P7 - Proces najímání nových lidí

BPMN diagram of the hiring process with swimlanes:

ERP-System lane: Overtime increases / Orders get delayed → (XOR gateway) → ...

VVTF-Company / Recruiter lane: Generate candidate profile → Publish job offer → Approach candidates → Candidate Resume received → Review & consult the resume → Is suitable? (No/Yes) → Conduct the interview → Is suitable? (No/Yes) → Make a job offer → Candidate accepts? (No/Yes) → Hire the candidate. Too many candidates refused? (Yes/No). Store record in HR database → HR database. Review the job offer with upper management.

Team leader lane: Review candidate profile → Checks out? (Approved / Not approved) → Consult the recruiter. Train the employee → Trial period passes → Employee performs the job. Candidate becomes employee.

Candidate lane: Resume. Refuse candidate.
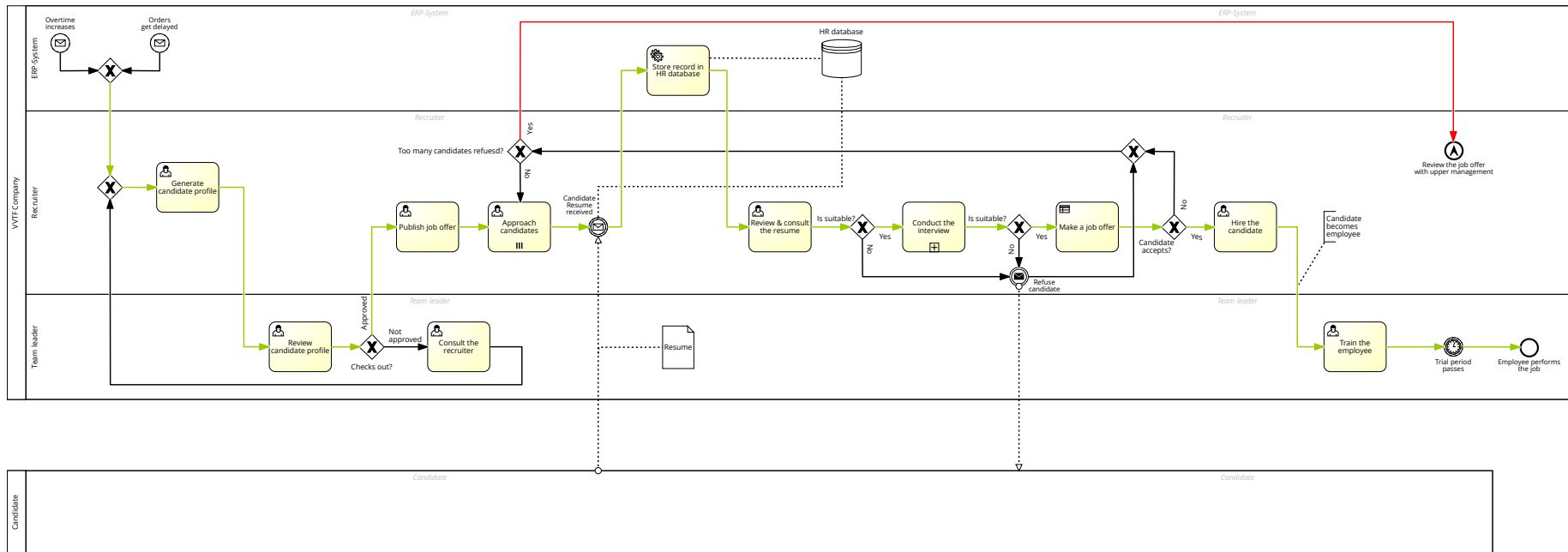
PROCESS DESCRIPTION:

When the company ERP system detects that there have been delays in fulfilling orders or too much overtime, it is a signal that there is a lack of empoyees and the hiring process is triggered.

The recruiter generates a candidate profile for publishing and reviews it with the appropriate team leader. They must agree. Once the requirements have been specified, the recruiter publishes the job offer on multiple platforms and also starts to actively approach suitable candidates.

Once a candidate is found, an interview is conducted to find out whether the candidate is suitable for the job. If he's not, he's refused. If he is, he is made a job offer. If he takes it, he's hired and then trained by his team leader. In case the candidate has been refused, his record is stored in an ERP system for potential later communication.

The fastest path to the best possible (desired) result is highlited green