

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 50 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

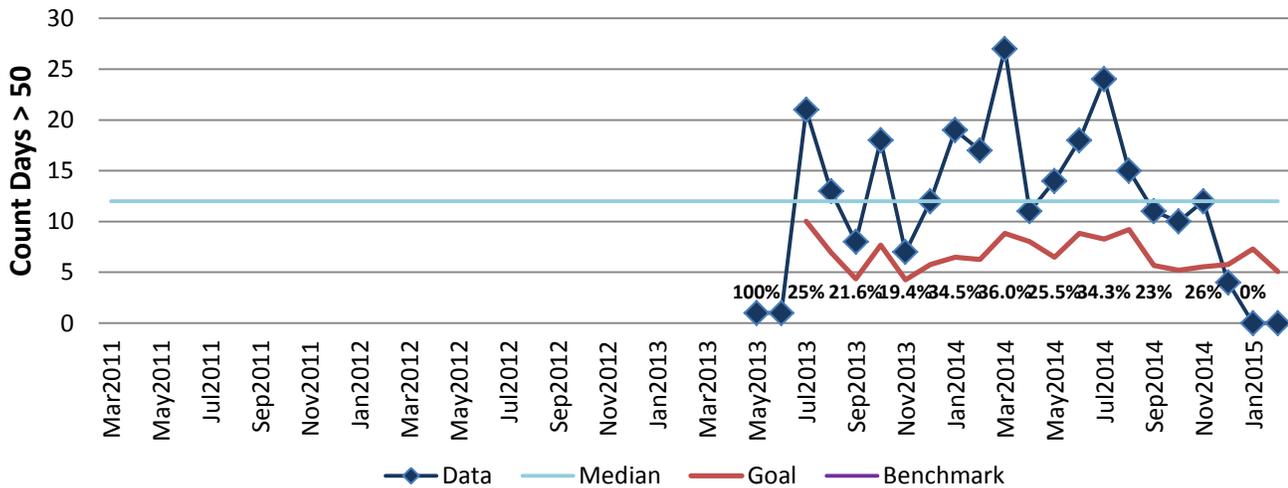
How Are We Doing?

Mar2014-Feb2015 12 Month Goal	Mar2014-Feb2015 12 Month Actual		Feb2015 Goal	Feb2015 Actual	
84	146		5	0	
Count Days > 50	Count Days > 50		Count Days > 50	Count Days > 50	

Hiring Cycle



Good



Mar2014-Feb2015 Pareto Analysis

