HR HIRING DASHBOARD

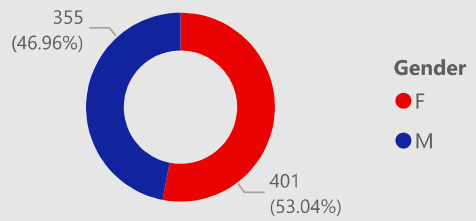
TOTAL EMPLOYEE	AVERAGE DAYS HIRING	AVERAGE DAYS HIRING	AVERAGE DAYS FOR OFFER	AVERAGE COMPENSATION	AVERAGE AGE
757	130.54	130.54	87.72	193M	31

LOCATION
Location: All
- Chennai
- Germany
- Japan
- Kochi
- London
- Newyork

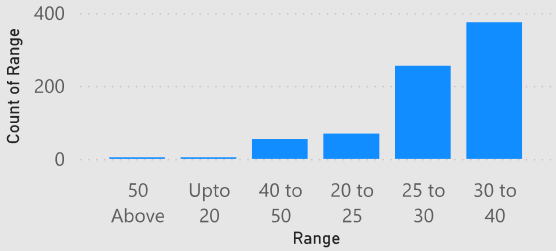
HIRE TYPE
Hire Type: All
- Backfill
- New Proces...

