

32

AV. Days of the Overall Process

7

No. of Hired Candidates

Position

All

Candidate Name

All

Screening Status

All

Recruiter Name

All

Final Status

All

CV Source

All

CV Sourced Year

2018

2019

CV Sourced Month

January

February

March

April

May

June

713

CVs

642

Screened

467

1st Round

80

2nd Round

7

Hired

0

Av. Days to Screen

4

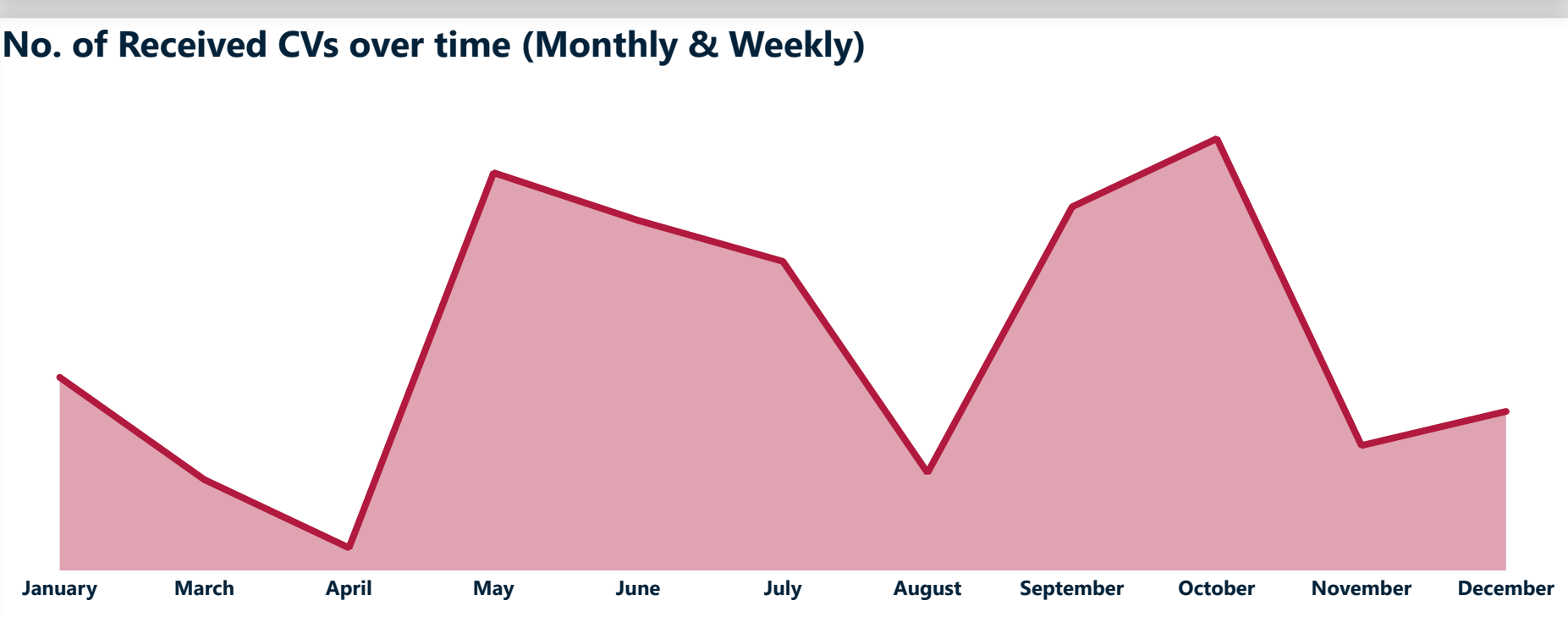
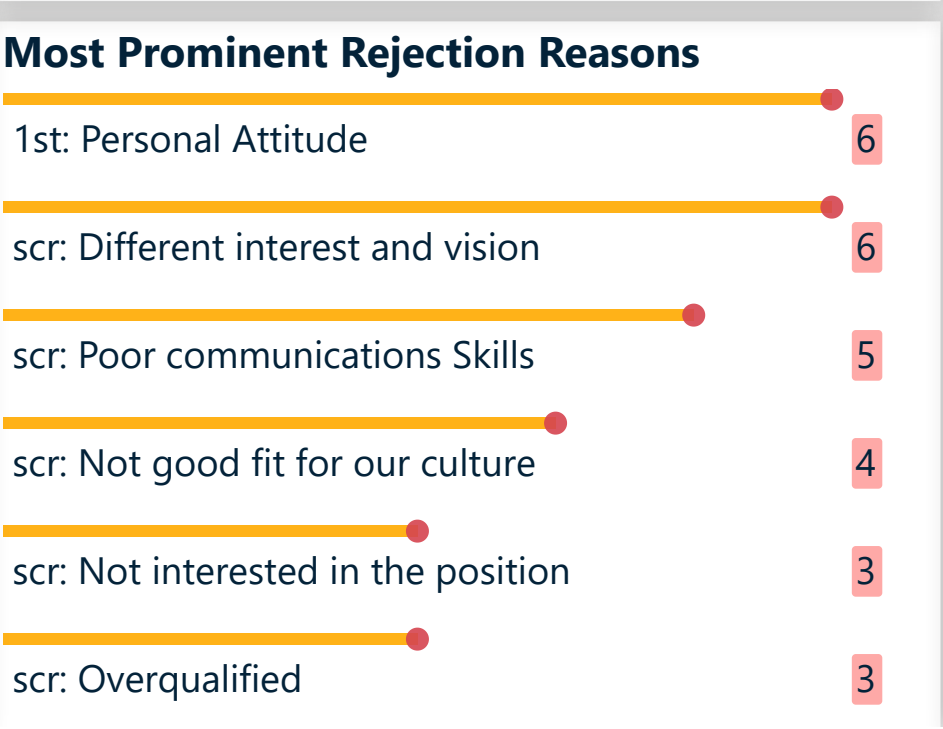
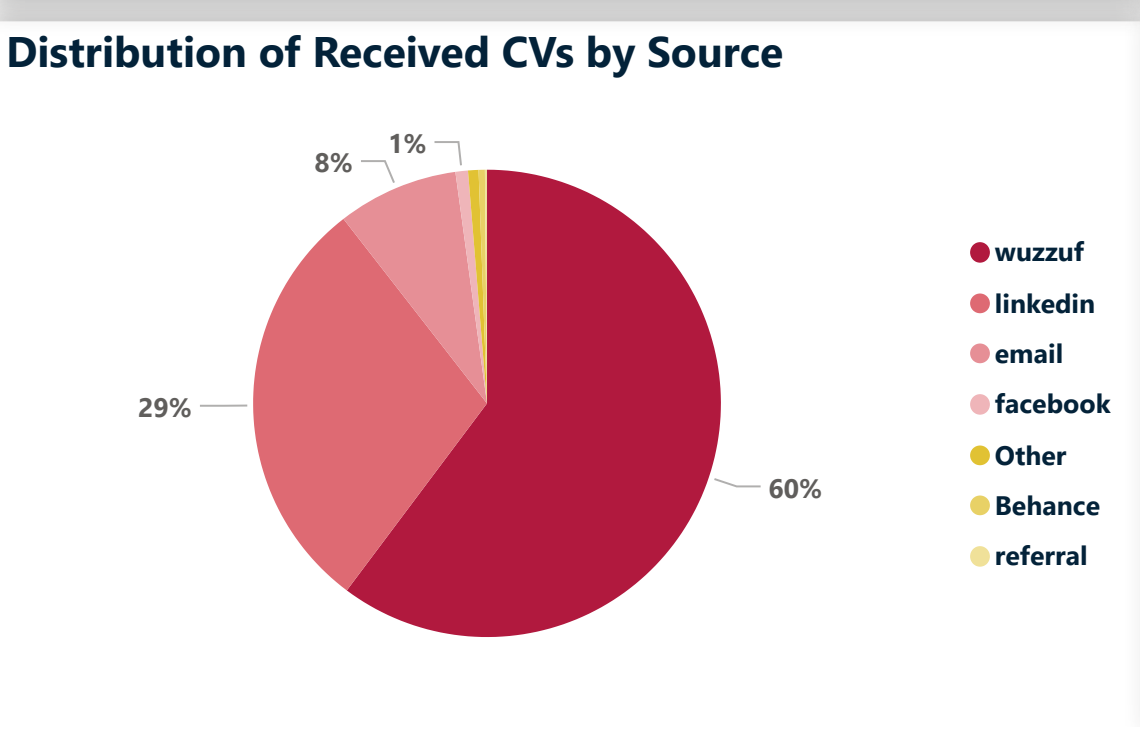
