presentations.AI

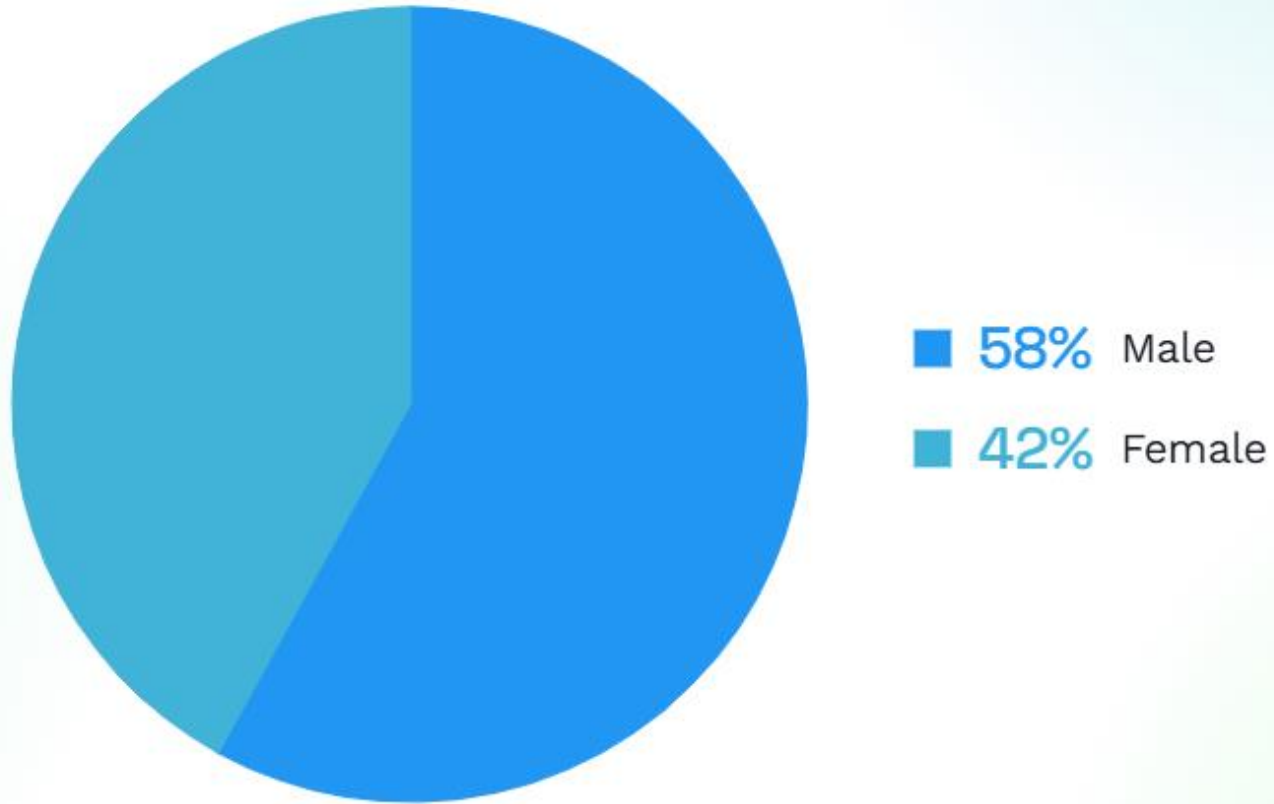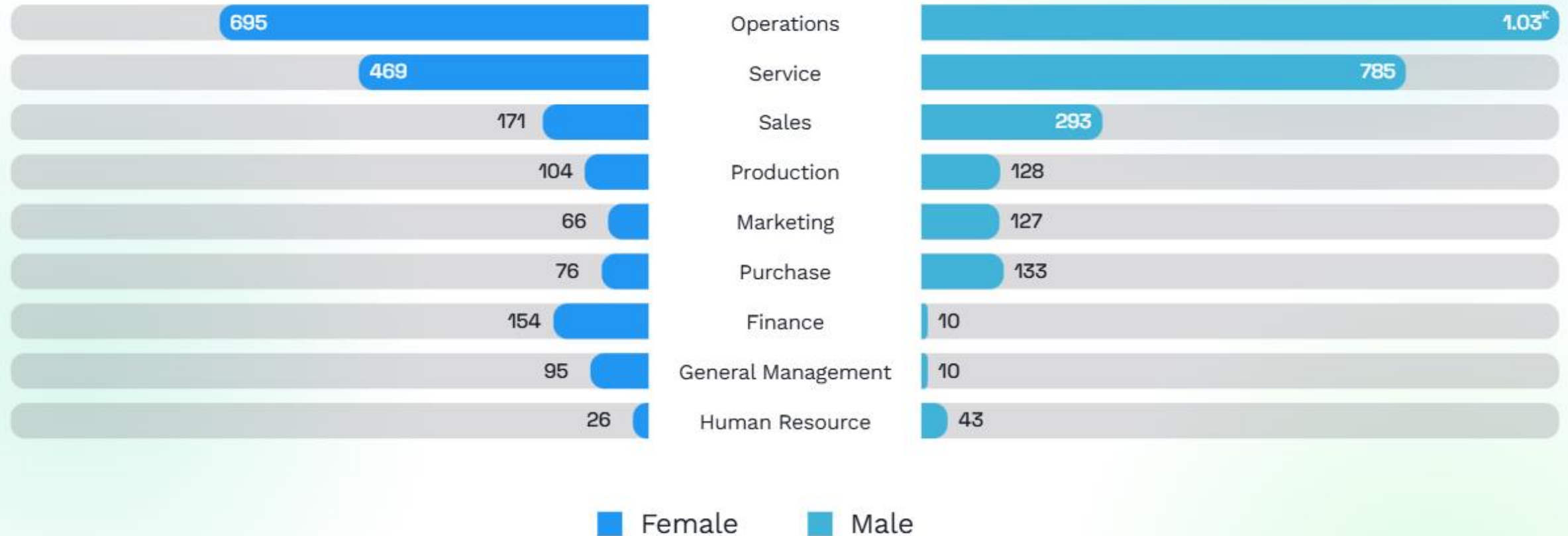# Comprehensive Hiring Analysis:

Hiring Analysis

A Total Of 4,418 Individuals Were Hired, Of Which 1,856 Were Female And 2,562 Were Male

- 58% Male
- 42% Female

Hiring Analysis

Proportion Of Workforce

	Female	Department	Male	
	695	Operations	1.03^x	
	469	Service	785	
	171	Sales	293	
	104	Production	128	
	66	Marketing	127	
	76	Purchase	133	
	154	Finance	10	
	95	General Management	10	
	26	Human Resource	43	

