

# Warwick Business School

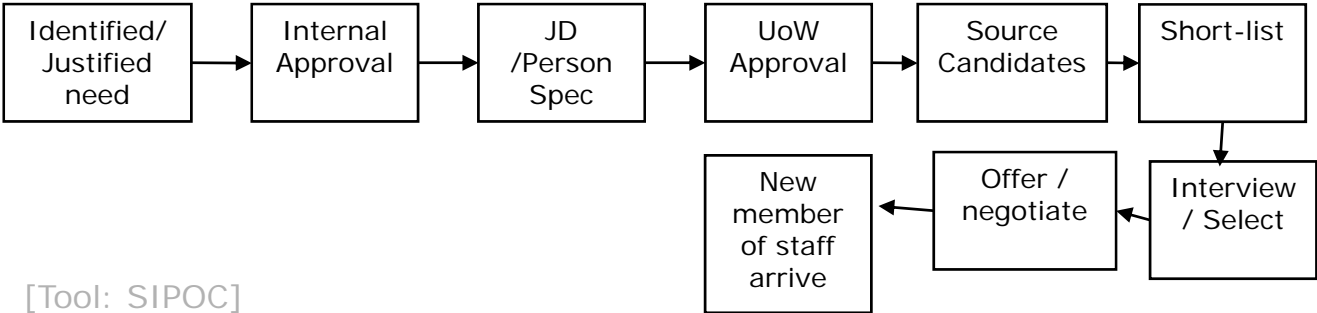
Staff Appointment Process RIW

17<sup>th</sup> – 18<sup>th</sup> March 2009



# Scope process

Supplier	Input	Process	Output	Customer
<ul style="list-style-type: none"> <li>• Recruiting manager</li> <li>• Line manager</li> <li>• FRPC / UoW</li> <li>• WBS HR</li> <li>• Line Manager</li> <li>• Applicants</li> <li>• UoW Staff</li> </ul>	<ul style="list-style-type: none"> <li>• Identified need/Business Plan</li> <li>• Justified need</li> <li>• Approvals</li> <li>• Job Description</li> <li>• Advert</li> <li>• Person Spec</li> <li>• Applications</li> <li>• Reputation UoW/School/Dept</li> </ul>	<p>Staff Appointment Process (see below)</p>	<p>New member of staff arriving on site</p>	<ul style="list-style-type: none"> <li>• Senior recruiting manager/line manager</li> <li>• Candidate</li> <li>• Applicants</li> <li>• UoW HR</li> <li>• WBS HR</li> <li>• UoW/Staff/Dept</li> <li>• Students</li> </ul>

