

SCALENEWORKS PEOPLE SOLUTIONS



Business Case Study

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Company Overview

- ScaleneWorks is a talent acquisition company. It is a Bengaluru based startup that commenced its operation in the summer of 2010.
- ScaleneWorks considered itself to be the first true end-to-end talent acquisition solutions organisation which had the passion to bring together decades of experience in technology, consulting and talent acquisition.
- ScaleneWorks not only advised its customers on the status of talent acquisition practices, but also recommended and implemented individually tailored, viable solutions using analytics.

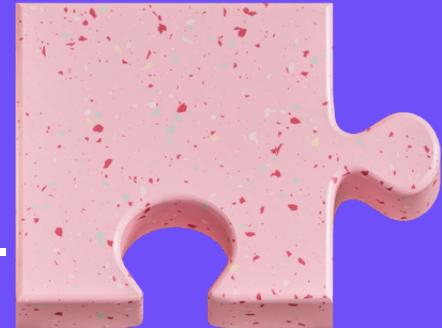


Problem Statement



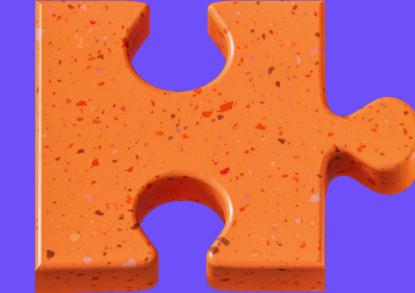
1. What are the key drivers that influence the candidates joining/not-joining a company?
2. what rules can be used to predict the acceptance or rejection of offer?
3. Devising a predictive algorithm to calculate the probability of acceptance of an offer and joining the company after offer acceptance stage.

Hypothesis 1



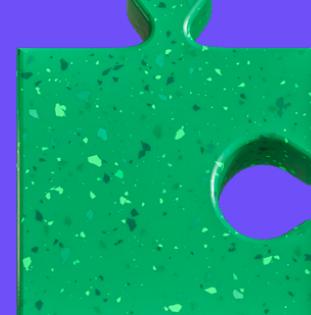
- **Problem statement :** Is work location offered by organization and current location of spouse of candidate effect the choice of rejecting the offer (renege).
- **Null:** There is no significant relationship between difference in current location of spouse and job location offered, on choice of rejecting the offer(renege).
- **Alternate :** There is significant relationship between difference in current location of spouse and job location offered, on choice of rejecting the offer(renege).
- **Test required:** Chi-Squared test of independence.

Hypothesis 2



- **Problem Statement :** Is the chance of a candidate rejecting an offer (renege) dependent on the extension of joining date by the candidate ?
- **Null:** There is no significant relationship between the chance of a candidate rejecting the offer(renege) and extension of joining date.
- **Alternate:** There is significant relationship between the chance of a candidate rejecting the offer(renege) and extension of joining date.
- **Test required:** Chi-Squared test of independence

Hypothesis 3



- Problem Statement : Number of days required by a candidate to accept the offer letter effects the chances of a candidate joining the organization.
- Null : There is no significant relationship between the number of days taken by a candidate to accept the offer letter and chance of joining the organization.
- Alternative : There is significant relationship between the number of days taken by a candidate to accept the offer letter and chance of joining the organization.
- Test required: Chi-squared Test of independence

Hypothesis 4



- Problem statement : There is a possibility that candidates from different sources (Employee Referral/ Agency/ Direct) have different rate of renege.
- Null : There is no significant difference between the renege rate of candidates from different sources (Employee Referral/ Agency/ Direct).
- Alternate : There is significant difference between the renege rate of candidates from different sources (Employee Referral/ Agency/ Direct).
- Test required: Chi-squared Test of independence

Hypothesis 5



- Problem statement : We need to figure out if different joining locations have significant impact on joining decision of candidates.
- Null : There is no significant difference between the renege of candidates for different joining locations.
- Alternate : There is significant difference between the renege of candidates for different joining locations.
- Test required: Chi-squared Test of independence

Hypothesis 6



- Problem statement : We need to figure out if the gender of a candidate has impact on the joining decision of the candidate.
- Null : There is no significant difference between the renege of candidates for different genders.
- Alternate : There is significant difference between the renege of candidates for different genders.
- Test required: Chi-squared Test of independence

Hypothesis 7



- **Problem statement :** We need to figure out if the gender of a candidate has impact on the joining decision of the candidate.
- **Null :** There is no significant difference between the renege of candidates for different genders.
- **Alternate :** There is significant difference between the renege of candidates for different genders.
- **Test required:** Chi-squared Test of independence

Hypothesis 8



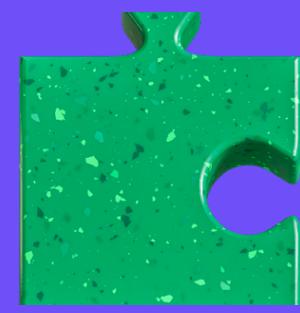
- Problem statement : Does difference in percentage hike expected have impact on the candidates joining the company.
- Null : Different differences in percentage hike expected have no significant impact on joining decision of candidate.
- Alternate : Different differences in percentage hike expected have significant impact on joining decision of candidate.
- Test required: Chi-squared Test of independence

Post OA hypothesis



- **Problem Statement :** Does for the following variables confirmation at different stages have significant difference in final decision of candidates joining the company ?
- Relocation of candidate,
- Confirmation of accommodation.
- Confirmation of LWD.
- Confirmation of BGV.
- Confirmation of document upload.
- Confirmation of DOJ
- Notice periods.

