

PRESENTING THE PROJECT

TESLAR Hiring, Promoting, & Retaining Employees

BY MARTA ELENA PEÑA

Hello everyone. And thank you for taking the time to view my presentation, where I will paint my project picture on the [Teslar](#) case study that focuses on hiring promoting and retaining employees. My name is Marta Elena Pena. To frame what our time will look like today, I will provide context on the case study, with the main challenges and a problem statement. I will also share how I arrived [to](#) the analytics solution, and how utilizing the seven pillars of people analytics is connected to the solution. Followed by a review of the HRIS Paylocity platform.

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CONTEXT

Car Manufacturing Company - Rapidly Growing!

The company desires to recruit several hundred employees to ramp up production of its new vehicle, the Model E.

CHALLENGES

- Identify quality external candidates
- Promote internal employees

PROBLEM STATEMENT

What HRIS tool can Teslar utilize to address challenges with a data analytics piece that has reporting functionality in recruiting, performance, and human resources?



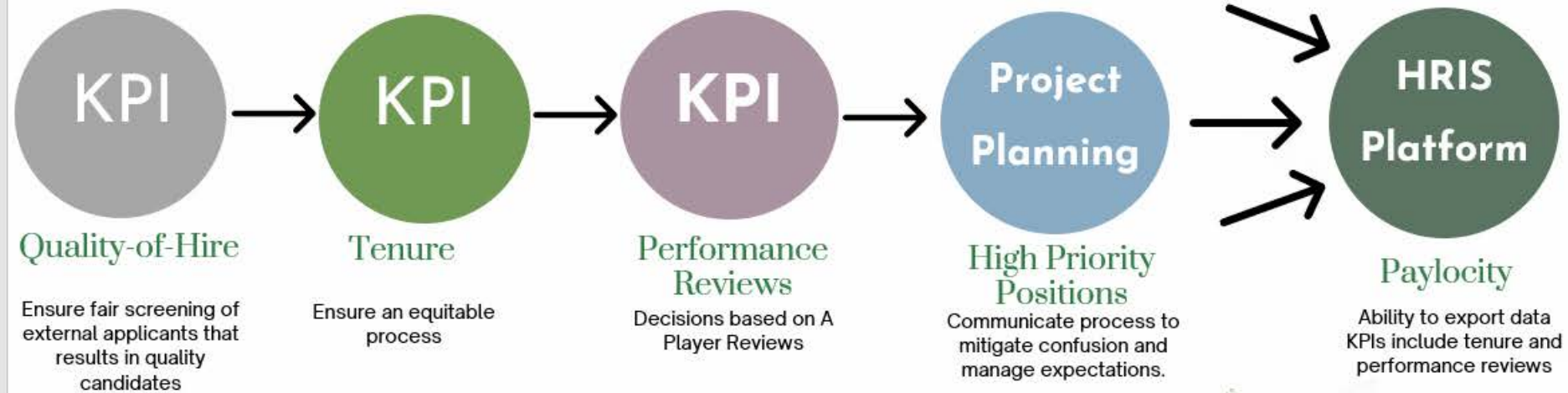
Goal: Hire 2000 Employees



Teslar is a car manufacturing company that is rapidly growing in the industry. Teslar desires to recruit several hundred employees to ramp up production of its newest vehicle, the Model E. The main challenges that have been identified are: identifying quality external candidates and also promoting internal employees who are highly qualified. The problem statement is as follows: What HRIS tool can Teslar utilize to address challenges with a data analytics piece that has reporting functionality in recruiting, performance, and human resources? All of this is a big challenge because Teslar is expecting at least 10,000 applicants, and their goal is to hire 2000.

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ARRIVING TO THE ANALYTICS SOLUTION



How did I arrive to the analytics solution. I started off by thinking of few important KPIS. First quality-of-hire was selected to ensure fair screening of external applicants that results in quality candidates. Next tenure, to ensure the process of hiring and talent selection is equitable within the company for those candidates that might want to be promoted. Another KPI is data available in performance reviews. For example, decisions based on internal candidates who are A players in the company. This is important because just because if an internal candidate has worked for the company for a long time, doesn't mean they automatically get promoted. There also has to be consistent documentation of quality work performance. Next project planning with the high priority positions. As I mentioned, Teslar wants to hire 2000 employees. That means that yes, there will be some internal promotions. Communicating the process to mitigate any confusion and manage expectations. When you have that many hires in a company, there can be confusion. So that project planning that has the communication piece is critical so there is a smooth process for that hiring. All of this points to the HRIS platform that will be the recommendation so there is a high functioning, high quality analytics solution available for Teslar. The main reason I am selecting Paylocity as the HRIS platform, is because of the ability to export data including a performance module, a human resources module, a data analytics module, communication module, etc. All the functionalities to export data and review it is all there and easy to use. This is why the HRIS platform I am recommending is Paylocity as the analytics solution.

