CASE STUDY

A hiring dashboard to understand patterns, ensure effective & efficient talent acquisition is available for a renowned global Consulting company

Quick Summary

The consulting company needed insights into hiring patterns to help make data-driven decisions, enhance workforce planning, and address any deficits or challenges with the hiring process, ultimately building a skilled and diverse workforce.

The CRG Solutions dashboard enhances visibility, cost optimization, planning, and strategy. Using data analytics, it increased hiring performance and linked consulting tactics with company goals.

About the Customer

A renowned global organization known for its diverse range of professional services, including audit, consulting, tax, and advisory services, serves multinational corporations and government agencies to provide innovative solutions and insights to complex business challenges.

It was crucial for the company to understand hiring patterns to ensure an effective and efficient talent acquisition strategy.
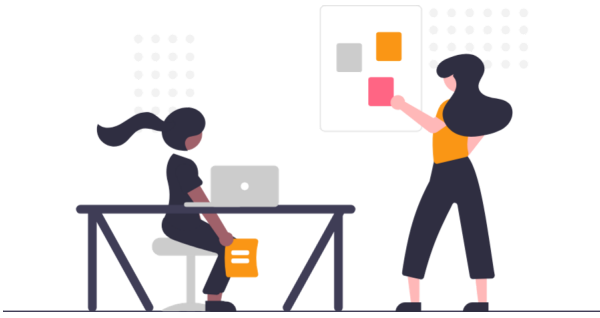
This hiring data and patterns within specific functions, such as consulting, can help to identify areas for improvement, optimize recruitment processes, and align hiring strategies with organizational goals.

Problem Statement:

The objective was to analyze the hiring patterns within the consulting function and identify reasons for deficits in the specified function. During the dashboard's development, the team encountered several challenges.

These included:

Feasibility: Ensuring the feasibility of integrating and analyzing large amounts of data from various sources within the organization was a significant challenge. It required careful planning and coordination to ensure the accuracy and availability of the data.

Changing Requirements: As the project progressed, there were changes in requirements and additional KPIs identified by stakeholders. Adapting to these evolving requirements while maintaining the project timeline and deliverables posed a challenge.

Data Privacy and Security: Protecting sensitive data while providing relevant access to authorized users was a critical challenge. Implementing adequate data privacy and security measures, including row-level security, was necessary to ensure the confidentiality of employee information.

Solution:

To address the objective, the CRG Solutions team proposed a single dashboard that encompassed various key performance indicators (KPIs). Each KPI had its own dedicated dashboard, providing granular-level data for analysis. The KPIs included gender-wise bifurcation of hired candidates, hiring data based on service areas and lines, full-time versus contract employees, infant attrition, hiring data based on location, hiring trends month-wise, and information on specified candidates based on designation. The dashboard included filters to compare data for the last two years, and users could explore different filters to identify hiring issues and trends.

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The dashboard provided valuable insights into the consulting function's hiring patterns. It enabled the team to identify the organization's hiring patterns and deficits. Additionally, the dashboard allowed for the tracking of expenses associated with each hire, providing a holistic view of hiring costs.

Business Benefits:

Data-Driven Decision Making: Real-time data and graphics enabled data-driven decision-making. To solve recruiting issues, stakeholders could identify shortfalls, understand their causes, and make educated decisions.

Cost Optimization: The dashboard helped optimize hiring costs. This helped the company organize resources, cut costs, and hire more efficiently.

Enhanced Visibility: The dashboard gave stakeholders a complete view of recruiting patterns, allowing them to detect trends and patterns. Decision-making was boosted by actionable information about the company's hiring performance.

The dashboard significantly enhanced the planning and strategy for hiring. The company might integrate hiring strategies with corporate goals and increase consulting performance by detecting trends and patterns.
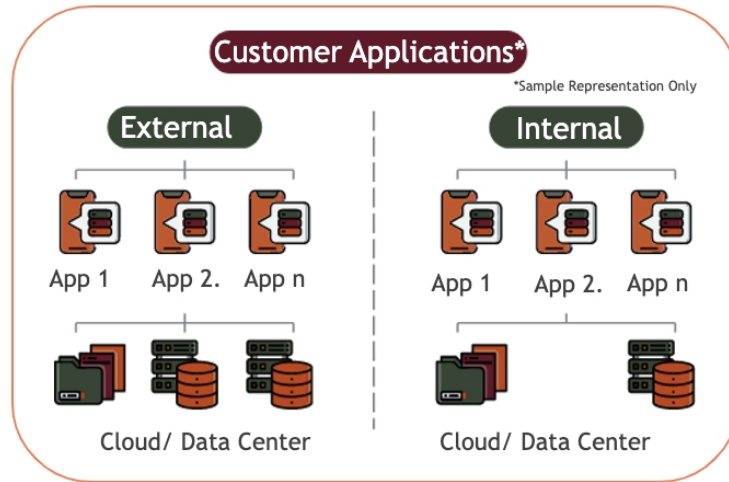
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to achieve

