**COMPANIES ANALYSIS REPORTS**

**Introduction**

-A survey study was called out on the below industries to investigate their hiring options and trends in their behaviors.

-The study segregated the companies into the following groups based on the nature of their sectors

The following is the dataset structure-

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| |  | | --- | |  | | **Total** | **Sector** | | | **Private sector organisation size** | |  |
|  | **Private sector** | **Public sector** | **Third/voluntary sector** | **Private sector SME (2-249)** | **Private sector large (250+)** |  |
|  | **A** | **B** | **C** | **J** | **K** |  |

-Private Sector

- Public Sector

-Third/Voluntary Sector

- Private Sector SME(2-244)

-Private Sector Large (250+)

-The companies operate at different levels and capacities and each has their own specific characteristics that may or may not fall into the behavior patterns of the rest

-The research of the above companies will be based on the following properties that can be investigated from the data such as the type of labor they hire- if they prefer highly skilled or lowly skilled or their preference to hire redundancies .

-In any economy the private sector always has the largest market share with the public sector following in pursuit and the voluntary sector finally tagging along.

DATA ANALYSIS

The key for the data graphs is

1=Total

2=Private Sector

3=Public Sector

4=Third/Voluntary Sector

5=Private sector SME

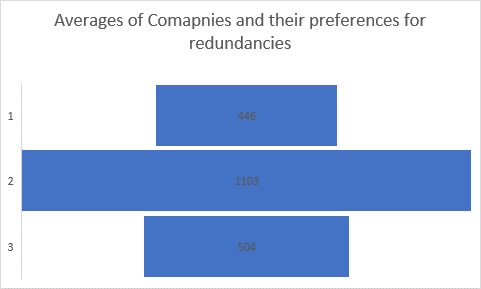
6=Private sector large(250+)

1.Is your organization planning to make any redundancies during the next three months

Summary Statistics

|  |  |
| --- | --- |
| *Companies wanting to implement redundancies* | |
|  |  |
| Mean | 209 |
| Standard Error | 70.15554 |
| Median | 181 |
| Mode | #N/A |
| Standard Deviation | 171.8453 |
| Sample Variance | 29530.8 |
| Kurtosis | -1.86198 |
| Skewness | 0.376174 |
| Range | 422 |
| Minimum | 24 |
| Maximum | 446 |
| Sum | 1254 |
| Count | 6 |
| Largest(1) | 446 |
| Smallest(1) | 24 |
| Confidence Level(95.0%) | 180.3406 |

|  |  |
| --- | --- |
| *Companies not wanting to implement redunancies* | |
|  |  |
| Mean | 376 |
| Standard Error | 114.9622 |
| Median | 358 |
| Mode | #N/A |
| Standard Deviation | 257.0632 |
| Sample Variance | 66081.5 |
| Kurtosis | 1.413575 |
| Skewness | 0.970443 |
| Range | 684 |
| Minimum | 94 |
| Maximum | 778 |
| Sum | 1880 |
| Count | 5 |
| Largest(1) | 778 |
| Smallest(1) | 94 |
| Confidence Level(95.0%) | 319.1861 |



**Key**

**1=Yes**

**2=No**

**3=Don’t Know**

Summary

-Most companies don’t want to employ redundancies in their staff

-The public sector has a negative preference for redundancies than the public sector

-The voluntary sector prefer redundancies than any other sectors with a preference of 217 and a general dislike of 94

-The private sector large have an almost neutral feeling to hiring redundancies with general likes of 382 and dislike of 371 and uncertain measure of 99

2.Is your organization planning to recruit employees in the next THREE months

-The above pie chart shows the distributive tendencies of the different sectors wanting to hire

The key is

1=Total

2=Private Sector

3=Public Sector

4=Third/Voluntary Sector

5=Private sector SME

6=Private sector large(250+)

-The private sector is more willing and planning to recruit employees in the next three months

-The voluntary sector is on the drag for employing more employees

-The below pie chart demonstrates the tendencies of the companies not planning to hire

Summary

-The Private Sector SME, by a margin of 35%, are planning to hire more employees in the next three months and followed majorly by the whole of the private sector

-The private sector seems to be looking for more opportunities for growth than other sectors

-The Voluntary Sector at 2 % has the lowest tendency measure to hire in the next three months

3.To what extent will this redundancies affect your overall headcount over the next three months?

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| It will affect 0.01% to 10% | 164 | 118 | 32 | 14 | 24 | 95 |
| It will affect 10.01% to 20% | 80 | 64 | 11 | 5 | 19 | 45 |
| It will affect 20.01% to 30% | 60 | 53 | 5 | 3 | 21 | 32 |

Computational Averages

|  |  |
| --- | --- |
| *Summary Statistics* | |
|  |  |
| Mean | 40.54545455 |
| Standard Error | 14.52919546 |
| Median | 27 |
| Mode | 27 |
| Standard Deviation | 48.18788984 |
| Sample Variance | 2322.072727 |
| Kurtosis | 4.042697247 |
| Skewness | 1.919300506 |
| Range | 161 |
| Minimum | 3 |
| Maximum | 164 |
| Sum | 446 |
| Count | 11 |
| Largest(1) | 164 |
| Smallest(1) | 3 |
| Confidence Level(95.0%) | 32.37306489 |
|  |  |

Summary

-At most and averagely redundancies have almost near 20% influence on the headcount

-The percentage of influence of the redundancies is relative to a 27 headcount

4.Thinking about the next THREE months, what will be the overall effect of recruiting new staff and/or making redundancies?

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Maintain total staff level | 1008 | | 719 | 200 | 89 | 373 | 346 |
| *Decrease total staff level* | |
|  |  |
| Mean | 219 |
| Standard Error | 75.00756 |
| Median | 199 |
| Mode | #N/A |
| Standard Deviation | 183.7302 |
| Sample Variance | 33756.8 |
| Kurtosis | -1.97462 |
| Skewness | 0.260518 |
| Range | 437 |
| Minimum | 21 |
| Maximum | 458 |
| Sum | 1314 |
| Count | 6 |
| Largest(1) | 458 |
| Smallest(1) | 21 |
| Confidence Level(95.0%) | 192.8131 |

|  |  |
| --- | --- |
| *Increase total staff level* | |
|  |  |
| Mean | 170.5 |
| Standard Error | 53.44202 |
| Median | 131.5 |
| Mode | #N/A |
| Standard Deviation | 130.9057 |
| Sample Variance | 17136.3 |
| Kurtosis | -0.28207 |
| Skewness | 0.805898 |
| Range | 353 |
| Minimum | 27 |
| Maximum | 380 |
| Sum | 1023 |
| Count | 6 |
| Largest(1) | 380 |
| Smallest(1) | 27 |
| Confidence Level(95.0%) | 137.3771 |

Summary

-Most companies are aiming at maintain their current staff levels

-Overly most companies have a negative employment score

-The overall difference is -78

5.QE1. In the past three years, has your organization employed people from any of the following groups? Please tick all that apply.

Summary

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| Ex-offenders | 300 | 206 | 69 | 25 | 44 | 162 |

-The different companies have a low index of hiring offenders

-The is a higher index of companies hiring parents returning from the workforce.