management technology usage partnering and skill building Finally you ll discover how to earn even more value by establishing an analytical mindset throughout HR and building two key skills storytelling and visualization The Power of People will be invaluable to HR executives establishing or leading analytics functions HR professionals planning analytics projects and any business executive who wants more value from HR

Because HR Said So!: An Insider's Guide to Human Resources Sujith Thalekkara,2024-08-23 Because HR Said So is a humorous and satirical journey through the world of human resources penned by seasoned HR professional Sujith Thalekkara This book debunks common HR myths tackles leadership challenges and highlights essential skills for HR professionals With a mix of personal anecdotes real life case studies and witty commentary Sujith reveals the true impact of HR on organizational success Whether you re an aspiring HR professional a curious employee or simply looking for an entertaining read this book offers valuable insights and plenty of laughs Convergence of Human Resources Technologies and Industry 5.0 Kumar, Pawan,Kumar, Sunil,Verma, Rajesh,Dadwal, Sumesh,2024-04-29 Through a combination of rapid technological advancement and the ongoing digital revolution the role of Human Resources HR in shaping organizational trajectories has seen unprecedented growth The amalgamation of digital HR technologies and the advent of Industry 5 0 pose

both exceptional opportunities and formidable challenges especially for developing economies grappling with resource constraints and skill gaps These nations stand at a crossroads where leveraging digital HR technologies becomes imperative for bolstering their competitive edge in the global arena The book *Convergence of Human Resources Technologies and Industry 5.0* undertakes a comprehensive exploration of the impacts implementation and repercussions of digital HR technologies within the framework of Industry 5.0 in developing economies Bridging the gap between theory and practice it employs a comprehensive approach encompassing theoretical frameworks empirical investigations and practical insights from both academia and industry By offering tangible takeaways and approaches it equips readers to adeptly harness the power of digital HR technologies enabling organizations to thrive in the era of Industry 5.0 Designed for HR professionals executives managers researchers policymakers and students this book delves into critical topics such as understanding the notion of Industry 5.0 in developing economies exploring the transformative potential of digital HR technologies and addressing challenges associated with their implementation *Managing Human Resources* Susan E. Jackson, Randall S. Schuler, Steve Werner, 2017 This twelfth edition is the first to be published by Oxford University Press Eleven editions were previously published by Cengage Learning *The Recruiter's Handbook* Sharlyn Lauby, 2018-01-30 Effective recruiting is more than filling jobs It's about building trust and shaping organizational culture The Recruiter's Handbook offers a comprehensive step by step guide to the entire recruiting process written by HR Bartender's Sharlyn Lauby SHRM SCP With expert insights tools and proven strategies the book helps HR and talent acquisition professionals shorten learning curves avoid legal missteps and create meaningful candidate experiences It also includes specialized guidance on inclusive hiring practices recruiting veterans and ex offenders and building mentorship and internship programs Ideal for both new and experienced recruiters this practical guide is a trusted resource for building stronger teams and better hiring outcomes

Workforce Analytics Dr. Rakesh Bhati Dr. Shakti Marhatta, *Workforce Analytics* by Dr Shakti Marhatta and Dr Rakesh Bhati explores the power of data driven decision making in human resource management The book provides insights into how organizations can harness analytics to understand employee behavior measure performance enhance productivity and align workforce strategies with business goals Covering concepts tools and practical applications it bridges the gap between HR practices and modern analytics Designed for professionals researchers and students this book emphasizes real world scenarios and strategic approaches to managing human capital It empowers leaders to transform workforce data into actionable intelligence driving organizational growth and sustainable competitive advantage **Rethinking Strategic HR** John Sullivan, 2005-02-28 The primary goal of this book is to show you new ways to improve the business impact of your HR function by up to 25 percent Because the goal is so high The approaches that permeate this book are aggressive ones that are designed to make you rethink everything you do in HR Authored by one of the industry's most respected thinkers *Rethinking Strategic HR* is a forward thinking look at building a smarter more powerful HR strategy in any organization

Throwing out the old conventional approaches this provocative book provides a hard hitting guide to 21st century HR strategy that will challenge you to think in bold new ways From critiques of traditional practices to specific day to day steps to strategic thinking you ll get a new perspective on HR including A clear definition of what is and what is not strategic the five distinct levels of contribution that HR can make A list of the most used HR department strategies Tools for assessing your own strategic level A chart on how to make fact based decisions How HR routinely under costs its decisions How to make a strategic case to your CFO and more