Salary Analysis: Understanding Averages

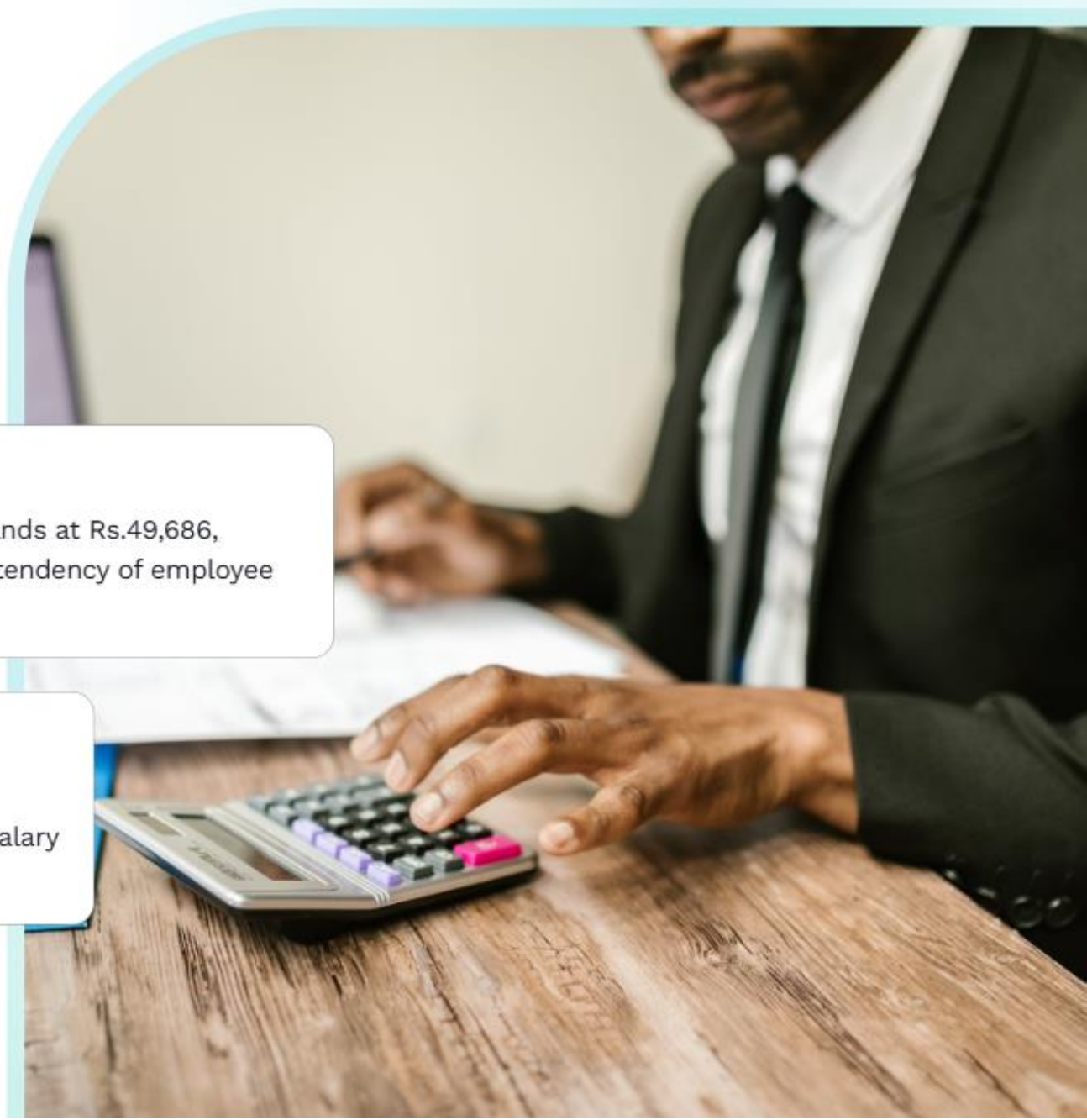Average salary insights and employee distribution trends

Average Salary

49,686

The average salary stands at Rs.49,686, reflecting the central tendency of employee compensation.

Percentage of Employees

18.6

18.6% of employees earn within the Rs.30,001–Rs.50,000 range, showcasing salary concentration.

Salary Distribution

Insights on Employee Salary Ranges and Recommendations

1

High Concentration in Lower Brackets

18.6% of employees earn between 30,001–50,000, while 26.2% earn between 70,001–100,000.

2

Mid-Range Salary Gap

There is a notable gap in the 100,001–150,000 range, indicating potential for salary restructuring.

3

Restructuring Recommendations

Restructure mid-level roles to enhance salary progression for employees.

4

Attracting Senior Talent

Increase roles in higher salary bands to attract experienced candidates.

Salary distribution analysis Optimizing Salary Structures for Growth

Addressing Salary Imbalances for Better Talent Management

Benchmarking Studies

Conduct studies to align salaries with industry standards.

Structured Career Paths

Create clear career paths to motivate and retain employees.

Adjust Entry and Mid-Level Salaries

Increase these salaries to attract and retain top talent.

Department Analysiis

Proportion of people

Proportion Of Workforce

Department	Proportion of people
Operations	2.60^K
Service	1.94^K
Sales	714
Production	361
Marketing	312
Purchase	308
Finance	272
General Management	163
Human Resource	93
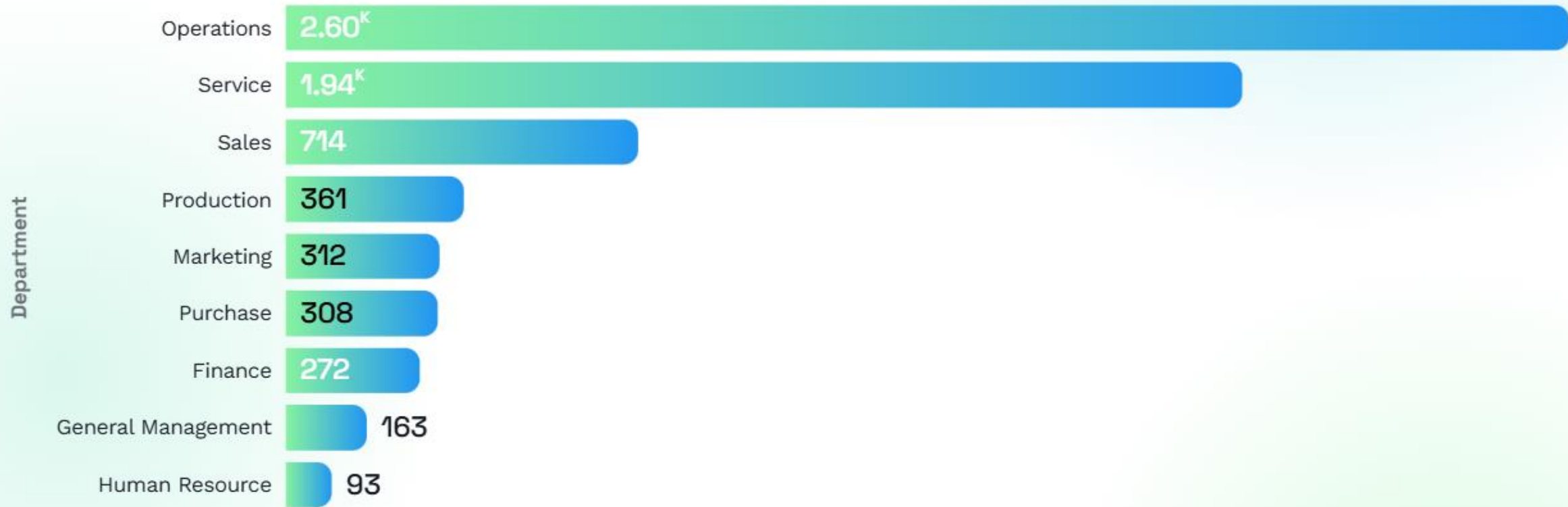
Proportion of people