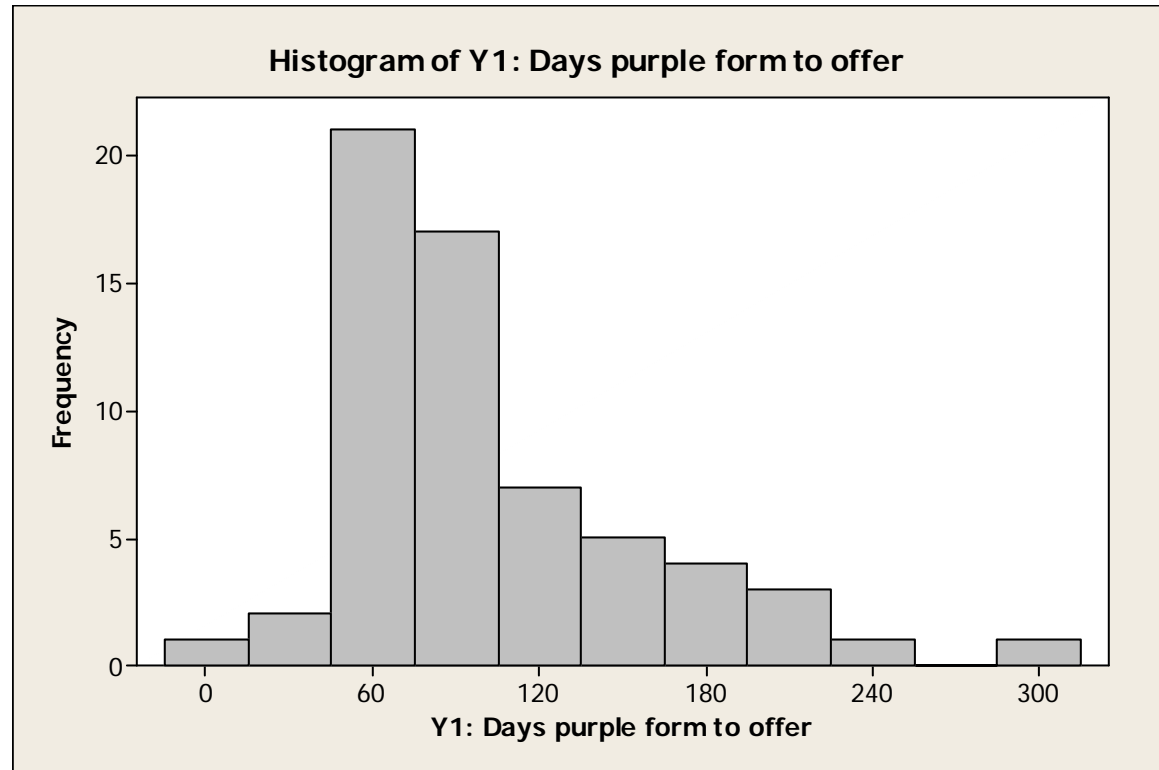


[Tool: SIPOC]



# Baseline performance

Lead time = Y1 mean = 101 days



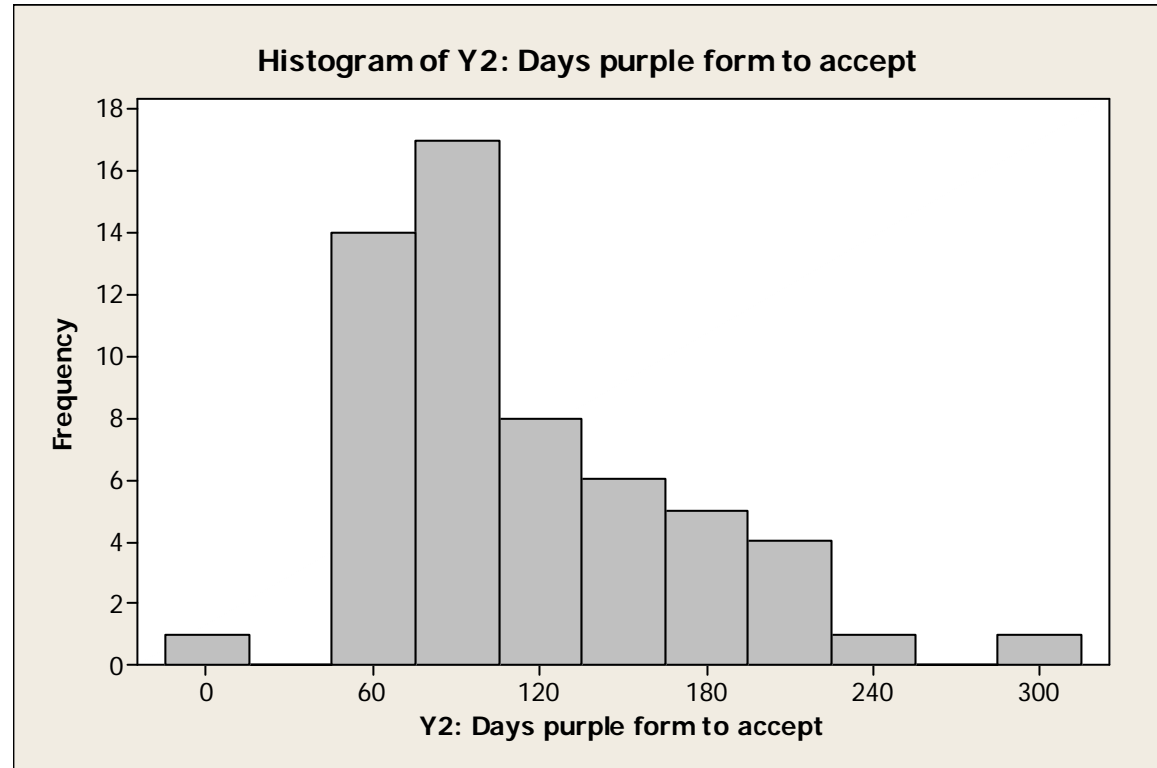
Sample: 28 data points in 2008

[Tool: Histogram and run chart]