SOURCE-TYPE
Source: All
- Campus
- Direct
- Portal
- RISE
- RISE NP
- RPO

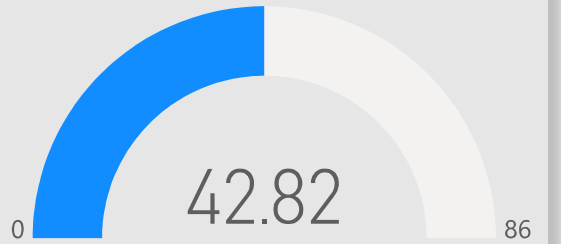
GENDER-WISE



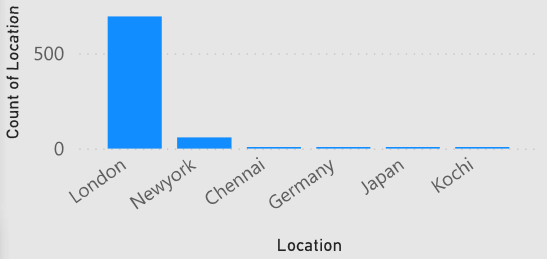
AGE RANGE-WISE



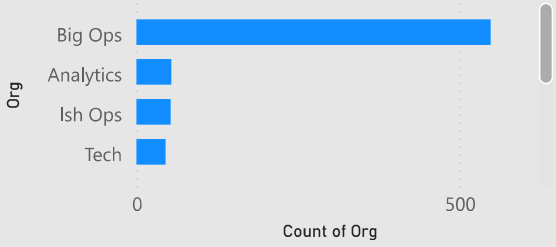
AVERAGE DAYS FOR OFFER TO JOIN



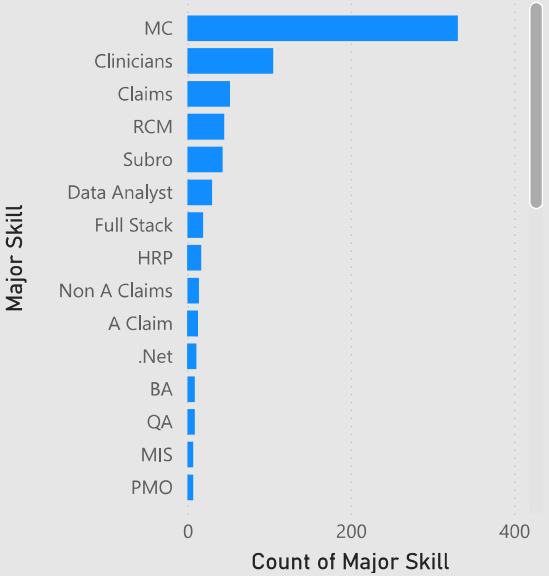
LOCATION-WISE



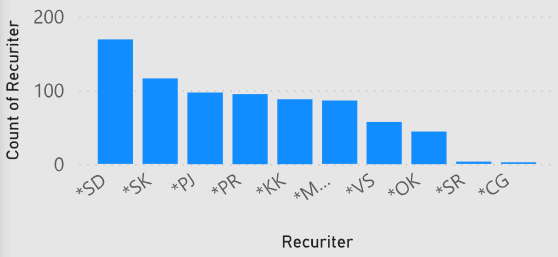
ORG-WISE



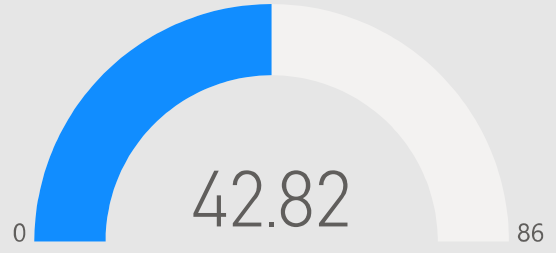
MAJOR SKILL



RECURITER-WISE



AVERAGE DAYS FOR OFFER TO JOIN



DATA HIRING ANALYSIS

By Deepak G Kutty

Hire Type	Count	Average days taken for hiring	Average days taken for offer on	Average days taken after offering to join
New Process Ramp-Up	627	134	91	43
Backfill	129	113	72	41
Total	**756**	**131**	**88**	**43**

Observation

- It has been observed that a total of 756 employees were hired. Out of these, 627 were for a new process ramp-up, while 129 were backfill positions.
- The average time taken to hire new employees is 134 days, which is considerably high. This indicates that attracting and recruiting young talent is challenging.
- For experienced hires, the average hiring time is 113 days.
- The average time taken to issue offers to new employees is 91 days, suggesting that when a position becomes vacant, it takes over 90 days to fill.
- For experienced candidates, the average time to fill a position is 72 days.
- After offering the job ,it takes about 43 days for getting into the job for the new hiring and for the backfill position it takes about 41 days.

Month of requistion	Count
Oct-22	1
May-23	3
Jul-23	8
Aug-23	12
Sep-23	67
Oct-23	20
Nov-23	80
Dec-23	26
Jan-24	86
Feb-24	56
Mar-24	37
Apr-24	73
May-24	78
Jun-24	34
Jul-24	64
Aug-24	60
Sep-24	24
Oct-24	16
Nov-24	8
Dec-24	1
Jan-25	*45*
Feb-25	*46*
Mar-25	*46*

Observation

The Highest attrition is notified on the month of January-2024 Based on the trend analysis the predicted attrition count is 45 is on January-25,46 on the February-25,and on march-25 is 46

For the category Big Ops the ,the highest attrition is on the month january, for Ish Ops the attrition is on the month Nov-23,for the analytics the highest attrition on the month April-24.

The Highest offering was done at the month of Dec-24 and second is on the month of Nov-24.

The highest recuirtement was done through the vendor source with total 331,with highest on the month of Nov-24

Source vendor with recruiter PK have done major recruitment 85 and top was on the month Nov-24

Detailed report with additional analysis in the excel

**Values in yellow indicates the predicted values*

Month of requistion	New Process Ramp-Up	Backfill
Oct-22	1	0
May-23	3	0
Jul-23	7	1
Aug-23	2	10
Sep-23	59	8
Oct-23	16	4
Nov-23	75	5
Dec-23	21	5
Jan-24	86	0
Feb-24	51	5
Mar-24	33	4
Apr-24	53	20
May-24	56	22
Jun-24	28	6
Jul-24	53	11
Aug-24	50	10
Sep-24	15	9
Oct-24	8	8
Nov-24	8	0
Dec-24	0	1
Total	**625**	**129**

The highest attrition in the backfill was on the month May-24.

Time Line	Count	New Process Ramp-Up	Backfill
Within/Outside TAT	1	0	0
Within TAT	406	329	77
Missed	327	278	49
Within TAT (Campus)	23	20	3
Total	**757**	**627**	**129**

Location	Count	New Process Ramp-Up	Backfill	Average Compensation(in crore)	Average Employee age
Chennai	2	1	1	18.75	34
Germany	1	1	0	8.40	27
Japan	1	1	0	12.06	31
Kochi	1	1	0	19.56	28
London	693	565	128	19.71	31
Newyork	58	58	0	14.89	30
Total	**756**	**627**	**129**	**19.31**	**31**

Source	Count	New Process Ramp-Up	Backfill	Average days taken for hiring	Average days taken for offer on
Vendor	331	273	58	150	106
RISE	309	258	51	118	77
Direct	24	18	6	115	68
Portal	53	46	7	132	88
Campus	23	20	3	53	15
RISE NP	4	3	1	149	113
Social Media	11	8	3	73	43
RPO	1	1	0	47	38
Total	**756**	**627**	**129**		