Department Analysis: Workforce Allocation

Insights on Resource Distribution Across Departments

Operations Dominance

Operations department has the largest workforce share at 38.5%.

Service Department Size

Service follows with a significant share of 28.7% in workforce allocation.

Resource Needs

Both Operations and Service require adequate resources and support.

Assess Smaller Departments

Departments like HR and General Management need resource assessments for effective support.

Optimization Strategies

There is a need to optimize resource allocation and retention in larger departments.

Department Analysis :Strategic Insights on Workforce Structure

Examining workforce dynamics and career progression challenges

Salary Progression Stagnation
1

Salary growth is limited beyond the range of 70,001–100,000, impacting employee motivation.

Limited Senior-Level Opportunities
2

There is a lack of pathways for employees to advance to senior-level positions, affecting retention.

Gaps in Mid-Level Progression
3

Identifying and addressing barriers in mid-level career paths is crucial for improvement.

Encouraging Internal Promotions
4

Fostering a culture of promoting from within can enhance employee satisfaction and loyalty.
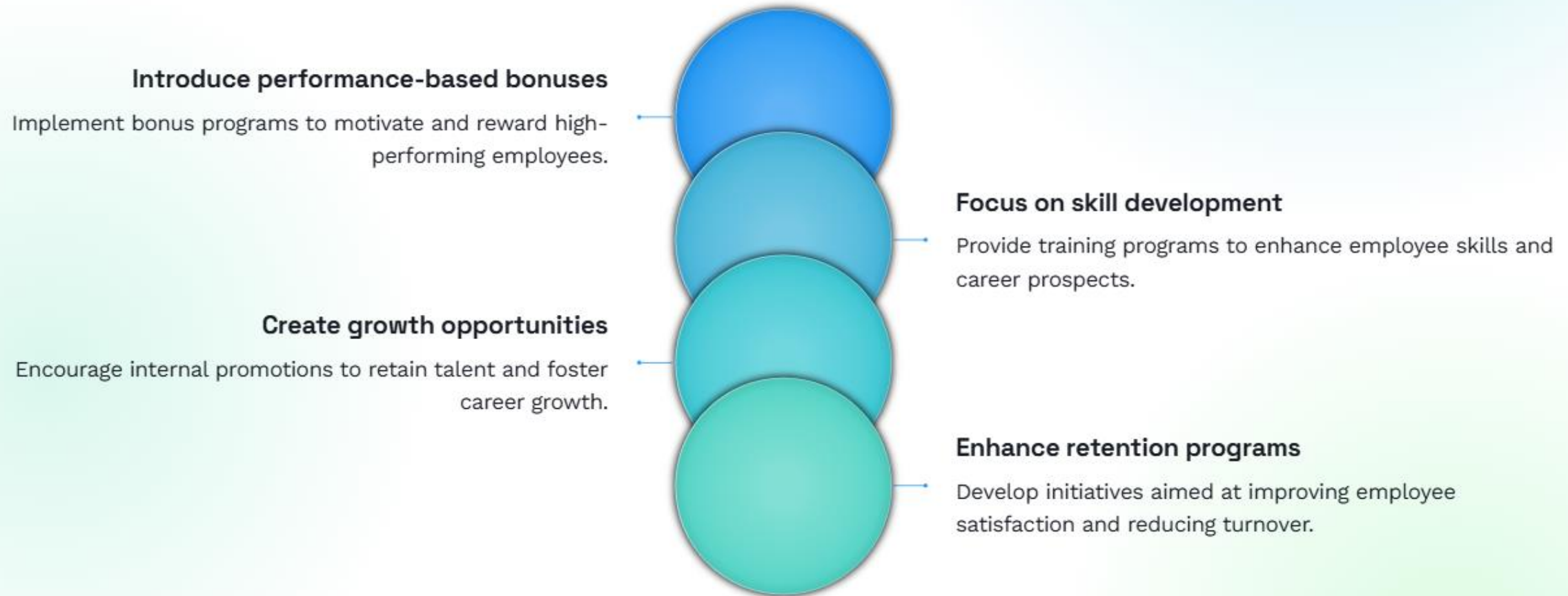
Skill Development Initiatives
5

Investing in employee skill development can bridge the gap between junior and senior roles.

Department Analysis : Addressing Retention and Career Development

Retention strategies must focus on high-proportion departments like Operations and Service.

Introduce performance-based bonuses

Implement bonus programs to motivate and reward high-performing employees.

Focus on skill development

Provide training programs to enhance employee skills and career prospects.

Create growth opportunities

Encourage internal promotions to retain talent and foster career growth.

Enhance retention programs

Develop initiatives aimed at improving employee satisfaction and reducing turnover.

Position Tier Analysis

Overview of Position Tier

Count of Positions

There are a total of 6,759 position instances across various departments.

1

Department Highlights

The Operations department has the highest number of positions with 2,599, followed by Service with 1,937, and Sales with 714.
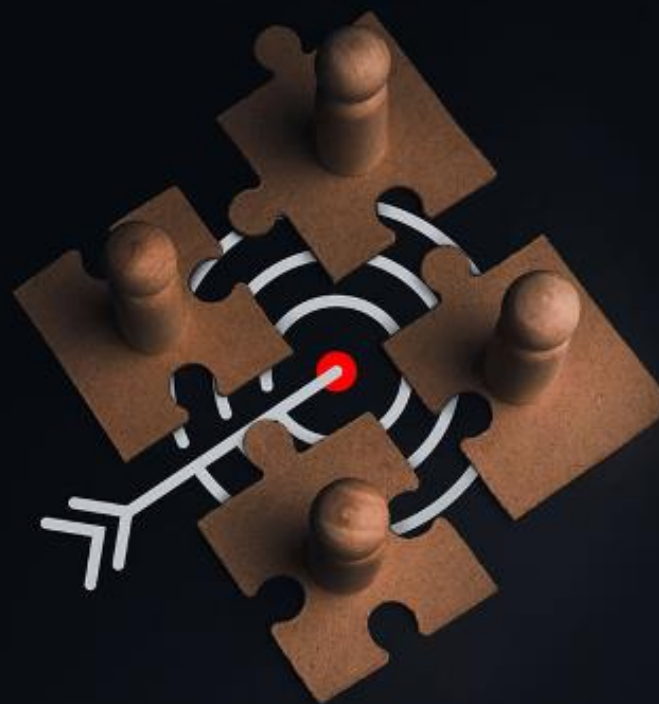
2

