



JOB STRUCTURE REDESIGN > WASHINGTON DC METRO AREA

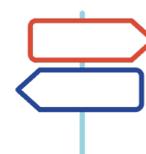
Disparate User Data Consolidated into Dashboard to Simplify, Measure, and Justify Large HR Investment.

The data artisans at Adaptalytics resolved the entity resolution problem by designing a process and system to automate the linkage of records and deliver accurate, timely reports for executives to calculate and maximize ROI and shareholder value.

BACKGROUND

Our client, a top 10 defense contractor, had nearly 200 recruiters using 12 different sourcing platforms to find candidates for approximately 2,500 open jobs. Each platform provided 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 for the 200 recruiters' names was different. Executives wanted accurate, timely, and streamlined reports compiled per month and on a fiscal year basis. But doing so required days of manual effort each month and was fraught with human error. Lack of an integrated system made it difficult for leadership to calculate ROI for the \$1M invested annually in the contractor's various recruiting platforms.

SERVICES PROVIDED



Decision Enablement



Business Process Simplification

CHALLENGES

- “Entity Resolution” was the primary challenge of this project
- Each of the 200 recruiters was represented differently in vendor reports, preventing a systematic linkage across all reports
- Platform vendors were unable/unwilling to modify reports to enable a systematic linkage (such as including email address, employee ID, etc.)
- Desired KPIs/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

- Adaptalytics resolved the entity resolution problem using creative and customized analytical techniques
- Developed a process and system to uniquely link user entities for long-term automation
- Created a one-stop-shop tool that automatically queries, links, and aggregates 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 can 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, and systematically usable data.