# Baseline performance

Y2 mean = 114 days

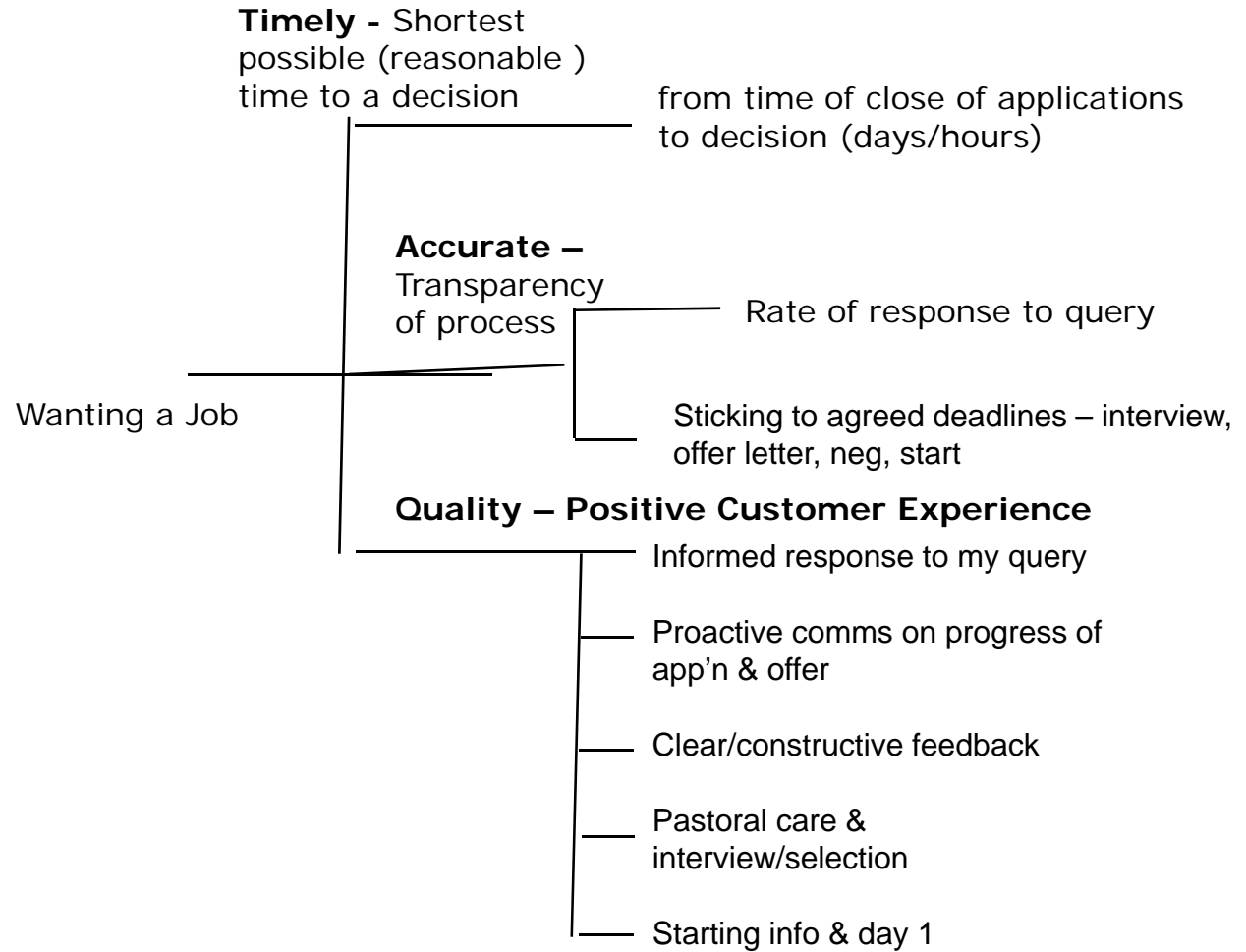


Sample: 28 data points in 2008

[Tool: Histogram and run chart]