Common Position

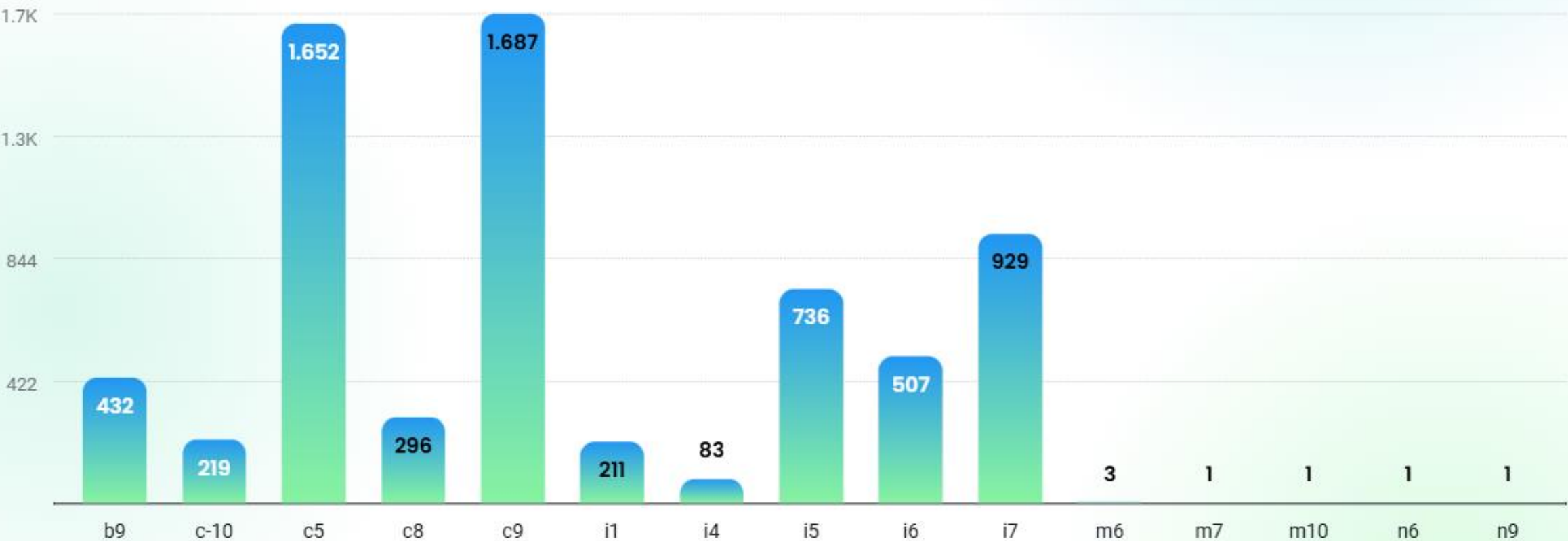The roles c5 and c9 are widely staffed across the different departments.

3

POSITION TIER ANALYSIS – Total counts for Each Position Across All Department
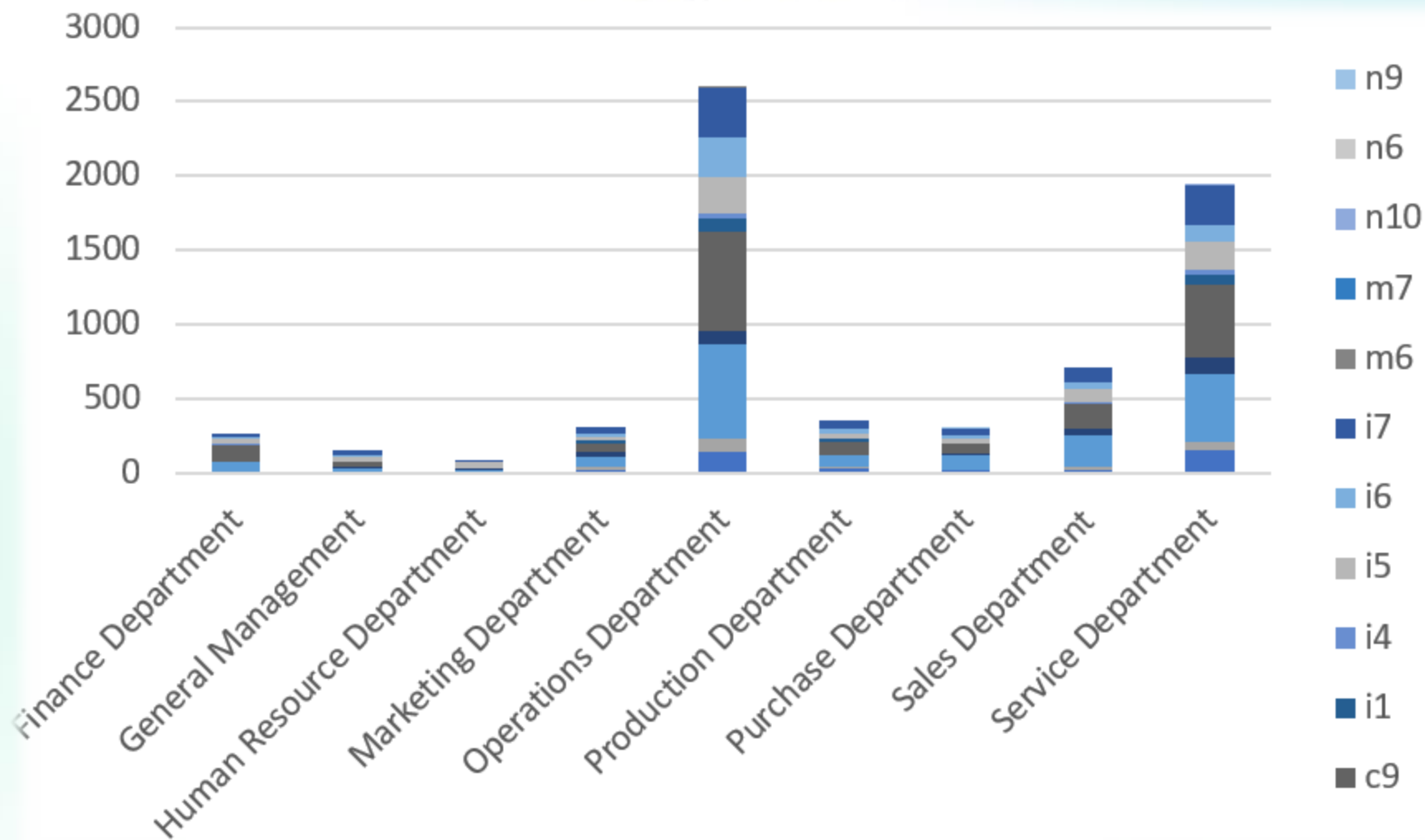
o **Common Positions:**

⯀ c5 has the highest overall count across departments, totaling 1,652 instances, indicating it's a widely staffed role.

