

HR Analytics

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In this particular session, in continuation to our earlier session on these challenges in the selection, we will talk about the core and developmental interviews, the reference checks, job offers, medical examinations and the placements are concerned. These all these points we have discussed earlier into the our the explanation of the selection process. Some of the case studies we have taken on this almost the understanding about the assessment in the selection process some part of it. Now rest of the part of it for the selection process we will talk now. Now, here we will talk about that is the core and developmental interviews are concerned. This is the discussion is based on the strategic alignment.

For example, during the development interview for a chief operations officer position at a manufacturing firm, Nina is asked about her strategic vision. She describes her plan to streamline production processes through the integration of automation in AI technology to enhance efficiency and reduce waste. She also connects this vision with the company's long-term goal of achieving sustainability and lowering operational costs. Nina's detailed roadmap includes initial audits, pilot projects and the full-scale implementation phases, clearly aligning her strategic initiatives with the broader corporate objectives of growth and environmental responsibility.

Here, we are addressing how the candidate articulates their strategic vision in relation to the position? The next aspect is about the understanding the role. Tom, a candidate for the financial director role discusses how he perceives his role as a pivotal in achieving the company's goals of the fiscal stability and growth. He outlines his understanding of the company's financial challenges and opportunities, referencing specific market trends and the internal financial reports. Tom proposes a detailed plan to optimize the company's investment strategies and improve cost management, illustrating how these initiatives

support the overarching goal of enhancing shareholder values and securing a competitive market share. Can the candidate demonstrate a deep understanding of their role in facilitating the company goals? Leadership style compatibility if you have to assess we will take that during her interview for a team leader position in a software development company.

Grace describes her leadership style as participative, emphasizing collaboration and team empowerment. She shares experiences where these approaches have led to high team morale and innovative problem-solving. Grace's style involves regular team meetings for open discussions and the decision-making processes that include input from all team members. She explains how this style would fit well with the company's culture, which values transparency, employee engagement and a flat organisational structure. This addresses the leadership style the candidate prefers and how they align with our team dynamics.

therefore, we can find out that is whether it is leadership and team effectiveness can be effective. Innovative Contributions Here I would like to take the example of Jeremy is aspiring to be the next R and D manager. Presents a case from his last role where he led a project to develop a new composite material that reduced the production cost by 15 per cent while improving product durability. He explains the iterative process of experimentations, feedback and the refinement he championed, which involved cross-departmental collaboration and leveraging customer input to guide design changes. This example not only highlights Jeremy's capacity for innovation, but also his ability to drive projects that have a tangible impact on product quality and the company's profitability.

Here, we are addressing whether the candidate can give examples of innovation or improvements they have implemented in their previous roles. Now, when we are talking about the role evolution perspective, then in her final interview for a senior analyst position, Isabel discusses her vision for growing within the company. She articulates a clear trajectory where she starts by enhancing the analytics capabilities of her department through advanced predictive modeling techniques are concerned. Over time, Isabel sees herself leading a new division dedicated to data science innovations that could influence decision-making across the company. She expresses a commitment to not just fill a role but the expand it in a ways that align with the emerging businesses needs and technological advancements.

Showing ambition and fostering that match the company's growth-oriented mindset. This addresses how does the candidate see their potential role evolving within the company. Now, whenever we are talking about reference checks, then we have to see that is how compliance and ethics a manufacturing company require a pre-employment medical

examination for a safety-critical position. To ensure compliance with the legal and ethical standards, they hire an external certified medical provider to conduct the examinations. Procedures are designed to assess only the health requirements directly relevant to the job safety and performance in line with the Americans with Disabilities Act (ADA).

The company also regularly reviews their policies with a legal advisor to ensure they remain compliant with the new health and safety regulations and employment laws. This addresses the medical examination, process and compliance with legal and ethical standards. When we are talking about the references and the confidentiality of the sensitivity of the particular candidate in a logistic firm candidates undergo medical checks that require sensitive data handling. To protect confidentiality, all medical information is handled by a designated HR professional trained in data protection laws and stored in a secure encrypted database accessible only to specific personnel. During the examination, the medical staff explains the procedures and the reasons behind each test, ensuring candidates feel respected and informed.

The company's commitment to confidentiality is reinforced through a strict privacy policy provided to the candidates beforehand. Here, we address how we ensure confidentiality and sensitivity during the medical examination process. For a commercial airline pilot position, specific health criteria include excellent vision, and with this, we talk about the job-specific health requirements by a particular profession. Here, for hearing and cardiovascular health, the airline partners with aviation-certified medical examiners who conduct detailed assessments, including vision tests, audiometry and cardiovascular screening. This test ensures that all candidates meet the Federal Aviation Administration's stringent health standards for flying, which is critical for ensuring the safety of the flights.