Recuriter Wise	Count	New Process Ramp-Up	Backfill	Average days taken for hiring	Average days taken after offering to join	Within/Outside TAT	Within TAT	Missed	Within TAT (Campus)	Within TAT %
PR	95	82	13	169	51	0	33	62	0	8%
MFR	86	82	4	146	42	0	49	37	0	12%
KK	88	63	25	166	54	0	27	61	0	7%
SK	116	86	30	92	31	0	66	27	23	16%
SD	169	137	32	121	46	0	103	66	0	25%
PJ	97	83	14	122	34	0	60	37	0	15%
VS	57	51	6	124	46	0	36	21	0	9%
OK	44	39	5	119	35	0	28	16	0	7%
CG	1	1	0	55	26	0	1	0	0	0%
SR	3	3	0	48	29	0	3	0	0	1%
Total	**756**	**627**	**129**			0	406	327	23	

Org	Count	New Process Ramp-Up	Backfill	Average days taken for hiring	Average days taken after offering to join	Within/Outside TAT	Within TAT	Missed	Within TAT (Campus)	Within TAT %
Analytics	54	50	4	102	38	0	26	14	14	6%
Big Ops	548	450	98	134	46	0	304	244	0	75%
Ella	1	1	0	87	91	0	1	0	0	0%
Harri	43	31	12	140	27	0	22	21	0	5%
Insurance	1	1	0	76	21	0	1	0	0	0%
Ish Ops	53	53	0	145	46	0	23	30	0	6%
JN	1	1	0	136	48	0	0	1	0	0%
Org	0	0	0	0	0	0	0	0	0	0%
Saad	10	10	0	161	33	0	6	4	0	1%
Tech	45	30	15	90	24	0	23	13	9	6%
Total	**756**	**627**	**129**			0	406	327	23	

Hire Type	Upto 20	20 to 25	25 to 30	30 to 40	40 to 50	50 Above
New Process Ramp-Up	2	59	206	317	41	2
Backfill	0	10	49	57	13	0
Total	**2**	**69**	**255**	**374**	**54**	**2**

The hiring of new employees from the campus is very effective,with low average days for hiring is less and offering rate is also very high

The Recuriter SD have the highest percentage of hiring the employees within the TAT.

For the the org Big Ops ,the recruiter SD have the highest % of hiring employees within the TAT

		*London			
Source	**Count**	**New Process Ramp-Up**	**Backfill**	**Average days taken for hiring**	**Average days taken for offer on**
Vendor	316	258	58	151	106
RISE	274	224	50	114	74
Direct	24	18	6	115	68
Portal	40	33	7	121	75
Campus	23	20	3	53	15
RISE NP	4	3	1	149	113
Social Media	11	8	3	73	43
RPO	1	1	0	47	38
Total	**693**	**565**	**128**		

- In London hiring the new employes from campus have the less days taken for hiring
- The recruitment was highly done through the source vendor is very high and the average time taken for hiring the employee is high.

Location	**Count**	**New Process Ramp-Up**	**Backfill**	**Average Compensation(in crore)**	**Average Employee age**
Chennai	2	1	1	18.75	34
Germany	1	1	0	8.40	27
Japan	1	1	0	12.06	31
Kochi	1	1	0	19.56	28
London	693	565	128	19.71	31
Newyork	58	58	0	14.89	30
Total	**756**	**627**	**129**	**19.31**	**31**

Recommendations

- Implement a automation process with the use of AI for the hiring process and Maintain a pre-screened talent pool to reduce hiring delays.
- The hiring cycle is delaying workforce availability and affecting productivity.
- Delays in finalizing candidates lead to losing top talent to competitors.
- Prolonged joining periods could result in candidate dropouts or loss of productivity.
  High dependence on backfills (17% of hires)
  77 backfills in one category indicate high attrition, leading to additional hiring efforts.
- Speed Up Offer Rollout & Acceptance by Implementing pre-approved salary bands to cut negotiation time.
- Enhance Candidate Engagement to Reduce Dropouts
- Company should introduce a policy for serving the a noticeperiod policy about 90 days which reduce the lag in the hiring process & a fix a time period accepting the offer or reject
- Improve Employee Retention to Reduce Backfills by Invest in career development & upskilling programs
- Track attrition trends to anticipate backfill requirements.
- Offer early joining incentives (sign-on bonus, joining flexibility)
- Strengthen Vendor & Recruitment Partner Strategy

Thank
You