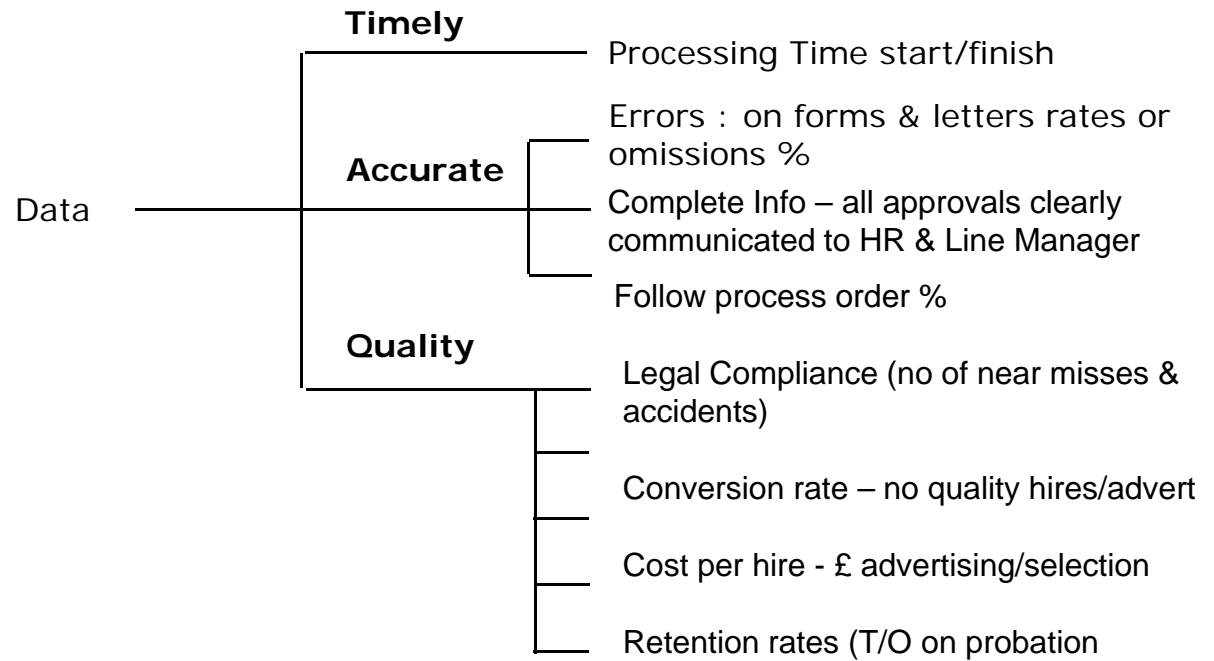
# Customer needs - Applicant



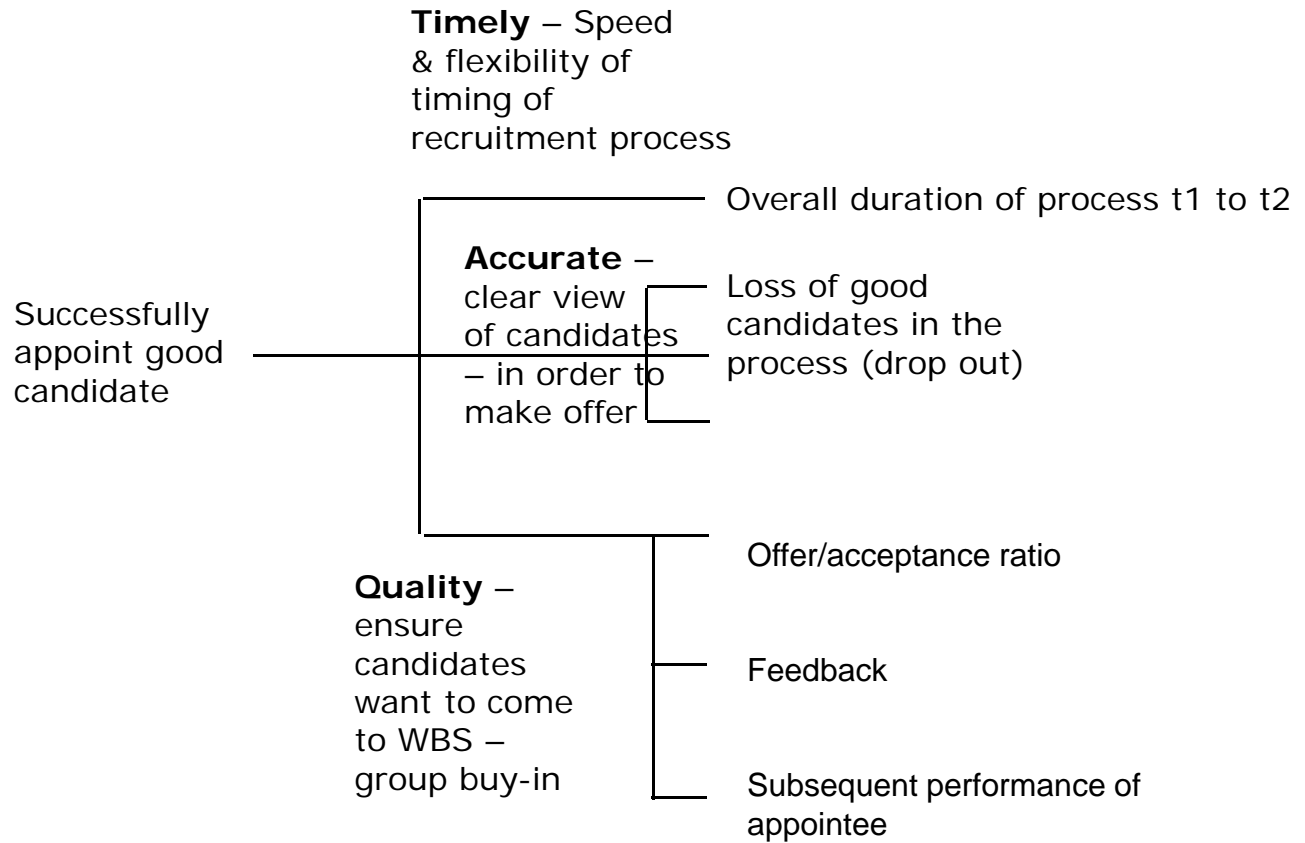
[Tool: Critical To Success Tree]