Here we are talking about what specific health criteria are necessary for the role and how are these assessed for the purpose of understanding whether they are having the specific health criteria fulfillment or not. Now, whenever we are talking about the issues of accommodation and accessibility, a tech company is interviewing a software engineer who uses a wheelchair in anticipation of a job offer. The HR department consults with accessibility experts to ensure that all necessary accommodations, such as an accessible workstation and software, are available. They discuss potential adjustments with the candidate to tailor the working environment to his needs. Demonstrating the company's commitment to inclusivity and equal opportunities for all employees.

Here, we refer to whether there are accommodations or adjustments possible for candidates with health issues are concerned. Here another important aspect that we talk about is of the ethical use of the medical information. A chemical plant requires workers to handle potentially hazardous materials. Medical examinations are used to assess

candidate's ability to perform job duties safely. The HR team ensures that decisions are based only on the medically relevant capabilities of the candidates, avoiding any discriminatory practices.

Information from medical tests that directly impacts a candidate's ability to perform specific job functions safely is concerned. In compliance with the occupational health and safety laws. How is information from the medical examination used in making the final hiring decision? This above case study helps us to understand that is the whether the medical examination is making the final the hiring decision is possible or not. Whenever we are talking about competitive compensation, For a senior data analyst position, a financial services firm reviews salary surveys and industry standards to set a competitive base salary that matches the high-level skills and experience they required. They add a comprehensive benefits package, including a bonus scheme based on performance, retirement plans and health insurance.

Tailored to attract the top-tier talent and reflect the value they place on the role within their organization structure. This particular case study has addressed how we outline a competitive salary and benefits package that reflects the candidate's experience and skills?. Now, when we are talking about this job offer, when contacted for a reference check regarding Elaine, a candidate for a legal advisor position, her previous employer, a senior partner at a law firm, provides glowing remarks. He describes Elaine as highly ethical and professional in her conduct. She consistently demonstrated integrity often volunteering to take on complex cases requiring the description and a strong moral compass.

He recalls an incident where Elaine identified and resolved a potential conflict of interest that was overlooked by others, which safeguarded the firm's reputation and upheld its compliance standards. Here we talk about the how do the reference describes the candidates professional behavior and ethics. When we are talking about the verification of achievements during the reference check for Simon, a prospective project manager, his former supervisor confirms the achievements listed on his resume. Specifically, she verifies that Simon led a project that resulted in a 20 per cent increase in efficiency through the integration of a new software tool. She elaborates that this was a significant accomplishment as it exceeded the project's original goals and was recognized across the organisation through an innovation award.

This confirmation bolsters the legitimacy of Simons' claimed contributions and highlights his capacity to deliver measurable results. This also helps us to understand to assess if previous employers confirm the candidate's achievements as listed on their resumes? Now, when we are talking about the selection process and stress management is concerned, here we take the reference for Alex, who applied for an IT operation manager position and

consistently praise his ability to manage high-pressure situations. One specific example provided was during a critical system outage; Alex effectively coordinated the recovery efforts, communicated calmly with the stakeholders, and deployed resources judiciously to minimize downtime. His proactive and composed response not only resolved the issue efficiently but also maintained the team's morale during a stressful period is concerned. Here we can make the assessment of what do references say about the candidates' ability to work under pressure.

When we have to check about reliability and punctuality, here is one example we can take during the reference check for Carla, a candidate for a sales executive position. Her former manager notes a pattern of tardiness and several instances where Carla missed internal deadlines without prior warning. Through she acknowledged her strong sales abilities. She expressed concerns about her team time management and skills and reliability is suggesting if occasionally impacted team and the coordinated and client relationships. This feedback provides a crucial insight into the areas where Calra may need improvement and prompts a further evaluation of her fit for roles requiring stringent and time management. Are there any concern about the candidates reliability or punctuality that we can test with the help of this assessment.

This initiative and responsibility in discussing Lily's performance as an administrative assistant, her reference, the office manager, highlights her proactive approach to responsibilities behind her basic job description. He recounts an instance when Lily identified inefficiencies in the office supply chain management and proposed a new vendor that saved the company's 15 per cent supply in the cost manually. He praises her initiative and willingness to take on additional challenges, which contributed significantly to the office operations and made her an indispensable member of the team. Here, we can address about the how does the candidate handle responsibilities beyond their basic job duties are concerned. Next issue in the selection process is of the medical examination.

In the medical examination, we have to see the competitive compensation. The HR team for a tech startup is preparing an offer for Maya, a software engineer with a rare skill set in a blockchain technology. Recognizing the value Maya brings and the market demand for her skills. They propose a salary that is 10 percent above the industry standards for their similar roles. Additionally, they include a comprehensive benefits package with health insurance, stock options and performance-based bonus structure.

This approach aims to reflect Maya's high level of expertise and experience, making the offer competitive and attractive in a tight labour market. Here we are addressing how we outlined a competitive salary and benefits package that reflects the candidate's experience and skills. When we have to test about the work flexibility for Daniel a potential marketing

director who values work-life balance. The company crafts an offer letter highlighting flexible work hours and the option for remote work up to three days a week. This policy is part of company's broader initiatives to support employee well-being and productivity.