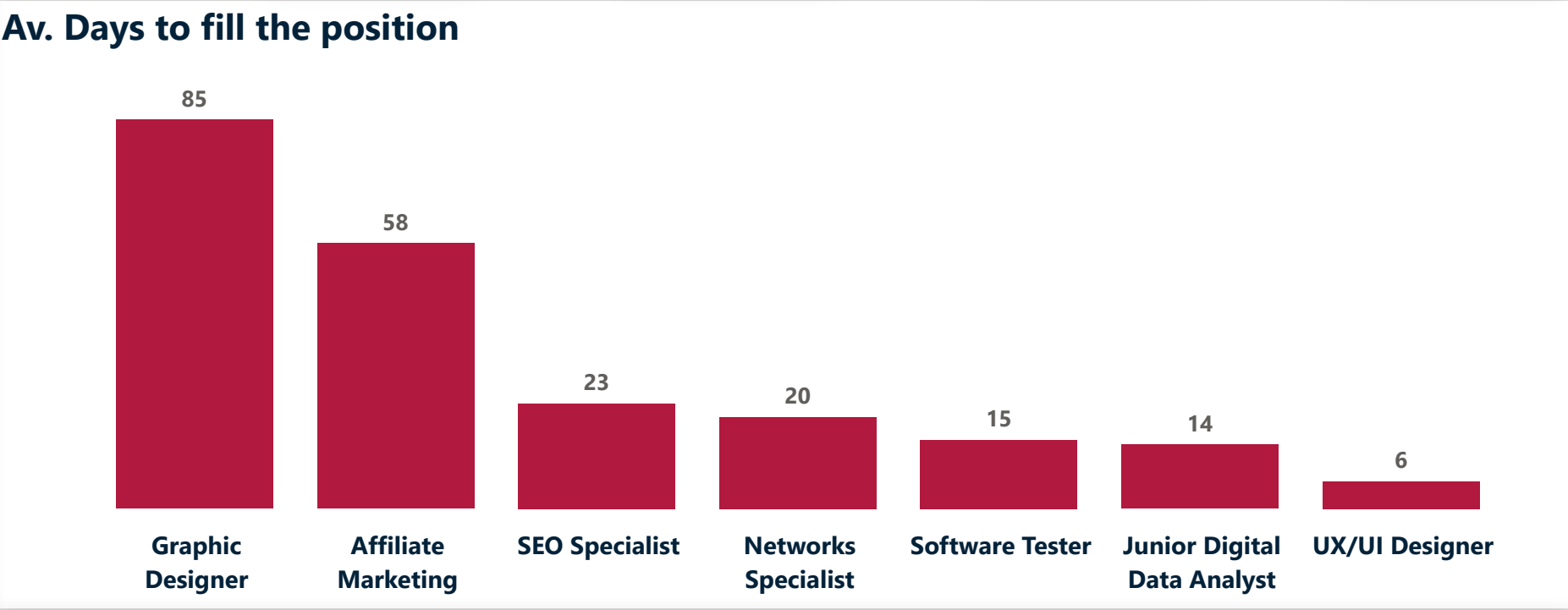
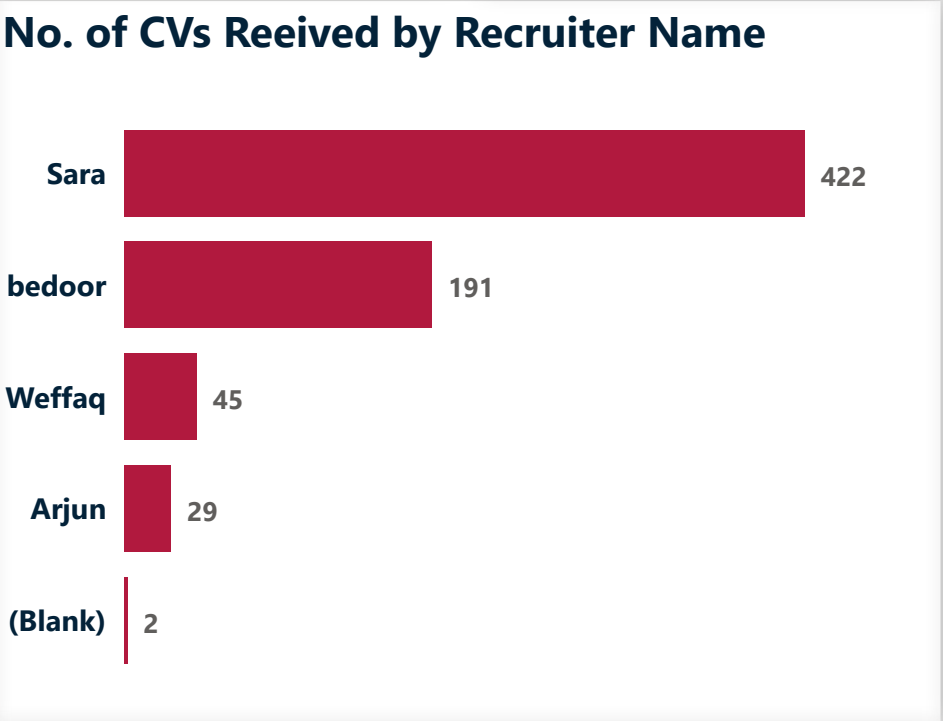
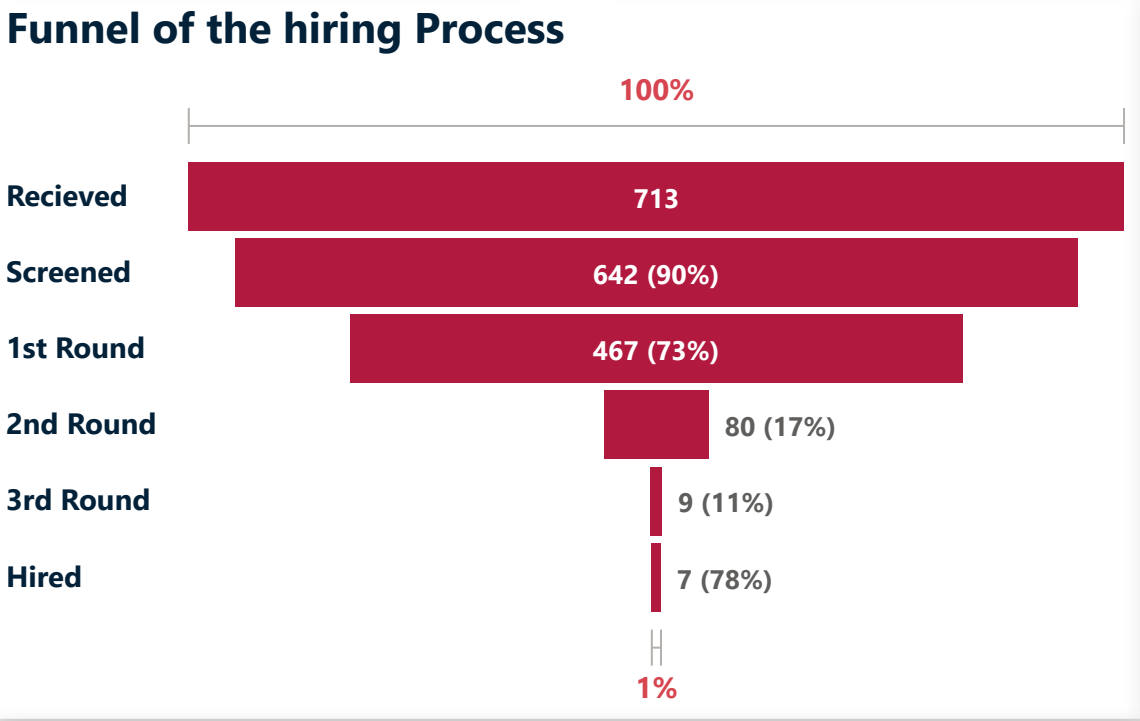
Av. Days to 1st R...