UTILIZING THE 7 PILLARS OF PEOPLE ANALYTICS

WORKFORCE PLANNING

SOURCING

ACQUISITION/HIRING

ONBOARDING, CULTURE FIT, &
ENGAGEMENT

PAYLOCITY

The HRIS has dedicated data and HR modules that allow to proactively plan.

"TALK" TO HRIS

Utilize platforms such as Indeed that can connect to Paylocity with the ability to import and analyze data.

SET STANDARDS

Job postings should be tailored to meet certain qualifications and standards with reporting available to assess needs to pivot.

SURVEY MODULE

Utilize the survey module in Paylocity to rate the new hire experience with accountability for managers.

PERFORMANCE ASSESSMENT
AND DEVELOPEMNT & EMPLOYEE
LIFETIME VALUE

PERFORMANCE MODULE

Recommend to use a 9 Box Performance Grid to rate in Paylocity that can then be reported out using the data module. Also an annual performance cycle that includes Goal Setting, Mid Year Eval, and End of Year Eval with Weekly Check Ins.

EMPLOYEE CHURN AND
RETENTION

EXIT INTERVIEWS

Reviewing the why behind employees exiting the organization. Are there patterns that can also affect new hired and newly promoted internal candidates?

EMPLOYEE WELLNESS, HEALTH,
AND SAFETY

COMPANY CULTURE

Recruiting with company culture that focuses on mental and physical health of employees, health benefits, and overall care.

Utilizing the seven pillars of people analytics This is going to be very important to make sure the process is fair, equitable and correct when looking at the hires. (Please see notes per pillar on the slide).

Legal Compliance

Recommendations: Best Practices

- In order to avoid a complaining party establishing a prima facie case of disparate treatment using the McDonnell Douglas burden-shifting method, clear qualifications for open positions must be listed.
- This ensures that all final candidates will be excellent fits for the position responsibilities and avoid any complaints regarding discrimination based on being a part of a protected class.
- Create a Title VII hiring policy and statement for Teslar that is listed on all job postings, stating how the company acknowledges that it is unlawful to discriminate against any individuals with respect to his compensation, terms, conditions, or privileges of employment, because of such individual' s race, color, religion, sex, or national origin.
- Promote position postings on job recruiter sites that have a higher volume of minority applicants that could also be considered in a protected class. This includes women, African Americans, and Latinos.
- In the Applicant Tracking System/Recruiter module of Paylocity, remove graduation date requirements and names of colleges to avoid accusations of age discrimination and higher education favoritism.



Quality
External
Candidates

Promoting
Qualified
Internal
Candidates

Dedicated and intuitive modules
that have exporting functions to
Data Reporting

- Community
- Modern Workforce Index
- Self Service Portal

HR & Payroll

Compensation

Data Insights

Expense

Learning

Marketplace

Onboarding

Performance

Recruiting

Spending Accounts

Surveys

Time & Labor



I also wanted to give a window into Paylocity and show how it provides solutions to our main challenges. This includes the quality external candidates we are trying to recruit and identifying quality internal talent. On the left you'll see the dropdown menu in Paylocity that has a quick view of the modules Paylocity offers. There is a HR & Payroll module, Data Insights, Performance, Recruiting, Performance, and Community where communication to all Teslar employees takes place. The Data Insights tab is going to be one of the most important items in order to report and analyze data that is available within all modules.



THANK YOU

FOR YOUR ATTENTION

Peer Feedback Reflection

While the feedback I received was positive, what I found to be the most useful was also reading the feedback provided to my peers after viewing their project plans. There was thoughtful feedback regarding being concise, stating the problem, and being very clear about what the solution was to combat the problems directly. I thought that was one of the most useful items, to be clear in stating the solution, followed by why. I also found the legal compliance piece to very helpful while reading my peers' feedback. I appreciated the ideas provided and this helped me to add that piece much more clearly in my presentation. Before, I felt it was there, but more sporadically without clear intention. Overall, the feedback provided to all peer members was useful and thoughtful. I hope the feedback I provided was just as useful as well.