The offer also mentions access to the coworking space fund for the remote days. Then, aiming to cater to modern work preferences and Daniel's specific desire for flexibility, thereby enhancing the appeal of the offer is there. And these addresses how does the offer includes elements of the modern work preferences such as flexibility and remote working options or concerns. In the job offers a Priya, a prospective account manager, the company includes a detailed overview of potential career progression opportunities. It outlines a clear path from the account manager to the senior account manager and eventually to the account director based on performance metrics and a leadership training program.

The offer emphasizes the company's commitment to professional growth and development, reassuring Priya that her career ambitions can be realized within the organization. And does the offer adequately address the candidates potential career path within the company. Here, the role clarity when we have to test the offer letter to Alex, a candidate for a project coordinator position meticulously details the job roles and responsibilities. It specifies his direct reports and his role in cross-functional projects. key deliverables and the expectations for his involvement in strategic planning sessions.

The level of detail is in a design to ensure the both the Alex and the company have a mutual understanding of the job scope. reducing the likelihood of the future misunderstandings and setting clear parameters for the performance evaluation. On basis of this we talk about the roles and responsibilities clearly defined in the offer to avoid future misunderstanding or not. The negotiation process occurs when Laura, a prospective HR manager, counters the initial job offer, seeking a higher salary and additional vacation days. The HR director prepares for the negotiation by reviewing the company's budget and the compensation guidelines.

They also consider the scarcity of Laura's skill set in the current market. The director plans to offer a compromise that includes a slight increase in the base salary and one additional week of vacation but also introduces a performance-based bonus that could further increase Laura's total compensation. This strategy aims to meet Laura's needs while staying within the company's budgetary constraints and maintaining the internal equity. How will we handle negotiations if the candidate counters the initial offer? Finally, we will come for the placement. In the placement, we will talk about the team integration.

A software development company has just hired Julia, a very senior developer to ensure her smooth integration. They assign her a buddy from her future team who meets her on

her first day and weekly thereafter. The buddy's role is to introduce Julia to team members, guide her through the company's culture and help her understand team workflows and the processes. Here we also understand that is what should be the orientation program whenever you are introducing a particular employee whether he is already working in the organization or not and when you are introducing to a new team then definitely here we understand that is how company's culture and helping the understanding the workflows and processes of the organization that should be accustomed and accommodated as per the candidates is So, additionally, they scheduled regular team lunches and a series of informal one-on-one meetings with other team members to foster relationships and open communication channels. This approach is designed to make Julia feel welcomed and supported as the transition into her new role.

Here we address how we ensure a smooth integration of the new employee into the team? That when we are talking about the training and orientation, when Michael starts his new job as a customer service representative, his first week is scheduled with a structured orientation program. These include sessions on the company's history, mission and values, as well as detailed training on the company's customer relationship management software and the handling of customer queries. Now, he also participates in shadowing sessions with experienced team members to observe real-time customer interactions and handling techniques. This comprehensive orientation is aimed at equipping Michael with the necessary knowledge and skills to perform efficiently and confidently in his new role. Here we address what initial training and orientation will be provided to the new employee.

When we want to have a discussion on this is performance monitoring and support. Here, I would like to take Emma, newly hired as an HR analyst, to have her performance and well-being closely monitored through a series of structured check-ins. Her manager schedules bi-weekly meetings to discuss her progress, address any challenges and provide feedback on her work. Additionally, the country offers access to a well-being program that influences the mental health, resources and stress management workshops. HR also conducts a monthly "pulse survey" specifically tailored to new employees to gauge their job satisfaction and emotional well-being, ensuring Emma receives the support she needs to succeed.

How well will we monitor and support the new employees performance and well-being in the first few months? This will be has been addressed with the help of this above case study. Now, when we are talking about feedback gathering, to gather feedback from a new employee like Tom, a graphic designer, the company utilises a digital feedback tool which allows him to anonymously submit his thoughts on the onboarding process at various stages. Two weeks after his start date, the tom receives a prompt to complete a structural survey that ask about the clarity of his job duties, the effectiveness of the training. He has

training sessions and his level of comfort with the team dynamics. This feedback is reviewed by the HR to identify areas of improvement and adjust the onboarding process for future hires.

Here we address what mechanisms are in place to gather feedback from the new employee about their onboarding experience is concerned. The process assessment and improvement, An engineering firm has implemented a dual feedback system to assess the effectiveness of their placement process. After the completion of the onboarding period, both the new employee and their supervisors are required to fill out an evaluation form that assess the clarity of the job description, the suitability of the training provided and the overall satisfaction with the placement is concerned. Here these forms are analyzed by HR to identify common trends and areas for improvement. Additionally, key performance indicators that are, KPIs related to employee retention and performance within the first six months, are tracked to measure the long-term success of the placement process, enabling continuous refinement and improvement.

Now here we have to also understand this KPIs will be decided by the organizations from the very two various sections are concerned. Therefore, in that case, whenever we want to make this assessment, we have to see how we assess the effectiveness of our placement process to make continuous improvements so that where we can make more effective placement procedures. This is all about the particular sessions about in the selection process which we have talked about up to the placement. Thank you.