# Customer needs - HR



# Customer needs – Recruiting Manager



# As-is process

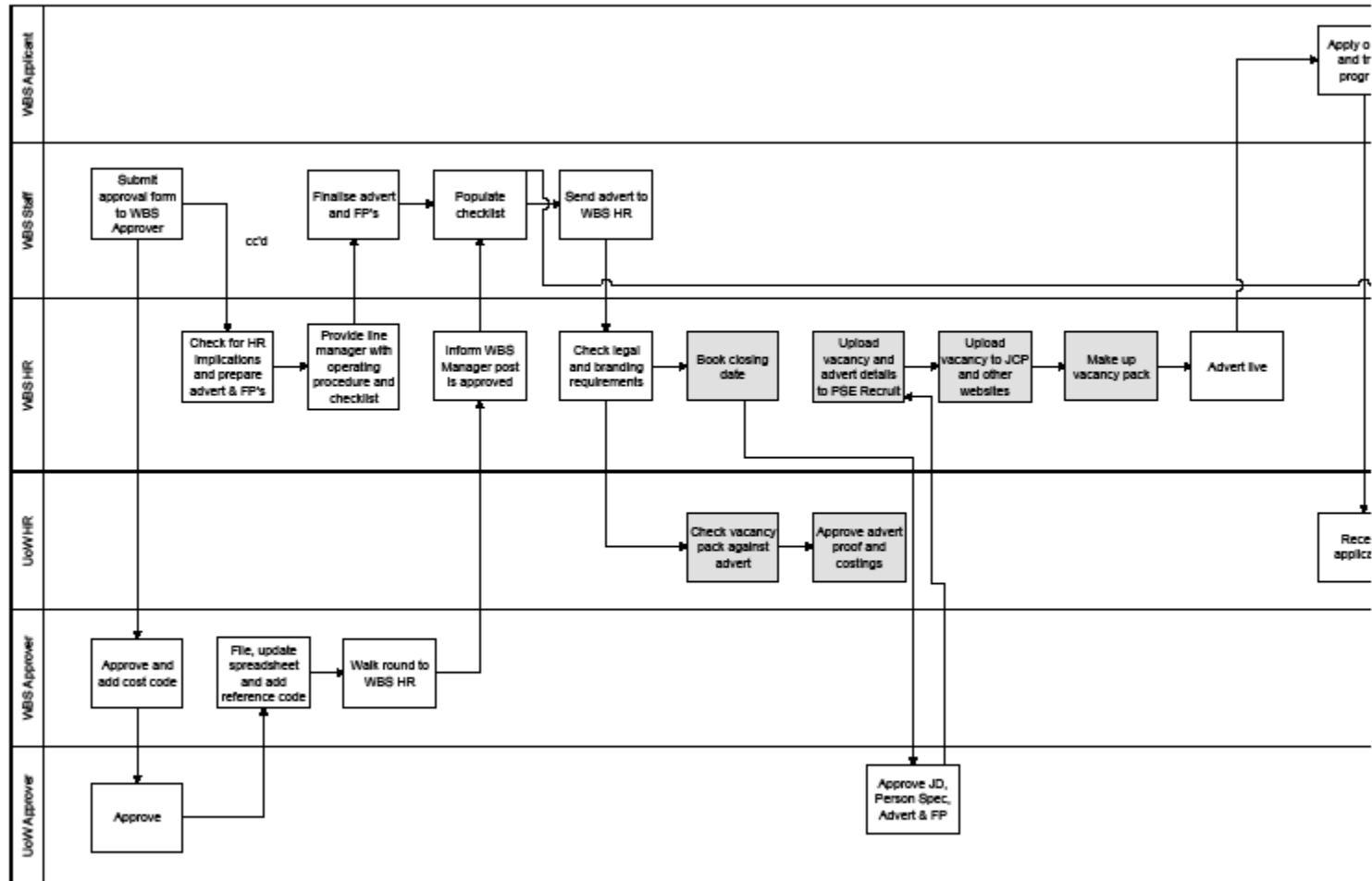


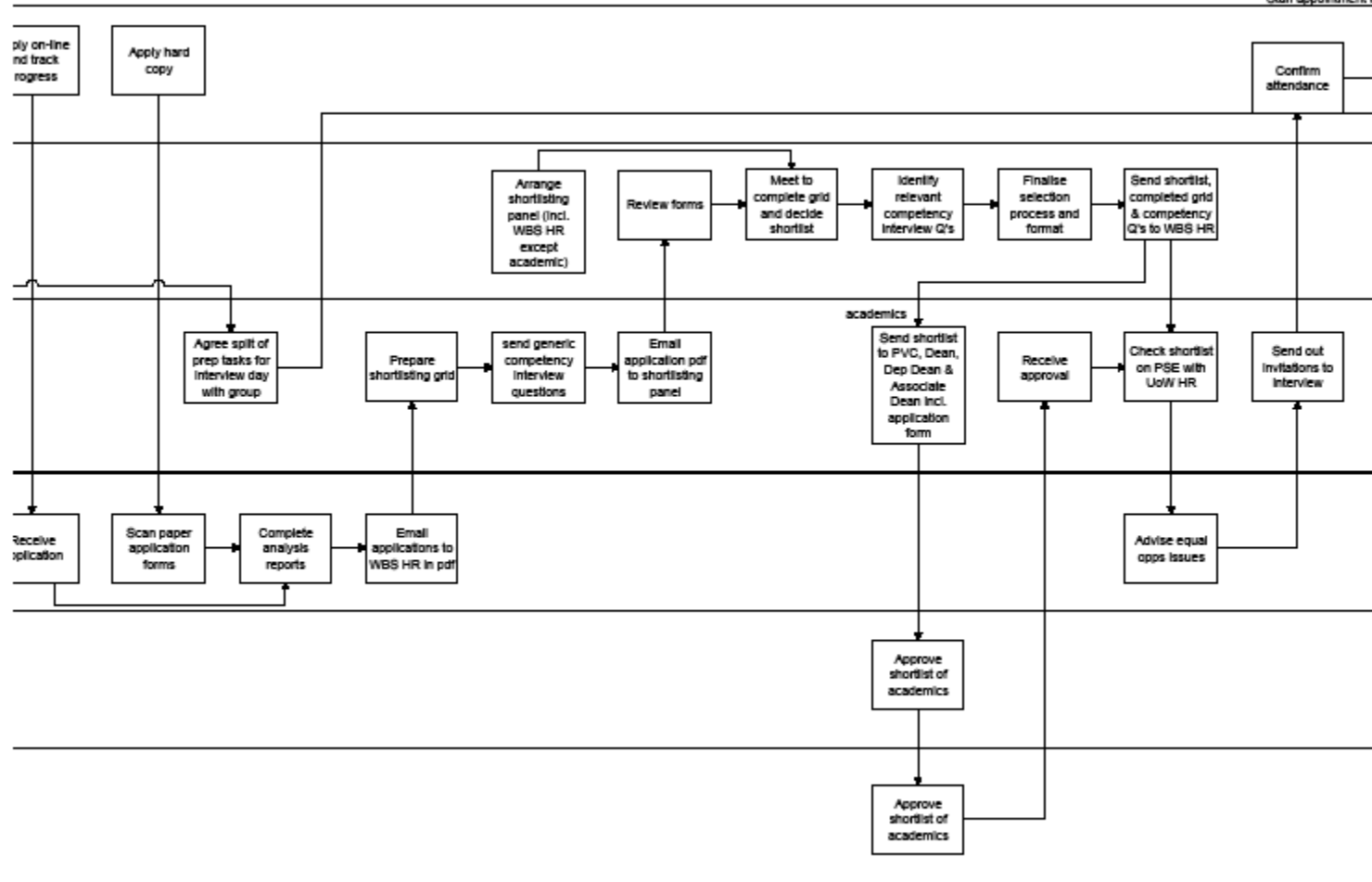
[Tool: Process map]



