

Disparate User Data Unified to Provide Consolidated Dashboard to Simplify, Measure and Justify Large HR Investment.

JOB BOARD AGGREGATOR

Washington DC Metro Area

BACKGROUND

Our client, a top 10 defense contractor, had nearly 200 recruiters using 12 different sourcing platforms to find candidates for their ≈2,500 open jobs. Each platform provided our client with monthly usage statistics to better understand how their platform was being utilized, but there was no commonality between reports – the structure, formats, metrics and levels of detail were all different – even the format of the recruiter's names was different. Executives wanted accurate, timely and streamlined reports compiled per month and on a fiscal year basis but doing so took days of manual effort each month and was fraught with human error. Leadership had difficulty calculating a ROI for executive management on the \$1M invested annually in the various recruiting platforms because it was too difficult to get an integrated view of the system landscape accurately and repeatably.

CHALLENGES

- ▶ “Entity Resolution” was the primary challenge of this project
- ▶ Each recruiter was represented differently in vendor reports, preventing a systematic linkage across all reports
- ▶ Platform vendors were unable/unwilling to modify reports in a way that might enable a systematic linkage (such as including email address, Employee ID, etc.)
- ▶ Desired KPI's/usage metrics were computed differently across vendor files
- ▶ Each vendor had different billing formats which required data normalization before ROI could be computed
- ▶ As company turnover naturally occurred, new recruiters would need to be added and old users removed; this pattern would continue indefinitely

SOLUTIONS

- ▶ Resolved the entity resolution problem using creative and customized analytical techniques
- ▶ Developed a process and system to link uniquely link user entities for long-term automation
- ▶ Created a one-stop-shop tool that automatically queried, linked and aggregated monthly data
- ▶ Developed a self-service dashboard for management and leadership to visually render usage analytics across vendor platform, internal organizational unit and recruiting manager

VALUE

- ▶ Provided executives with actionable business intelligence so that they could determine effectiveness of recruiting via quantifiable and measurable data.
- ▶ Automated the error-fraught manual aggregation of monthly reports.
- ▶ Improved the existing business process with a new process that created clean, repeatable, systematically usable data.

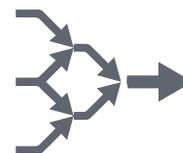
Adaptalytics' data scientists resolved the entity resolution problem and designed a process and system to automate the linkage of records and deliver accurate, timely reports to executives to first calculate and then maximize ROI and shareholder value.



ENTITY RESOLUTION



DECISION ENABLEMENT



BUSINESS PROCESS SIMPLIFICATION