

# Hiring Cycle Human Resources



KPI Owner: Steve Wilkins

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 65 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 65 days. Why Measure: Timely Hiring Next Improvement Step: Continue to monitor and identify causal factor for going over 65 days

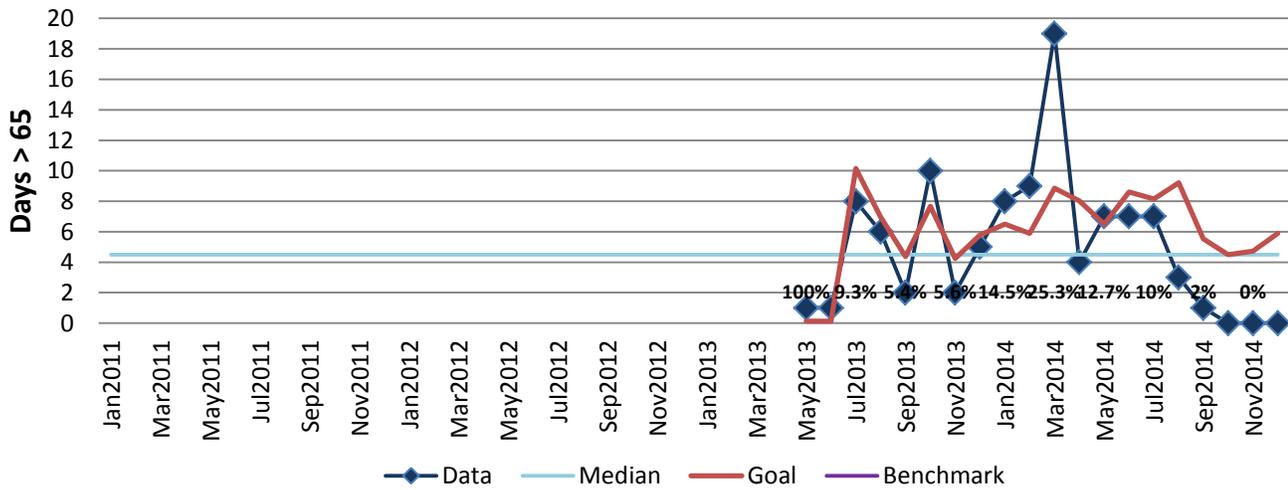
## How Are We Doing?

Jan2014-Dec2014 12 Month Goal	Jan2014-Dec2014 12 Month Actual		Dec2014 Goal	Dec2014 Actual	
<b>82</b>	<b>65</b>		<b>6</b>	<b>0</b>	
Days > 65	Days > 65		Days > 65	Days > 65	

## Hiring Cycle



Good



## Jan2014-Dec2014 Pareto Analysis

