# ONBOARDING

# Redefining Recruitment with Data-Driven Onboarding and Attrition Tracking

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## Introduction

An organization's HR department faced challenges in forecasting onboarding requirements and ensuring seamless workforce planning. They needed a solution to predict the number of new hires required monthly to align with business goals, optimize resource availability, and manage onboarding budgets effectively. Corient Business Solutions developed a tailored Power BI report to address these challenges and enable data-driven recruitment decisions.

## The Problem?

- Difficulties in accurately forecasting monthly onboarding needs to meet organizational objectives.
- Limited insights into attrition rates, making it hard to predict the need for replacements.
- Challenges in aligning recruitment efforts with business growth and workforce planning requirements.
- Lack of tools to manage onboarding budgets and track recruitment gaps effectively.

## Corient Solution

- **Monthly Onboarding Forecast:**
Provided a forecast of new hires required based on historical hiring data, attrition rates, and business growth projections.
- **Attrition Rate Calculation:**
Calculated attrition rates by department and role to anticipate employee turnover and replacement needs.
- **Workforce Planning:**
Combined headcount projections with hiring trends and business goals to provide actionable insights for future workforce planning.

> **The best accountants are the architects of financial legacies.**
>
> **– Laura Anderson**

- **Hiring Gaps Analysis and Budgeting:**
Visualized recruitment gaps and tracked onboarding costs, including expenses for training and equipment, to aid financial planning.

## Challenges Faced

- **Accurate Data Forecasting:**
Ensuring forecast reliability by using metrics such as attrition rates, tenure, and business growth.
- **Data Integration:**
Unifying data from various HR systems, such as recruitment, payroll, and performance management, into one dashboard.
- **Dynamic Forecasting:**
Adjusting forecasts dynamically to reflect changing business conditions and hiring needs.

## Overcoming the Challenges

- Implemented historical data analysis and trend-based forecasting to ensure accuracy in onboarding predictions.
- Used Power BI's robust data integration tools to consolidate data from multiple HR systems into a unified dashboard.
- Incorporated dynamic forecasting models to accommodate changes in business needs, department expansions, and strategic goals.
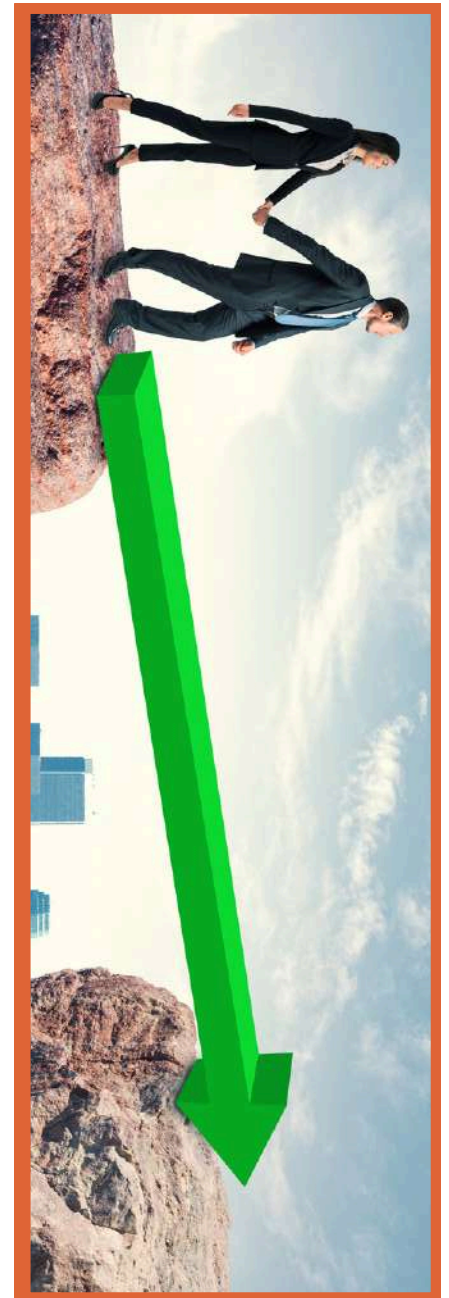
**Behind every good business is a great accountant.**

**– Anonymous**

## Result Achieved

1. Enabled accurate monthly onboarding forecasts, aligning recruitment efforts with organizational objectives.
2. Improved tracking of attrition rates, allowing proactive planning for employee replacements.
3. Managed onboarding costs effectively by linking recruitment forecasts with budgetary planning.

## Conclusion

Corient's customized Power BI solution revolutionized the HR department's approach to workforce planning. By enabling accurate forecasting, dynamic adjustments, and actionable insights, the organization achieved improved recruitment efficiency, better budgeting, and proactive workforce management. This data-driven approach reduced attrition risks and aligned HR strategies with organizational growth goals.

**"**

**The road to success and the road to failure are almost exactly the same.**
**– Colin R. Davis**