**Week 1 deliverable**

**Group - 17**

Rama Sai Durga Machara Manikumar Gunnam Pavan Venkata

Sai Krishna Teja Kagitha

Sujan Budha

Suneel Kumar Buri

Vikas Reddy Gurrala

School for Professional Studies, Saint Louis University

IS-5960-03: Masters Research Project

Maria Weber

January 20, 2024

**Problem Statement**

One of the issues, which are relevant to HR professionals and recruitment consultants, is the ability to match the goals of talent acquisition with the requirements of the gradually changing job market. It is hard to define the skills which are in high demand, compare the salary levels with competitors, and develop effective strategies for staffing. This limited information output mitigates the prospect of IDP in providing worthwhile information for talent acquisition in competitive industries.

The problems pointed out above are solved by the Employability Analytics Application, which gathers data on tendencies in the job market, professional activities, average salaries, and demand in the industries. This allows HR professionals have the real-time view of how the company recruitment is faring, have fully animated interactive dashboards which assist in providing recommendations thereby helping in the decision-making process, and assists in planning for the future workforce.

**Decision-Maker:**

The target audience is an HR manager or a recruitment specialist who is looking for a way to optimize the tasks in given market conditions. They are also constrained with the responsibility of recognizing the skills and qualities that are needed in an organization, determining the competitive market salaries for such positions, and determining the future trends of such talents (AllBusiness, 2025). They also help decide on labor management policies and recruitment tactics as well as employer image.

Also, they update themselves with the trends in various industries, salary standards and other commodity skills for better decision-making processes. They make certain that the strategic recruitment patterns practiced in the organization are successful and indicate with market changes.

**Needs of the Decision-Maker and Associated Requirements**

**Decision Needs:**

1. Identifying skills and qualifications in high demand within the industry.
2. Benchmarking salaries to maintain competitiveness in the job market.
3. Recognizing job market trends to proactively plan for future hiring needs.
4. Evaluating gaps in the existing workforce to determine reskilling or upskilling needs.
5. Ensuring alignment between organizational hiring strategies and market conditions.

**Required Information:**

1. ***Job Market Trends:*** Regions that offer many job vacancies and new positions (Ltheissen, 2024).
2. ***Salary Benchmarks:*** Mean and midpoint salary information again broken down by the specific job, the location and years of experience.
3. ***Professional Profiles:*** Information concerning the professionals who have been hired in similar positions and their qualifications, skills, and experience patterns.
4. ***Industry Reports:*** Information to screens that show expanded areas and probable areas of skills scarcity.

**Data Sources:**

1. Online job portals (e.g., LinkedIn, Glassdoor, Indeed).
2. Salary comparison tools (e.g., Payscale, Salary.com).
3. Industry trend reports from consulting firms or government statistics.

**Presentation and Interaction Requirements**

**Presentation Format:**

***Dashboard Views:***

1. Real-time demand for roles within specific industries
2. Salary benchmarking reports visualized through graphs and charts (Half, 2024).
3. Skill gaps displayed in easy-to-read matrices.

***Reports:*** Printable and shareable detailed insights for organizational stakeholders.

**Interactive Elements:**

***Customizable Filters:*** By industry, job title, location, and experience level.

1. **Trend Analysis:** Tools to compare historical and current market trends (Crm, 2023).
2. **Recommendation Engine:** Suggestions for hiring priorities or workforce development strategies.
3. **Notifications and Alerts:** Updates on significant changes in job market trends or salary data.

**References**

AllBusiness. (2025, January 3). Hard-Earned Job Search Insights from a professional career consultant. *Forbes*. <https://www.forbes.com/sites/allbusiness/2025/01/03/hard-earned-job-search-insights-from-a-professional-career-consultant/?utm_source=chatgpt.com>

Crm, R. (2023, October 12). 20+ recruitment analytics tools you need to start using ASAP [+ must-have features]. *Recruit CRM*. <https://recruitcrm.io/blogs/recruitment-analytics-tools/>

Half, R. (2024, October 7). Robert Half’s 2025 salary guide highlights key hiring and compensation trends amid a changing job market. *PR Newswire*. <https://www.prnewswire.com/news-releases/robert-halfs-2025-salary-guide-highlights-key-hiring-and-compensation-trends-amid-a-changing-job-market-302268247.html?utm_source=chatgpt.com>

Ltheissen. (2024, December 18). *Indeed’s 2025 US Jobs & Hiring Trends Report: What to Expect When You’re Expecting a Soft Landing - Indeed Hiring Lab*. Indeed Hiring Lab. <https://www.hiringlab.org/2024/12/10/indeed-2025-us-jobs-and-hiring-trends-report/>