

Mahi's Styling Business

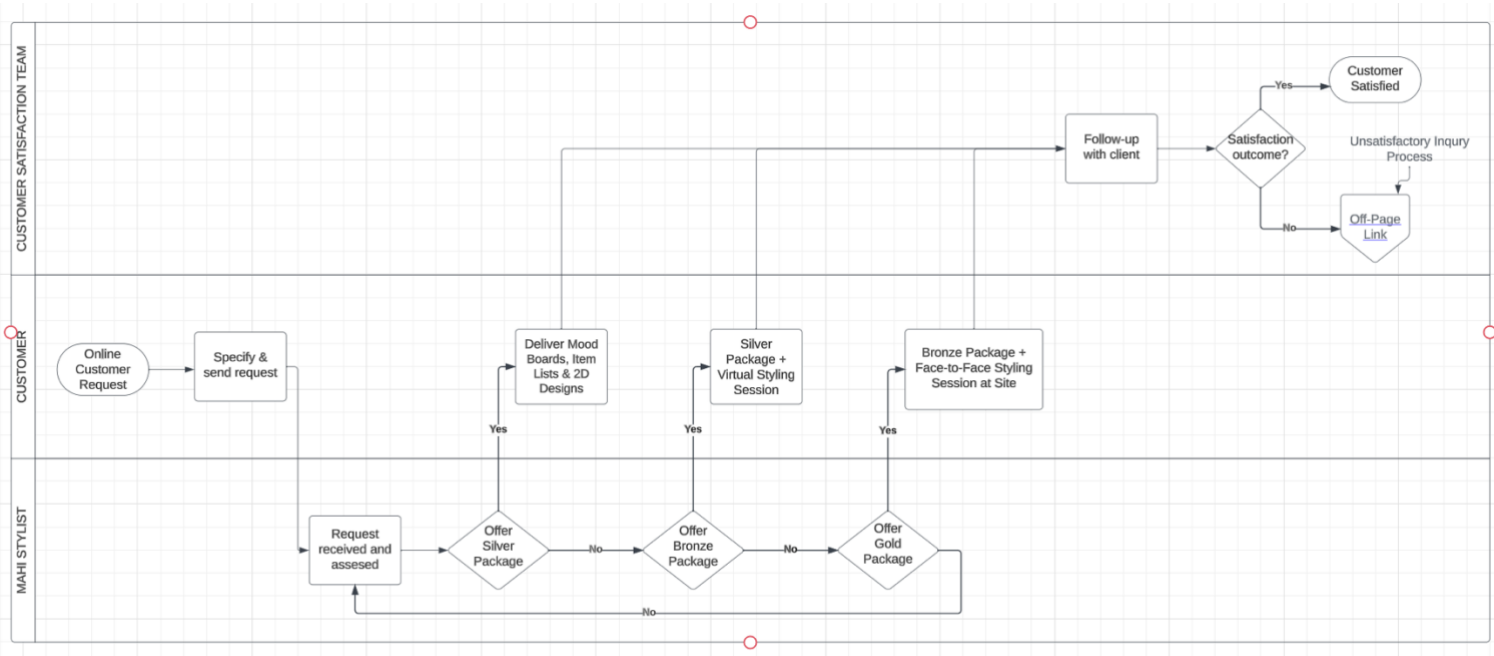
Overview

My business is an online boutique concept store that offers home styling services and home décor items including Tiles, PVC, Faucets, Glassware and Home accessories. It specialises in providing finishing, furnishing, and styling interior needs to each client.

Styling Service

1. The potential client is asked to fill in a request on the website and a questionnaire to identify their specific needs.
2. Then this questionnaire is assessed by the stylists.
3. This step depends on the client's decision of which package of the three offered (bronze, silver or gold) they're interested in.
4. If it's the silver package, the styling team starts working on delivering mood boards, item lists and 2D designs for the designated living space. If it is the bronze package, the stylists do the same in addition to scheduling a virtual styling session with the client to provide the help needed. If the golden package was chosen by the client, the added feature would be scheduling a physical visit to the client's space and providing a face-to-face session there.
5. After the service gets delivered, there exists a follow-up with the client to ensure their satisfaction.