⯀ c9 follows closely with 1,687 instances, showing high presence in multiple departments.

o **Specialized Roles:**

⯀ Certain roles like b9 (432 instances) and i5 (736 instances) are concentrated within specific departments, especially in the Operations and Service departments.

Position	Count
b9	432
c-10	219
c5	1.652
c8	296
c9	1.687
i1	211
i4	83
i5	736
i6	507
i7	929
m6	3
m7	1
m10	1
n6	1
n9	1

POSITION TIER ANALYSIS – Department and Positions

POSITION TIER ANALYSIS - Recommendations for Improvement

Strategic Recommendations

1

Resource Allocation for Operations and Service

Ensure adequate resources are allocated to enhance operational efficiency and service quality.

2

Role Analysis

Streamline responsibilities for key roles to improve clarity and accountability within the organization.

3

Training Development

Standardize training programs for high-count roles to ensure consistency and effectiveness in skill development.

4

Support for Smaller Departments

Provide targeted support for specialized departments to enhance their efficiency and effectiveness.

INTERVIEW TIME ANALYSIS

Overview of Interview Metrics

Best Days for Success Rate

Sunday (69%) and Saturday (67%)

1

Worst Days for Success Rate
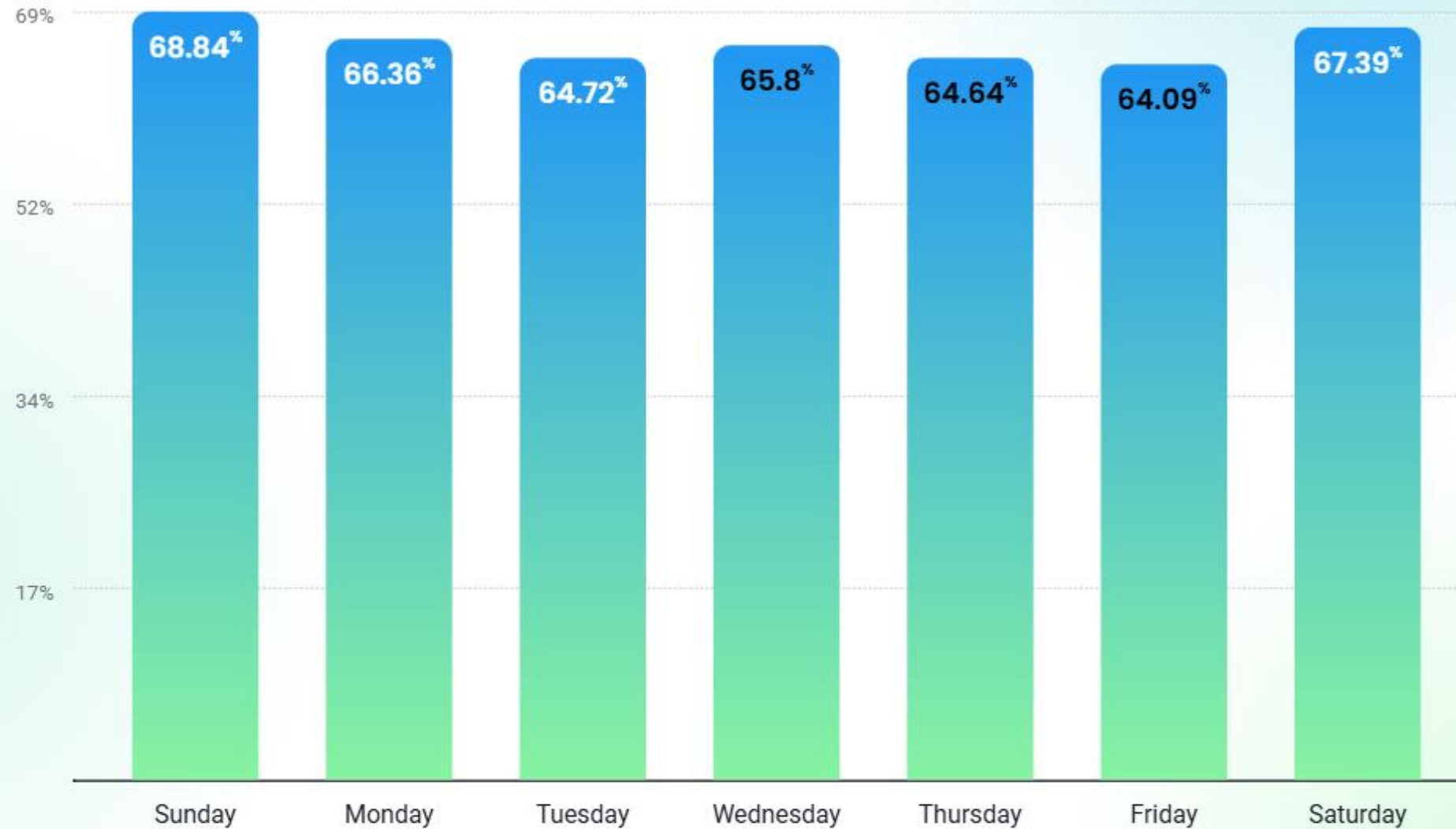
Friday (64%) and Thursday (65%)

2

Morning vs. Evening

Mornings generally have higher success rates compared to evenings (67% vs. 64%)

3

INTERVIEW TIME ANALYSIS - Success Rate By Day

	Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
Success Rate	68.84%	66.36%	64.72%	65.8%	64.64%	64.09%	67.39%