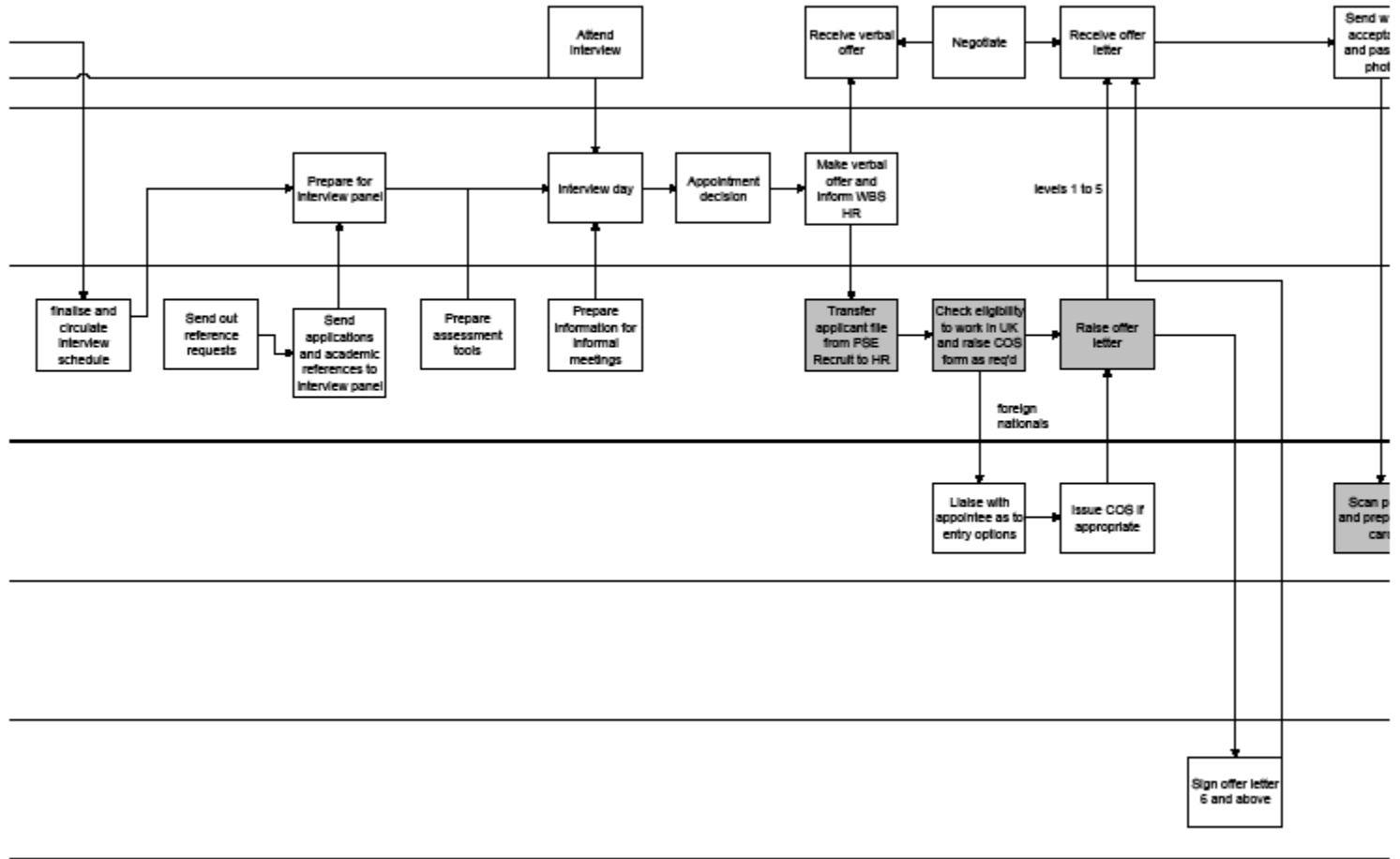


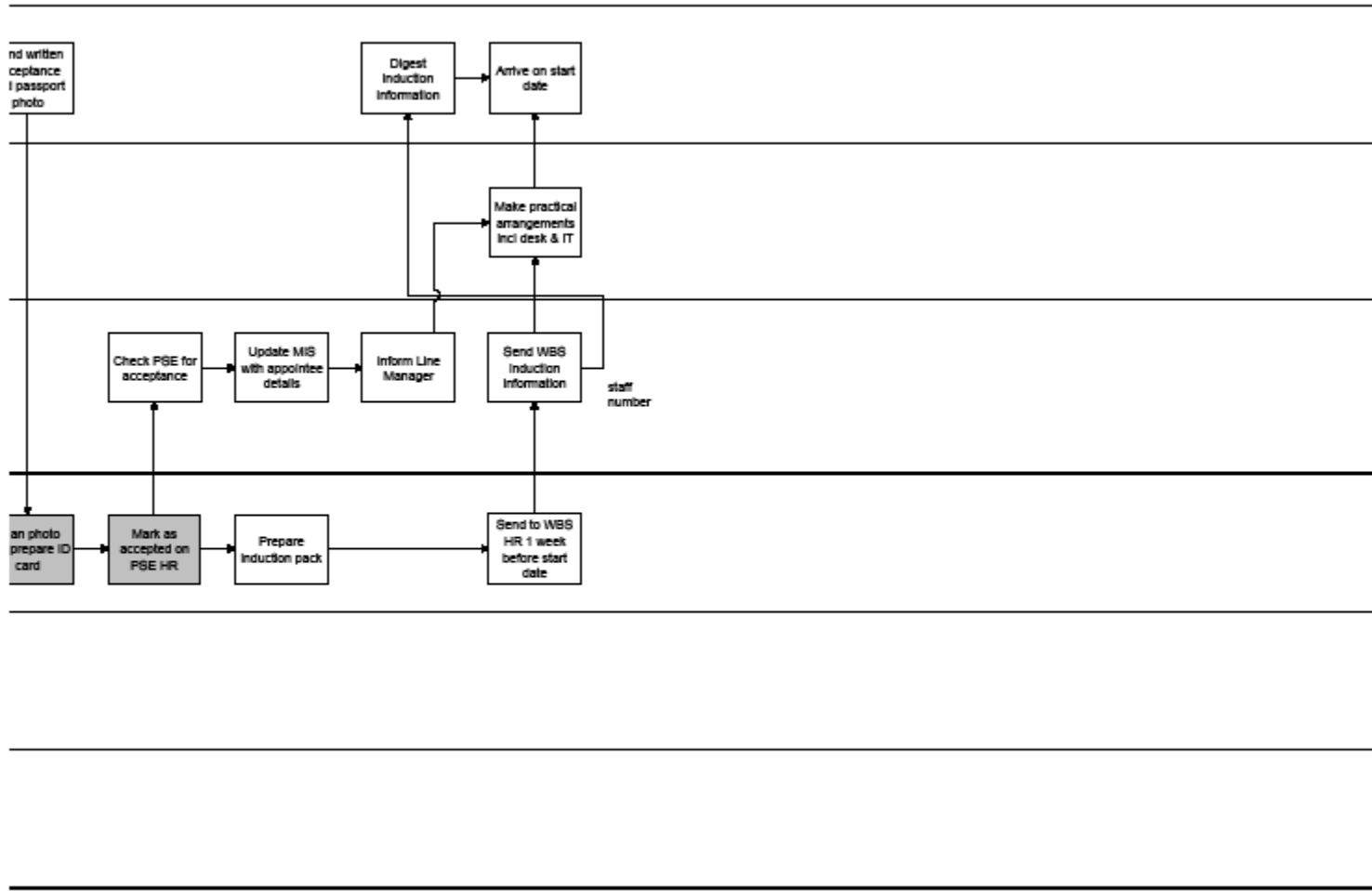
# To-be process





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## Parking lot

- Staff retention
- Job evaluation
- Policy decisions – Approvals
- Induction process
- Professorial appointments
- Interview day
- Short-listing process