1

Av. Days to 2nd R...

25

Av. Days to Hire



Candidate Name

All

Position

All

Recruiter Name

All

CV Source

All

Candidate Name	CV Source	Position	Recruiter Name	Date CV Sourced	Screening Date	Screening Status	Sourced till screened
Mohamed Mansour	linkedin	UX/UI Designer	Sara	14-Nov-18	14-Nov-18	Accepted	0
Abdulrahman Adel	wuzzuf	Networks Specialist	Sara	01-Nov-18	01-Nov-18	Accepted	0
Renad Farid	wuzzuf	Graphic Designer	Arjun	08-Aug-18	08-Aug-18	Accepted	0
Mahmoud Gamal	linkedin	Software Tester	Sara	16-Oct-18	16-Oct-18	Accepted	0
Ashraf Hesham Hosny	wuzzuf	SEO Specialist		26-Jun-18	26-Jun-18	Accepted	0
Youssef Mahmoud AbdelNasser	wuzzuf	Junior Digital Data Analyst	bedoor	20-May-18	20-May-18	Accepted	0
Mahmoud Shabaan	wuzzuf	Affiliate Marketing	bedoor	16-Mar-18	16-Mar-18	Accepted	0
Mohamed Shaban Bazak	wuzzuf	Affiliate Marketing	bedoor	21-Mar-18	21-Mar-18	Rejected	0
7ossam Moustafa	email	UX/UI Designer	Sara	28-Oct-18	29-Oct-18	Rejected	1
Abanob Ramzy Louiz	wuzzuf	UX/UI Designer	Sara	09-Nov-18	04-Nov-18	Accepted	-5
Abanoob kamal Akhnokh	wuzzuf	Video Editor	bedoor	23-May-18	23-May-18	Rejected	0
Abanoub Gamil Samuel	wuzzuf	SEM Specialist	Sara	16-Dec-18	16-Dec-18	Accepted	0
Abanoub Ibrahim Acoub - Ibarhim	wuzzuf	Software Tester	Sara	24-Sep-18	24-Sep-18	Accepted	0
Abanoub Safwat Soliman	wuzzuf	Graphic Designer	Arjun	29-Jul-18	29-Jul-18	Accepted	0
abdalla el said	linkedin	Affiliate Marketing	bedoor	13-Mar-18	13-Mar-18	Rejected	0
Abdallah Elnabawy Ahmed	wuzzuf	Software Tester	Sara	02-Sep-18	02-Sep-18	Accepted	0
Abdallah Fathy	wuzzuf	SEO Specialist	Sara	13-Jan-19	13-Jan-19	Rejected	0
Abdallah Hegazy	wuzzuf	Graphic Designer	Arjun	07-Aug-18	07-Aug-18	Rejected	0
Abdallah Hegazy	email	UX/UI Designer	Sara	28-Oct-18	29-Oct-18	Rejected	1
Abdallah Mohamed	facebook	Affiliate Marketing	bedoor	08-Apr-18	08-Apr-18	Accepted	0
abdallah nour	wuzzuf	Graphic Designer	Sara	24-Jul-18	24-Jul-18	Accepted	0

The below visuals show some of data low accuracy that affect the quality of the analysis, specially the percentages.