INTERVIEW TIME ANALYSIS – Hires/ Rejected

Hires and Rejected Based on Day of the Week

| | 222.25 | 444.5 | 666.75 | 889 |

Legend: ■ Hired ■ Rejected

INTERVIEW TIME ANALYSIS - Success Rate Comparison by Time

51.07% Morning

48.93% Evening
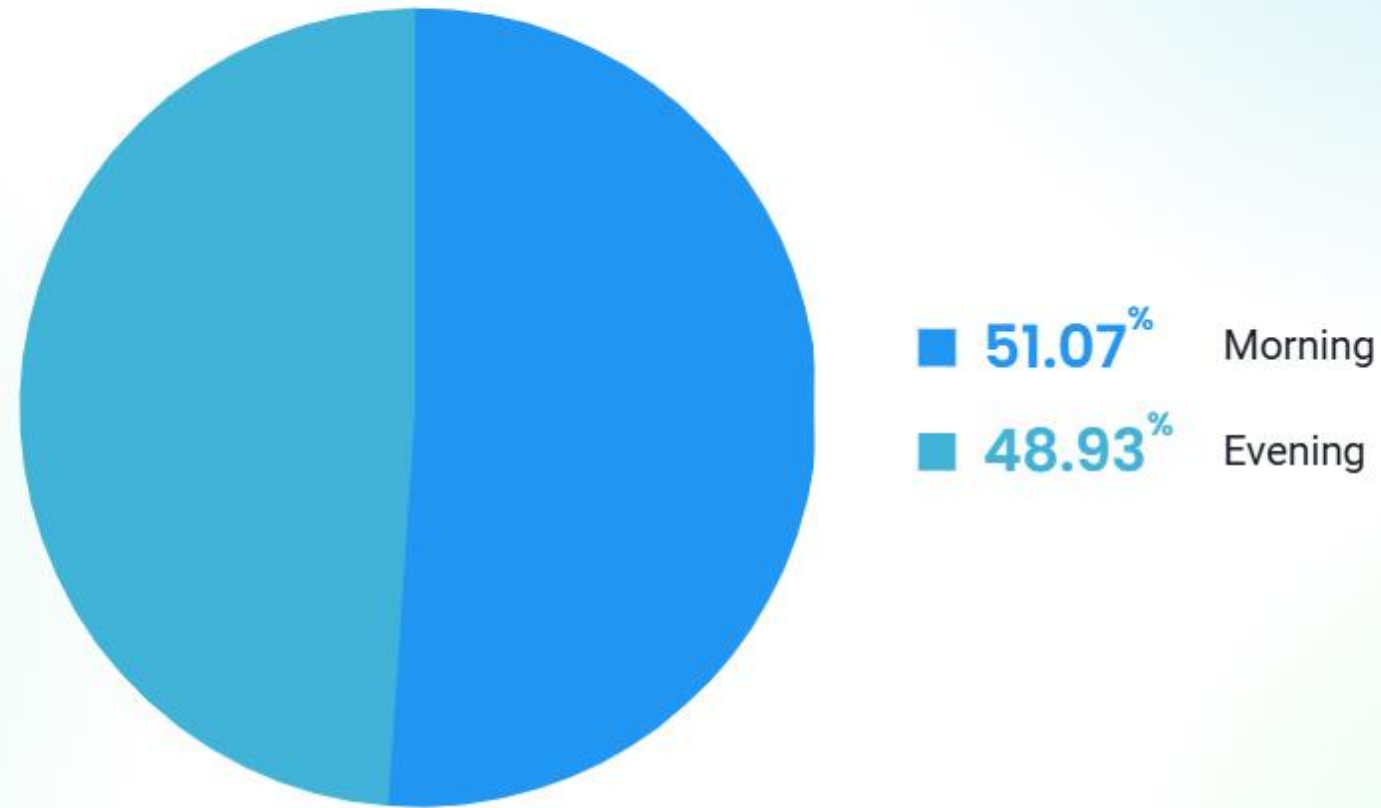
INTERVIEW TIME ANALYSIS – Trend of Success Rate Over a Week

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
68.84%	66.36%	64.72%	65.8%	64.64%	64.09%	67.39%

Interview Metrics Analysis

Overview of Interview Metrics

Interview Frequency

The Operations Department has the highest volume of interviews (2,598), followed by Service (1,937) and Sales (714).

1

Hiring Efficiency & Rejection Trends

The Operations Department has the highest number of hires (1,728), while the Human Resource Department has a lower ratio of hires per interviews. Service and Operations departments show a higher number of rejections, reflecting the high volume of applications.
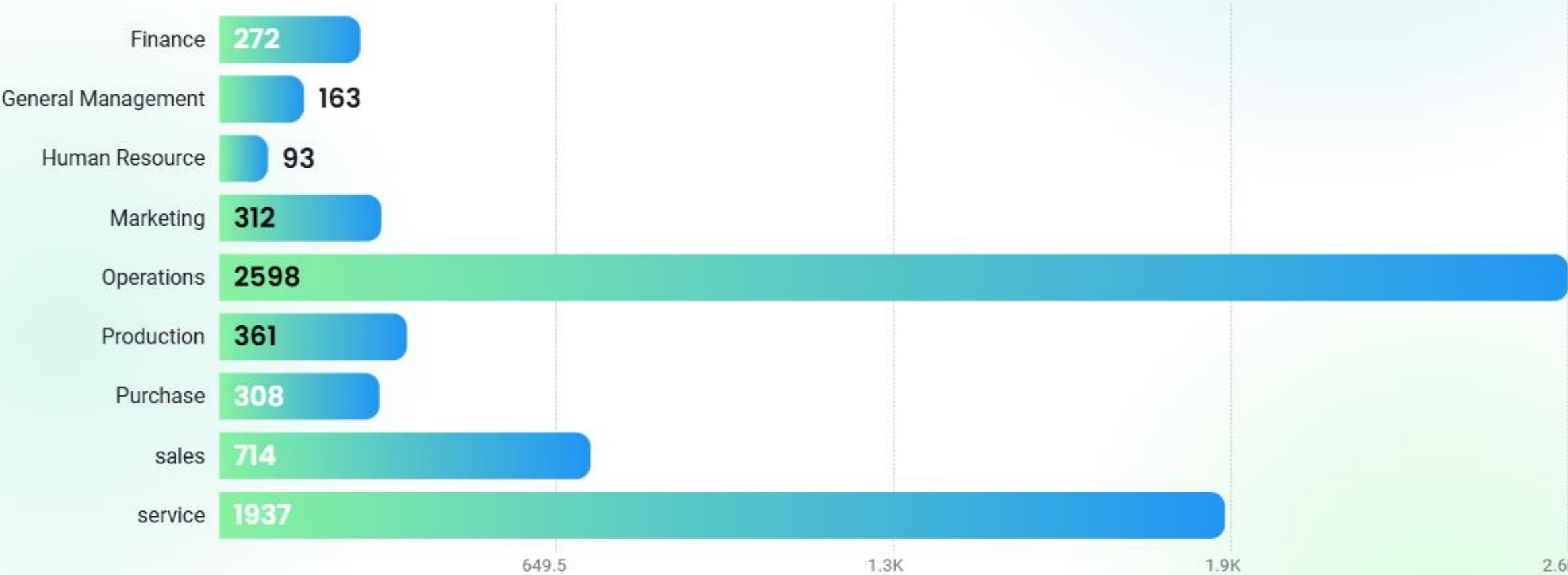
2

Time frame Analysis

Most of the interviews appear to have been concentrated in the months of May through August, suggesting a peak hiring period during this time.

3

INTERVIEW METRICS ANALYSIS – Interview Frequency Per department

o The Operations Department conducted the highest number of interviews (2,598), which indicates the largest scale of recruitment activity.
o Sales Department and Service Department also show considerable volumes with 714 and 1,937 interviews respectively.
o Smaller departments like Human Resources and General Management have fewer interview counts, reflecting less frequent hiring.

