



INTERNSHIP PROGRAM 2023

PROJECT REPORT

PYTHON

STUDENT DATABASE

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1 PROJECT DETAILS

Project Name	Python - Student Database		
Project Sponsor	Tushar Topale		
Project Manager	Harshada Topale		
Start Date	31-JUL-2023	Completion Date	28-SEP-2023

2 SUMMARY

This project was done by performing an extensive investigation of student interns' academic achievement, participation in events, career objectives, and success factors, this initiative aimed to maximise our internship programme. The organization's reliance on interns as prospective future workers led to the necessity for this endeavour.

The capacity to improve the internship programme through data-driven decision making is one of the long-term advantages of this analysis. This will boost the possibility that interns will successfully make the transition to full-time employment, which will eventually strengthen the organization's talent pipeline and competitiveness.

3 INTRODUCTION

3.1 Background

Students face a tough battle in today's highly competitive employment market to land internships or jobs. Although resumes are the crucial first step, more than 70% of them are rejected during initial screening, underscoring the importance of making a strong impression. This project was inspired by the awareness of this significant difficulty and the urgent need to improve our talent acquisition strategy. It's crucial to not only speed the resume screening process but also delve deeply into the complex aspects that contribute to student intern success in a world where resumes are the key to career opportunities. By taking care of these details, we hope to improve our hiring procedures, boost our competitiveness, and give students a more fulfilling internship experience.

3.2 Stakeholders

There are many different parties involved in this project, and everyone is essential to its success. Students interning on this project, who want to land internships and subsequent employment, are directly impacted. It also includes recruiters who carefully examine resumes and prospective hiring. Personnel in human resources (HR) play a key role in streamlining the onboarding procedure, while organisational leaders are in charge of making sure there is a strong talent pipeline. In our efforts to improve the recruitment and internship experience, all of these stakeholders are interconnected.

3.3 Objectives

The main objective is to thoroughly examine our student interns. The goal of this analysis is to provide important insights into the complex interactions between academic achievement, participation in extracurricular activities, career aspirations, and the numerous other elements that lead to success within our organisation.

As the project progresses, objectives may change or adapt to take into account new information or situations. These goals highlight our dedication to improving the internship programme, the hiring procedure, and eventually positioning our company as a more competitive competitor in the competitive employment market.

4 METHODOLOGY

4.1 Considerations & Assumption

We carefully addressed limitations and difficulties when developing this project, especially the quantity of resumes and the constrained amount of time for assessing candidates. These factors produced crucial hypotheses concerning the availability, reliability, and consistency of academic data, which served as the basis for our project's goals. Our efforts to develop a resume screening procedure that is effective and in line with our recruitment difficulties were led by these presumptions.

4.2 Approach

Our strategy, which was founded on data-driven decision-making, intended to optimise our hiring procedure. We set out on a methodical journey to improve resume screening since we were aware of the crucial role that resumes play in the first candidate interactions. We sought to learn more about the elements affecting intern success by leveraging Jupyter Notebook. We started by identifying the most important requirements and functionalities. Then, after careful planning, a solid system that placed a focus on security and usability was created, constructed, tested, and smoothly deployed. Users were better able to use Jupyter Notebook after receiving user training and documentation. System functionality was continuously ensured by maintenance and support. We improved our talent acquisition procedures by streamlining our recruitment procedures and incorporating Jupyter Notebook's features.

4.3 Activities

In the thorough Requirement Gathering phase that followed, we carefully identified the most important requirements, including data sources, internet connectivity, regulatory compliance, and performance benchmarks. The system's framework was shaped at this period. The Planning phase then developed, creating a thorough project plan, specifying goals, and laying out a distinct development timeline. The next step was system design, which concentrated on the conceptual architecture, usability, scalability, and security. Concepts were brought to life during the Development and Implementation phase by building user interfaces, integrating data sources, and putting in place crucial features. Reliability and security were then ensured through stringent testing and quality assurance. User education and documentation were crucial since they offered users tools to operate the system and navigate. The system was made available by deployment, and continued performance was guaranteed by maintenance and support.

5 TARGETTED V/S ACHIEVED OUTPUT

Targeted Output	Achieved Output	Reason for Deviation
Comprehensive Analysis Report summarizing findings, correlations, trends, and recommendations	Comprehensive Analysis Report with findings and trends, but limited recommendations	Deviation occurred due to time constraints, which impacted the recommendations. Further research is needed.
Data Visualizations illustrating key findings for decision-making	Data Visualizations provided for findings but not extensive	Deviation resulted from resource limitations a broader range of visualizations.
Full analysis of individual interns, including detailed profiles	Aggregate trends and patterns analysed, but individual profiles not covered	Deviation arose from the project's scope. Analysing individual profiles would need additional time and resources.
Evaluation of external factors influencing interns	No evaluation of external factors included	Deviation was due to project scope constraints. Evaluating external factors was not in the project's scope.

6 CONCLUSION

Despite certain deviations, this project gives insightful information that will be helpful to our stakeholders. We've learned more about the elements influencing the performance of our student interns by analysing them. We can improve intern-to-employee conversions and optimise our internship programme thanks to our data-driven strategy.

Stakeholders stand to gain, including our organisation, interns, and the recruitment team. Future options include investigating external variables, continuously tracking success determinants, and conducting more in-depth individual analyses.

7 APPENDICES

7.1 Appendix A – Comprehensive Analysis Findings

Aspect	Finding
Academic Achievement	There is a strong positive correlation between high academic achievement and intern success
Participation in Events	Interns who actively participated in events and workshops demonstrated a higher success rate.
Career Objectives	Interns with clear career objectives aligned with our organisation's needs exhibited better performance.
Success Factors	Success is influenced by a combination of factors, including mentorship, project variety, and teamwork.

7.2 Appendix A – Data Visualisations

Visualisation Type	Key Findings
Scatter Plot	Academic Achievement vs. Success Rate: Strong positive correlation
Bar Chart	Participation in Events vs. Success: A significant increase in success with high event participation.
Line Chart	Success Factors Over Time: Success steadily increases with mentorship and project diversity.