Hypothesis 9



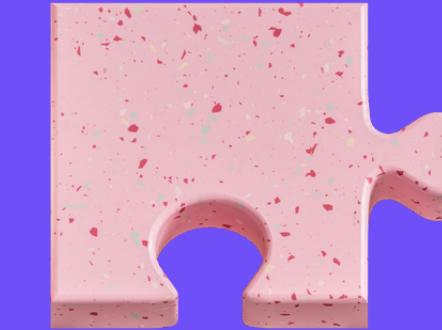
- Null hypothesis : Does the following variables confirmation at different stages have significant difference in final decision of candidates joining the company ?
- Alternate Hypothesis : Confirmation of relocation of a candidate at different stages have no significant impact on the final joining of the candidate.
- Test : Chi-squared test of independence.

Hypothesis 10



- Null hypothesis : Confirmation of accommodation of a candidate at different stages have no significant impact on the final joining of the candidate.
- Alternate Hypothesis : Confirmation of accommodation of a candidate at different stages have significant impact on the final joining of the candidate.
- Test : Chi-squared test of independence.

Hypothesis 11



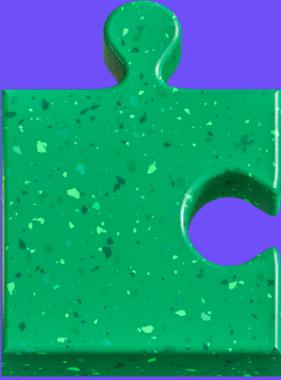
- Null hypothesis : Confirmation of LWD of a candidate at different stages have no significant impact on the final joining of the candidate.
- Alternate Hypothesis : Confirmation of LWD of a candidate at different stages have significant impact on the final joining of the candidate.
- Test : Chi-squared test of independence

Hypothesis 12



- Null hypothesis : Confirmation of BGV of a candidate at different stages have no significant impact on the final joining of the candidate.
- Alternate Hypothesis : Confirmation of BGV of a candidate at different stages have significant impact on the final joining of the candidate.
- Test : Chi-squared test of independence.

Hypothesis 13



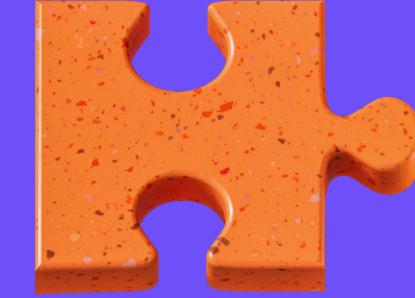
- Null hypothesis : Confirmation of document upload of a candidate at different stages have no significant impact on the final joining of the candidate.
- Alternate Hypothesis : Confirmation of document upload of a candidate at different stages have significant impact on the final joining of the candidate.
- Test : Chi-squared test of independence.

Hypothesis 14



- Null hypothesis : Confirmation of replacement and KT submission of a candidate at different stages have no significant impact on the final joining of the candidate.
- Alternate Hypothesis : Confirmation of replacement and KT submission of a candidate at different stages have significant impact on the final joining of the candidate.
- Test : Chi-squared test of independence.

Hypothesis 15



- Null hypothesis : Confirmation of DOJ of a candidate at different stages have no significant impact on the final joining of the candidate.
- Alternate Hypothesis : Confirmation of DOJ of a candidate at different stages have no significant impact on the final joining of the candidate.
- Test : Chi-squared test of independence.

Hypothesis 16



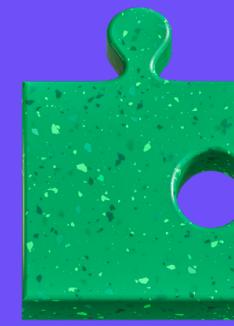
- Null hypothesis : Different notice periods have no significant impact on the final joining of the candidate.
- Alternate Hypothesis : Different notice periods have significant impact on the final joining of the candidate.
- Test : Chi-squared test of independence.

If the following variables data are being captured we can also formulate the following hypothesis.

Time gap between successive stages of selection

Current Company Details

Hypothesis 17



- Null Hypothesis : Time gap between successive stages of selection will have no significant impact on the final joining of the candidate.
- Alternative : Time gap between successive stages of selection will have significant impact on the final joining of the candidate.
- Test : Chi-squared test of independence.

THANK YOU!