Solution



Yoga Teachers Recruitment Process

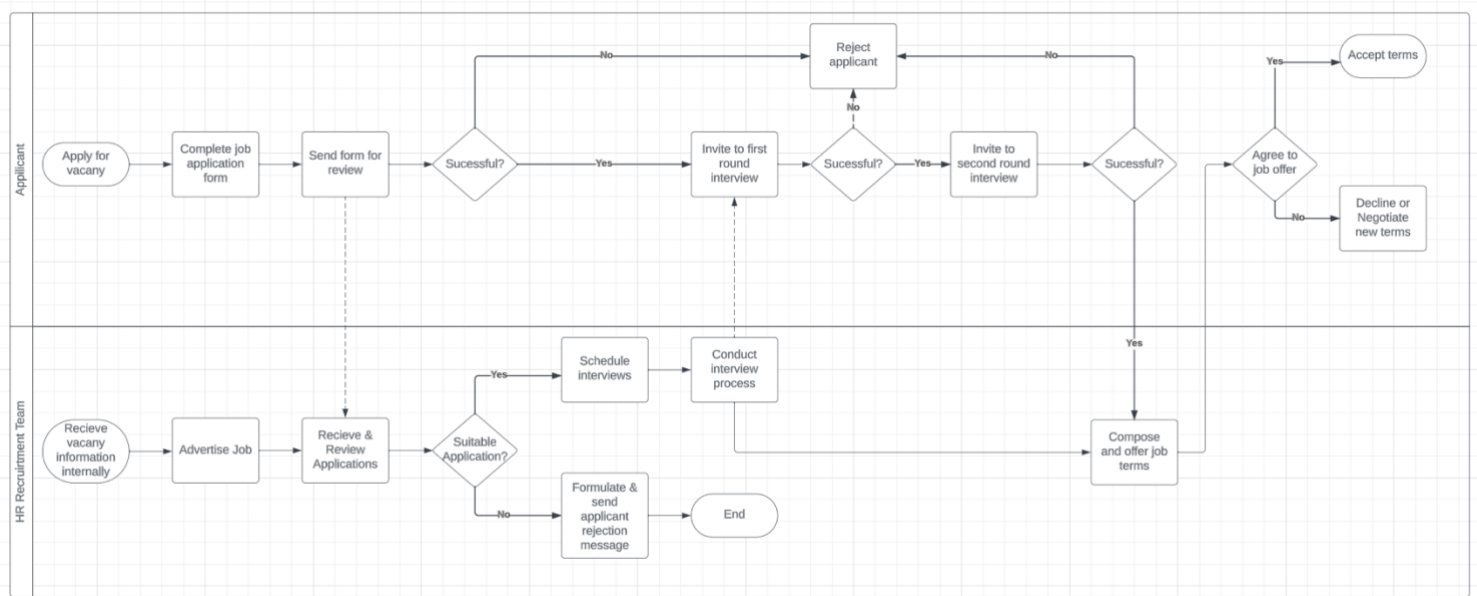
Overview

The process starts with receiving the vacancy information internally and then advertising the job after collecting applications for the job, screening is done to categorize the applications into suitable or not suitable. For suitable applications, interviews are scheduled for the applicants and if applicants pass the first interview, they move to the second interview and if they pass the second interview they get accepted and they get a job offer.

Problem

There is only one human resource representative in your yoga studio responsible for the recruitment process, accordingly, the process is taking too long to complete, and your need to hire yoga teachers persists.

Model (1) AS-IS:



Model (2) TO-BE:

In the To-be improved model, some systems are added to support the process as the HR system that will handle the screening of the job applications based on the pre-established criteria as well as publish the online assessment exam sending automatic emails to the applicants. Also, there is an assistant tool that is concerned with taking the interview results and comparing them to the criteria in order to determine who will move to the next step in the process and who will not as well as schedule the interviews for those who passed the screening phase.

HR System:

- Screen applicants.
- Publish online assessment exam.

- Send emails to the applicant.

Assistant Tool:

- Take interview results.
- Schedule interviews for eligible candidates

Benefits of additional systems:

HR Systems

- Streamlined screening process by automating the evaluation of job applications based on predefined criteria, resulting in quicker processing of applications. Effectively will allow HR to recruit more people in a shorter, more efficient process.
- Automation ensures that all applicants are evaluated consistently based on the same criteria, reducing the risk of bias in the initial screening phase.
- The automation of email notifications sent to applicants saves HR personnel time and effort as well as reduces the risk of human error (sending email to the wrong applicant)

Assistant Tool

- The tool automates the scheduling of interviews for candidates who pass the initial screening, reducing the risk of admin errors as well as saving time by trying to allocate slots, dates, and times manually.
- It helps determine which candidates should proceed to the next step in the hiring process, improving the efficiency of the selection process.