Department	Interviews
Finance	272
General Management	163
Human Resource	93
Marketing	312
Operations	2598
Production	361
Purchase	308
sales	714
service	1937

649.5   1.3K   1.9K   2.6K

INTERVIEW METRICS ANALYSIS – Average Number of Interview per Position Per Department

o The Operations Department has the highest average number of interviews per position, with an average of 236 interviews per position.
o Service Department also stands out with an average of 149 interviews per position, reflecting a significant volume of recruitment activity.
o General Management has the lowest average, with only 16.3 interviews per position.

Total Interview per department	Average Interview /Position
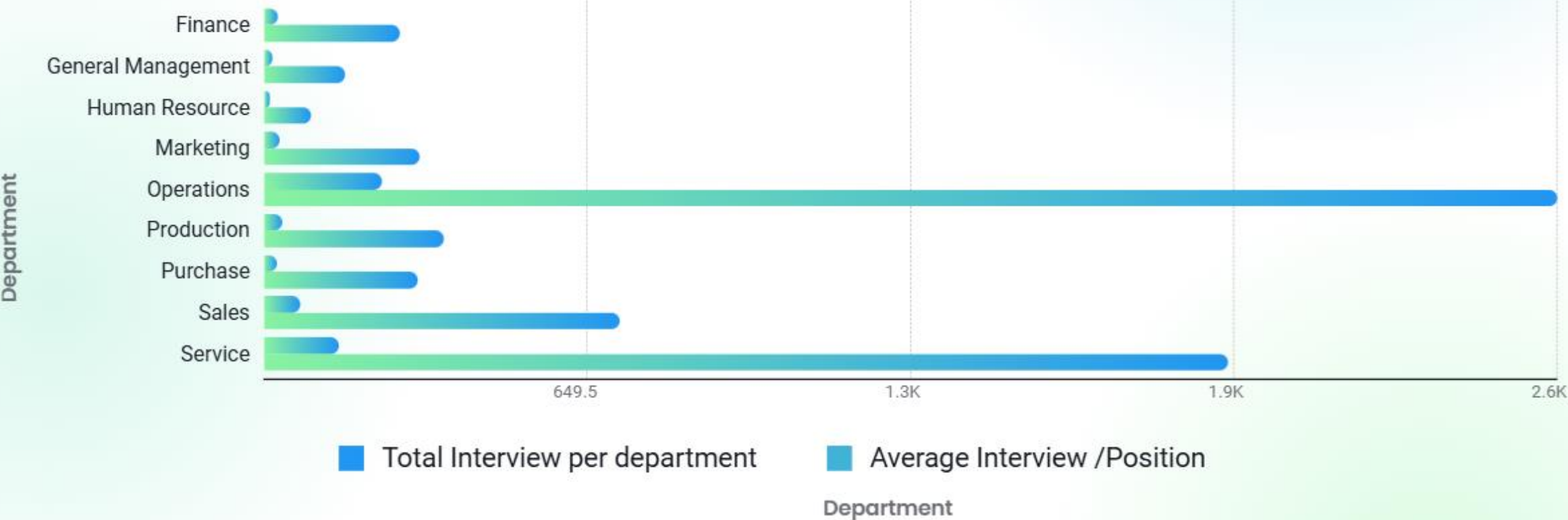
Department

INTERVIEW METRICS ANALYSIS – Hire to Rejection Ratio

The Operations Department has the highest number of hires (1,728), but also the highest number of rejections (870). This suggests a high volume of applicants, with many not being selected.
The Sales Department follows, with 464 hires and 250 rejections.
The Human Resource Department has a relatively lower rejection rate, with a higher hire-to-rejection ratio, which may indicate more selective hiring process

Legend:
■ No.of Hires   ■ No.of.Rejections

X-axis values: 432, 864, 1.3K, 1.7K

Categories: Finance, General Management, Human Resource, Marketing, Operations, Production, Purchase, Sales, Service

INTERVIEW METRICS ANALYSIS - Interview Distribution by date

- o A clear peak in interview activity occurs between May and August 2014, with the highest number of interviews in June (1,544) and July (1,849).

- o The data shows a significant increase in hiring activities around mid-year, possibly due to seasonal hiring patterns or budget cycles.
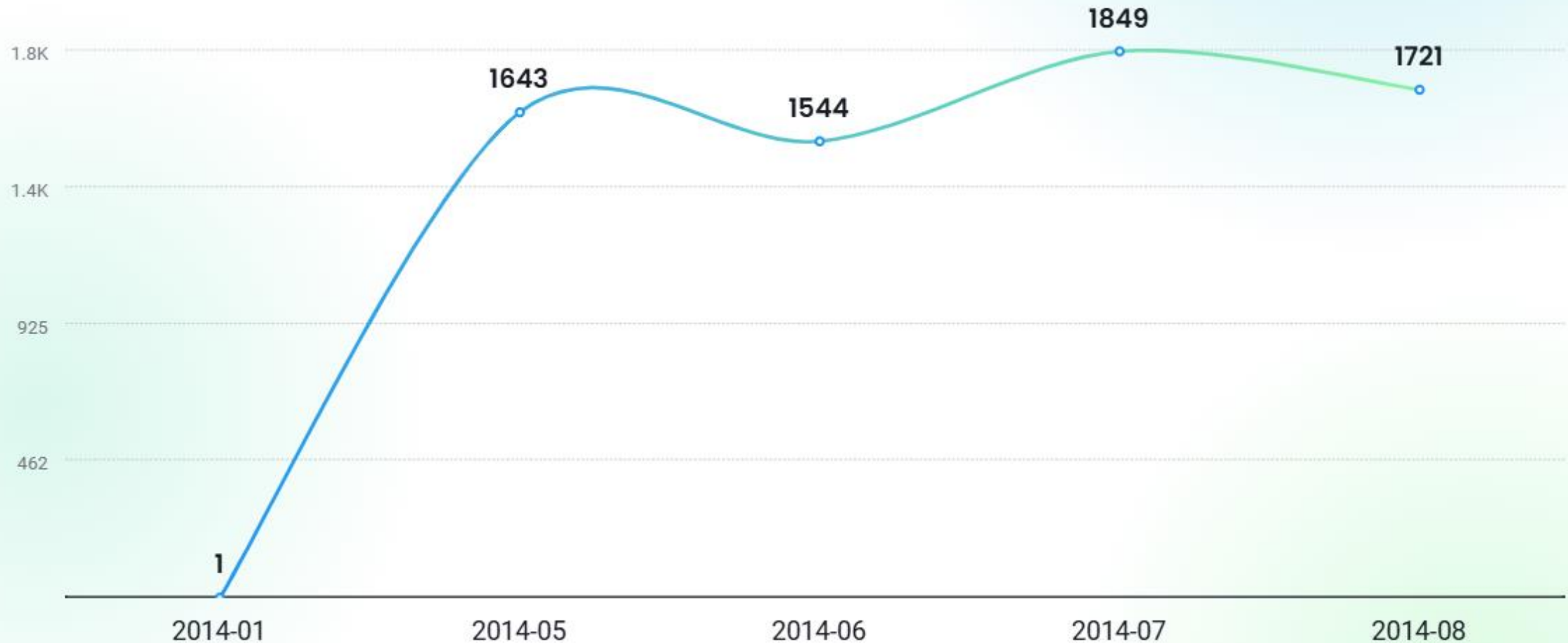
INTERVIEW METRICS ANALYSIS – Efficiency and Effectiveness

High Efficiency Departments

Operations Department: Despite its high interview count, it has a relatively balanced hire-to-rejection ratio and may indicate efficient filtering processes.