Business Excellence

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We Cover

Analytics

We setup practices, tools to derive insights (**customers**, **products**, **apps**, **teams**) to **enhance** or optimize business effectiveness with the help of products like Tableau, Alteryx, PowerBI, Cloud and MLOPs

+tableau alteryx

Microsoft USEReady
WE EMPOWER PEOPLE TO SUCCEED WITH DATA

Customer Applications*
*Sample Representation Only

External
App 1 App 2. App n
Cloud/ Data Center

Internal
App 1 App 2. App n
Cloud/ Data Center

RPA

We automate all high volume and mundane tasks to reduce manual errors and to increase efficiency with the help of products like AA (Automation Anywhere), Yellow.ai
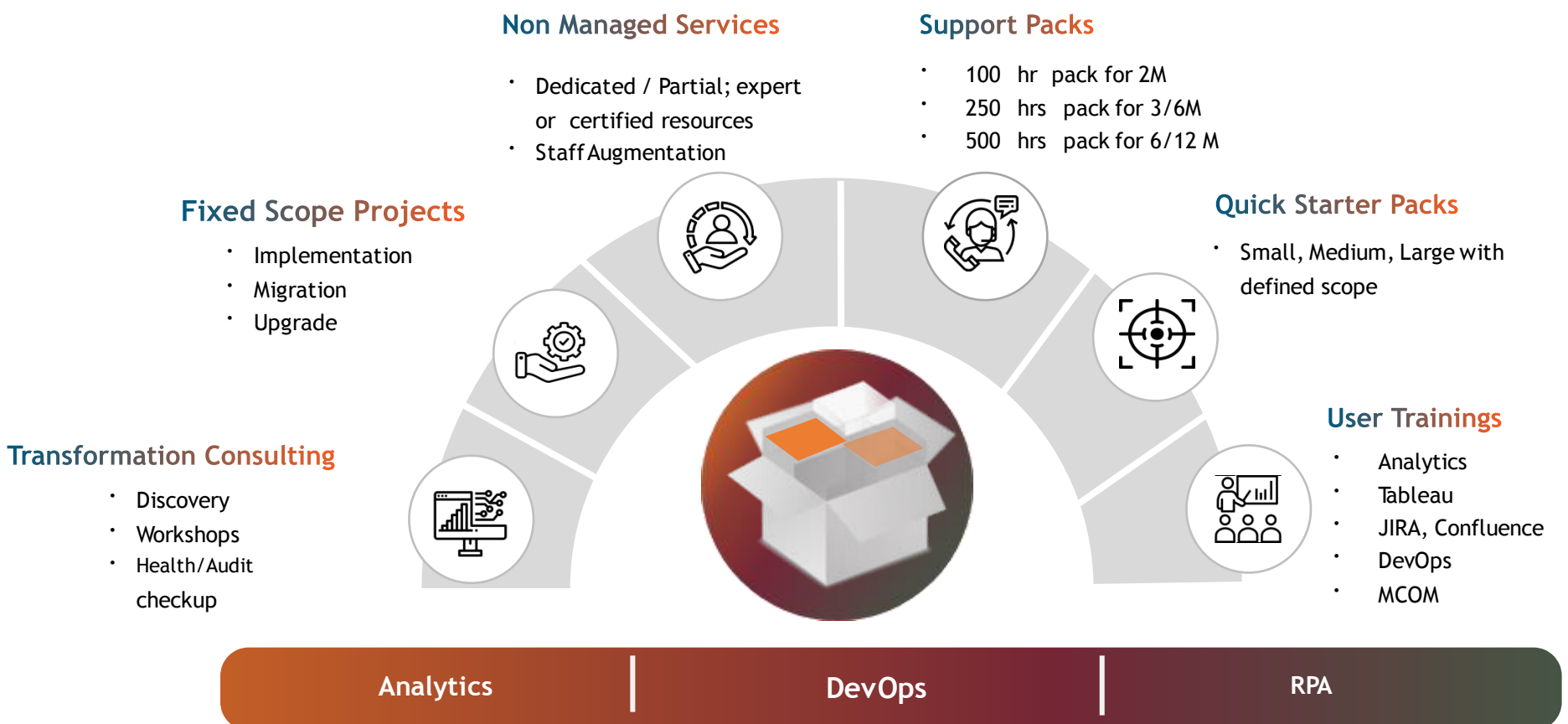
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DevOps

We help streamline the application development and maintenance processes with custom project management practices and implementation of world class software tools like JIRA, Azure DevOps, Azure Cloud to improve team productivity

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Services Portfolio

Non Managed Services
- Dedicated / Partial; expert or certified resources
- Staff Augmentation

Support Packs
- 100 hr pack for 2M
- 250 hrs pack for 3/6M
- 500 hrs pack for 6/12 M

Fixed Scope Projects
- Implementation
- Migration
- Upgrade

Quick Starter Packs
- Small, Medium, Large with defined scope

Transformation Consulting
- Discovery
- Workshops
- Health/Audit checkup

User Trainings
- Analytics
- Tableau
- JIRA, Confluence
- DevOps
- MCOM

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