

# Hiring Cycle Human Resources



KPI Owner: Kelli Rhodes

Process: Departmental Productivity

Baseline, Goal, & Benchmark	Source Summary	Continuous Improvement Summary
Baseline: FY13 16% Goal: Compared to all requisitions received FY14 to present, maintain a hiring cycle time of less than 45 days between requisition received and offer date that is <=20% of occurrences. Less than FY14 11.8% Benchmark: 65 Days	Data Source: Requisition Log Goal Source: Cross Functional Team Benchmark Source: Cross Functional Team	Plan-Do-Check-Act Step 6: Validate that solutions work Measurement Method: The count of days between the date a requisition is received and the offer date that are greater than 50 days. Why Measure: Timely Hiring Next Improvement Step: Continue to monitor and identify causal factor for going over 50 days

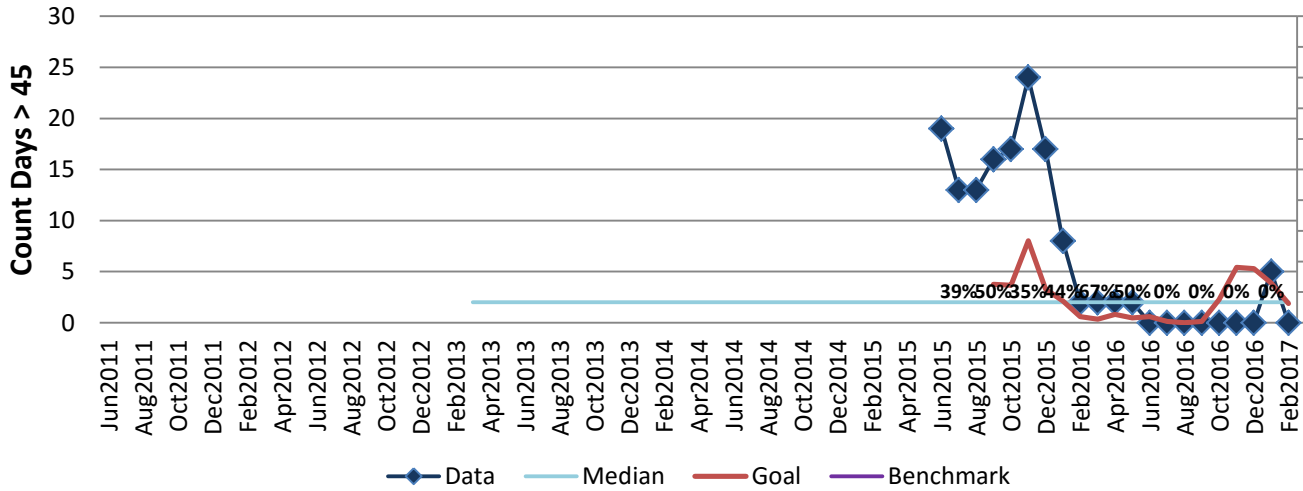
### How Are We Doing?

Mar2016-Feb2017 12 Month Goal	Mar2016-Feb2017 12 Month Actual		Feb2017 Goal	Feb2017 Actual	
21	11		2	0	
Count Days > 45	Count Days > 45		Count Days > 45	Count Days > 45	

## Hiring Cycle



Good



Root cause analysis is not available at this time, more data will be provided after OHC analysis in 2017.