The Recruiter's Playground C. Uma Shankar,2025-04-24 The Recruiter Playground by C Uma Shankar explores the innovative role of gamification in recruitment In today s competitive job market traditional hiring methods often fall short in identifying the best candidates efficiently This book introduces how game based strategies and technology can transform hiring processes by increasing candidate engagement reducing bias and improving assessment accuracy It delves into key concepts such as interactive assessments simulations AI driven recruitment tools and behavioral gamification techniques Through real world case studies readers will discover how top companies successfully implement gamification to attract and evaluate talent The book provides practical insights into designing gamified recruitment processes measuring effectiveness and overcoming implementation challenges Whether you re an HR professional recruiter or business leader The Recruiter Playground offers a cutting edge approach to enhancing recruitment strategies and staying ahead in the evolving world of talent acquisition

HR Analytics: Concepts and Applications

Anshu Lochab, Punita Duhan & HK Dangi, HR Analytics will serve as a guide to mastering the art and science of data driven human resource management This book transcends traditional HR practices and brings the latest practical tools to the forefront of modern HR strategies This book not only explains the how but also the why behind the latest analytics trends It blends theory with real world applications Each chapter delves deep into critical areas such as talent acquisition employee engagement and decision making enriched with case studies expert interviews and practical exercises The book s user friendly structure ensures that complex concepts are presented in an accessible manner making it an essential resource for both novices and seasoned professionals in the HR domain

People Analytics Pratyush Banerjee,Jatin Pandey,Manish Gupta,2025-07-28 This book addresses the topic of people analytics focusing especially on demystifying analytics for managers from both statistical and computing points of view It presents the evolution and the importance of people analytics in today s workforce management and highlights the motivation for studying business analytics shows the different levels of analytic maturity and discusses real world success stories of business analytics in action through case studies The volume provides the readers with a step by step guide to analyze data and interpret the results for strategy formulation Each chapter of the book includes a vignette data driven exercises provided in a companion website and real world case studies The authors also introduce the readers to data visualization software Microsoft Power BI as well as elaborates on how to use Tableau Desktop This book would be useful to the students of human resource management organizational behaviour

marketing management business research methods applied psychology social work and sociology It would also serve as very good handbook for practicing business executives helping them to implement data analytics for effective decision making in all kinds of business situations around the world *Compensation and Reward Management* R. C. Sharma, Sulabh Sharma, 2024-04-04 This book presents a comprehensive account of the intricacies related to compensation and reward management in Indian organizations a vital strategic feature of HR management It presents a blend of theoretical concepts definitions approaches methods and techniques related to compensation practices being followed likely to be followed in organizations Starting with a conceptual framework it discusses wage determination and wage fixation practices in India salary reviews and reward management policies and processes and procedures in addition to international remuneration with special reference to expatriates and the remuneration of third country nationals In addition to examining the designing and monitoring of salary grade structures including salary progression curves it spells out divergent systems and institutions for wage determination wage fixation practices in Indian organizations Rich in pedagogical features including learning objectives discussion questions individual and group activities the volume also has numerous case studies This book will be useful to students of human resource management business economics corporate finance corporate governance organizational studies strategic management finance business and industry public administration social work and other allied fields **Sales and Marketing Optimization: Developing Competitive Value Propositions in Distribution** ,2012

HR ANALYTICS GUPTA, DEEPA, GUPTA, MUKUL, GUPTA, PARTH MUKUL, 2024-03-08 This book provides a comprehensive overview of various aspects of HR analytics It delves into important definitions the significance of HR analytics methods of data collection and management as well as specific areas such as recruitment analytics performance management analytics employee engagement analytics and diversity equity and inclusion DEI analytics The book also explores ethical considerations implementation strategies and the role of HR analytics in workforce planning succession planning and employee wellness Additionally it discusses monitoring the impact of interventions and offers insights into the future of HR analytics Besides it offers a range of practical tools and templates for various applications KEY FEATURES Comprehensive coverage Covers a wide range of topics related to HR analytics from the basics to more specialized areas Diverse tools and techniques Includes discussions on various data analysis techniques such as predictive analytics machine learning and statistical modelling Practical templates and forms Inclusion of templates and forms such as employee attitude surveys and KPI dashboards make this book more hands on and practical Ethical and legal considerations Focusses on ethics and compliance legal considerations for the evolving landscape of HR analytics Future oriented content Discusses on the future of HR analytics and emerging trends is a dimension of forward looking Agile HR analytics Includes Agile HR Analytics as an emerging trend Staying updated Acknowledges the importance of staying updated on HR analytics trends Clarity and accessibility Presents a clear accessible and engaging text making the book reader friendly The book primarily intended to

the students of business schools is equally valuable to the professionals in the field For instructor s resources visit https://www.phindia.com/HR_analytics_deepa_mukul_partha TARGET AUDIENCE MBA HR Data Analytics and HR Professionals

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