### Wrong Screening Date

Candidate Name	Recruiter Name	Date CV Sourced	Screening Date	Sourced till screened	
Abanob Ramzy Louiz	Sara	09-Nov-18	04-Nov-18	!	-5
Abullah naser	Sara	05-Nov-18	01-Nov-18	!	-4
Ahmed ibrahim el azbkawy	Sara	09-Nov-18	07-Nov-18	!	-2
Ahmed Mahmoud Gad	Sara	09-Nov-18	07-Nov-18	!	-2
Ahmed Mostafa Al-sayed	Sara	20-Jan-19	15-Jan-19	!	-5
Ahmed Samir	Sara	09-Nov-18	04-Nov-18	!	-5
Ahmed Tarek Mohamed	Sara	10-Nov-18	07-Nov-18	!	-3
Ahmed Yassen	Sara	02-Nov-18	01-Nov-18	!	-1
Amir Younan Ayad	Sara	20-Jan-19	15-Jan-19	!	-5
Amr Mohamed Gamal	Sara	07-Nov-18	01-Nov-18	!	-6
Aya Abdelhamid	Sara	09-Nov-18	04-Nov-18	!	-5
Caroline Wahib	Sara	20-Jan-19	16-Jan-19	!	-4
DALIA MOHAMED EID	Sara	09-Nov-18	07-Nov-18	!	-2
Habiba essam El sharabassy	Sara	10-Nov-18	07-Nov-18	!	-3
Hagar Abdelwahab Mohamed	Sara	20-Jan-19	15-Jan-19	!	-5
Karim Haitham	Sara	09-Nov-18	07-Nov-18	!	-2
Michel Nabil saad	Sara	14-Nov-18	12-Nov-18	!	-2
Mina Onsy ragy	Sara	09-Nov-18	04-Nov-18	!	-5
Mohamed Hamdoun Yacoub	Sara	09-Nov-18	04-Nov-18	!	-5
Mohamed Hesham Amin	Sara	09-Nov-18	07-Nov-18	!	-2
Mohammed shahat	Sara	06-Nov-18	01-Nov-18	!	-5
Nooh Esmail Elhadedy	Sara	03-Nov-18	01-Nov-18	!	-2
Omar tarek khater	Sara	20-Jan-19	15-Jan-19	!	-5

### Candidates applied more than once

Candidate Name	email	linkedin	wuzzuf	Total
Abdallah Hegazy	1		1	2
Abdelrahmman Aly		1	1	2
Ahmed Abd El-Fatah Ashour	1	1		2
Ahmed Abdel Rahman Abdel Wahab			2	2
Ahmed Arafat Alshrify	1	1		2
Ahmed Mohamed Mahmoud			2	2
Ahmed Salah		2		2
Ahmed Samir		2	2	4
AMR WAGDI AL-ALFEY IBRAHEEM	1	1		2
ASHRAF ABDALKADER MOHMED	1		1	2
Ebrahim Mostafa Ebrahim	1		1	2
Fady Sherif Safwat Kamal		2		2
Gamal Abdelnasser Hussien			2	2
Hagar Abdelwahab Mohamed		1	1	2
HAGER AHMED		1	1	2
Hussam Ahmed Elmorsi			2	2
Maggie Erian Badieh	1		1	2
Mahmoud Ahmed			2	2
Mahmoud Eltohamy	3			3
Mahmoud Gamal		1	1	2
Mahmoud Samy		1	1	2
Mai Mohamed Ayman Elyas	2			2
Mamdouh Mohamed Zaki			2	2

## 1) What are the most useful metrics that can be calculated and tracked regularly from this data? and why do you think they are important? please explain in detail.

### The most important metrics are:

- Average days it takes to hire a candidate cause it will determine and forecast the number of days we need to fill a position specially at the hard times
- Percentage of hiring indicates the effort exerted to select the best candidates
- Recruiters activity that indicates the efficiency of each recruiter
- the source of the cv is very important to know which channel we can get the best cv from

## 2) What attributes or values are missing from our data collection process which you think can help us improve?

### After finishing the analysis, I found that there is many valuable data that could be very useful in our insights as below:

- Position open date will help us more to improve filling the position timeframe
- Type of the contract .. Part time or Full time
- Years of experience for each candidate will help us more in the selection process
- Offer sent date
- Basic Info about the candidate (Gender, Age, Education, & Nationality) will help us in more insights about the diversity and gender distribution inside the company
- Salary range for each candidate
- Cost of hiring for each candidate
- Notice period for each candidate

## 3) If we can only use Google sheets/Excel to collect data, can you suggest a better process to collect and store the data?

in my humble point of view and based on my humble experience, I suggest the automation always.

Automation reduces the human errors and save time. for example: the best type of data sources is the reports extracted from one or more system and connected with each other with work flow automation tool like Alteryx.

## 4) What type of data model fits best for this data? Would you go with a normalized or denormalized structure of the data to use in a dashboard and why?

- the best type of data modeling for this data is the conceptual data modeling.
- I would normalize the structure of the data because it reduces the data redundancy and achieves the data integrity.