High Efficiency Departments

Sales Department: With 464 hires out of 714 interviews, it has a strong performance in converting candidates to hires.

Areas for Improvement:

General Management: Fewer interviews per position (16.3) and a relatively low volume of hires could indicate inefficiencies or unfilled positions.

Areas for Improvement:

Human Resource Department: The low number of interviews (93) suggests limited hiring activity, but it has a higher hire-to-rejection ratio, which may indicate more selective processes.

Departmental Hiring Trends Overview

Departmental Hiring Trends Comparison

High Hiring Volume:

Operations, Service, and Sales departments have the highest number of hires

1

High Rejection Volume

Similar departments (Operations and Service) also show high rejection counts, indicating stringent selection processes.
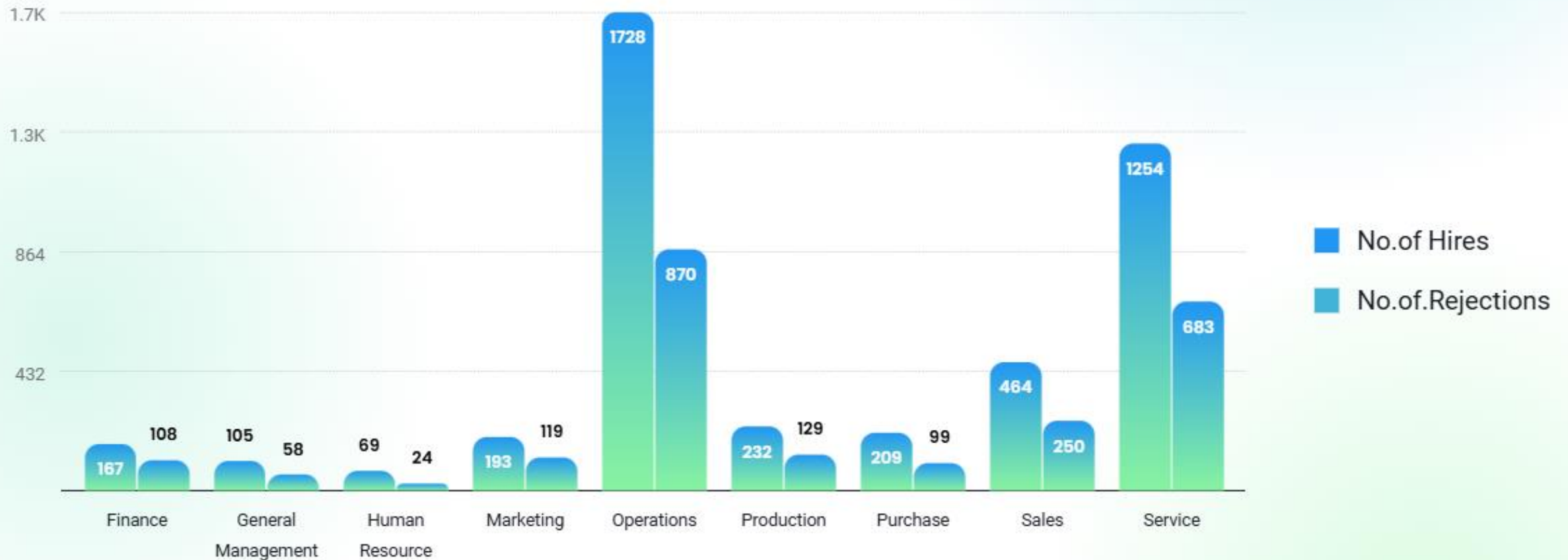
2

Time to Hire Variability

General Management has the shortest hiring cycle, while Human Resources has the longest.

3

DEPARTMENT HIRING TRENDS - Hiring and Rejection Overview

o Operations leads in both hires and rejections, followed by Service and Sales.
o Smaller departments like HR and General Management show lower overall recruitment activity.

Department	No.of Hires	No.of.Rejections
Finance	167	108
General Management	105	58
Human Resource	69	24
Marketing	193	119
Operations	1728	870
Production	232	129
Purchase	209	99
Sales	464	250
Service	1254	683

Legend:
- No.of Hires
- No.of.Rejections

Y-axis values: 1.7K, 1.3K, 864, 432

DEPARTMENT HIRING TRENDS - Recommendations for Improvement

Strategic Recommendations

1

Optimize High-Volume Departments

Increase recruitment resources or streamline processes for Operations, Service, and Sales to manage high volumes more effectively.

2

Improve Hiring Efficiency in HR

Consider strategies to reduce hiring time in HR, such as pre-screening tools or dedicated recruiters.

3

Enhance Candidate Filtering:

Implement stricter filtering at early recruitment stages for departments with high rejection rates to improve efficiency

Hiring Analysis Summary

Key Findings from the Hiring Analysis

High Hiring Volume
1
Departments with the highest hiring activity are Operations, Service, and Sales.

High Rejection Volume
2
The Operations and Service departments experienced the most rejections during the hiring process.

Time to Hire Variability
3
The shortest time to hire was in General Management, while HR had the longest hiring duration.

Interview Metrics
4
Operations conducted the most interviews, with May to August identified as the peak hiring period.

Salary Distribution
5
A significant 80% of salaries fall within the $0–100K range, with no employees earning between $100K and $150K.

Gender Distribution
6
Overall gender distribution is 58% Male and 42% Female, with Finance and General Management being female-dominated, and Operations, Service, and Sales being male-dominated.

Summary of Recommendations

Strategies for Improvement

Optimize High-Volume Departments

Increase resources and streamline processes to enhance overall efficiency.

Improve HR Hiring Efficiency

Utilize pre-screening tools and employ dedicated recruiters to speed up hiring.

Enhance Candidate Filtering

Implement stricter early-stage filtering to ensure only qualified candidates proceed.

Address Salary Gaps

Create mid-level roles with salaries between $100K and $150K, and establish clear promotion pathways.

Gender Diversity Initiatives

Improve gender balance in male-dominated departments and increase female representation in the workforce.