# Data Description

**The data is from a job search platform. Each row is an applica*tion* to a job.**

id = row identifier

client\_id = company identifier (id of the company posting the job that a candidate applied to)

job\_id = job identifier (id of the job that a candidate applied to)

fid = applicant identifier (id of a candidate)

title = job characteristic; the job title

date\_of\_posting = job characteristic; date the job was posted.

All dates in the data are in Unix time, which is seconds elapsed since midnight of 1 Jan 1970.

job\_role

11 - IT Hardware Engineer

12 - IT-Mobile Developer

13 - IT-Software Engineer

api\_job\_gender - job characteristic; preferred gender for the job applicant

1 - Male

2 - Female

3 - both

year\_of\_passing\_from - job characteristic; preferred earliest college graduation year of the job applicant

year\_of\_passing\_to - job characteristic; preferred latest college graduation year of the job applicant

Note: candidates can have percentage score or GPA (CGPA) for their highest qualification (hq)

hq\_marks\_percentage\_from - job characteristic; preferred lowest percentage score of the applicant

hq\_marks\_percentage\_to - job characteristic; preferred max percentage score of the applicant

hq\_marks\_cgpa\_from - job characteristic; preferred lowest GPA of the applicant

hq\_marks\_cgpa\_ri - job characteristic; preferred highest GPA of the applicant

api\_applications\_created - Unix timestamp of when the candidate applied for the job

call\_letter\_date - Unix timestamp of when the interview invitation letter was sent

applier\_type - method of application; f = using website , a = using mobile app ; r = recruiter applied for the candidate after checking with the candidate

course\_type - applicant characteristic; the type of degree completed (PG = post graduate)

users\_city\_id - applicant characteristic; the city ID of the applicant

users\_state\_id - applicant characteristic; the state ID of the applicant

bd\_lnkdin\_co\_profile\_emp2 and no\_of\_employees - Company characteristic. Recall that the law applies to companies with 10 or more employees. Date on the # of employees at the company posting the job comes from 2 sources. For any analysis involving # of employees both should be taken into consideration.

1. bd\_lnkdin\_co\_profile\_emp2 - this is the # of employees from LinkedIn
2. no\_of\_employees - # of employees provided by the company while posting the job

2 -> 51 to 200

3 -> 201 - 1000

4 -> 10001 - 10000

5 -> >10000

FemaleFlag - applicant characteristic; gender of the applicant - 1=female, 0= male

CalLetterFlag = application characteristic; was the candidate invited to an interview

Chennai, Kolkata, Hyderabad, NCR, Ahmedabad, Bangalore, MumbaiPune - Job characteristic. There are 7 technology hubs in India (Bangalore, Hyderabad, Chennai, NCR, MumbaiPune, Kolkata, Ahmedabad). A job post (vacancy) can be posted for multiple locations. The following binary columns indicate if the job post was for one of the following locations/ technology hubs.

* Chennai
* Kolkata
* Hyderabad
* NCR
* Ahmedabad
* Bangalore
* MumbaiPune

India\_HQ - job characteristic; binary variable 1 = company is head quartered in in India, 0 headquarters is not in India.

napplications\_t\_male\_jbrl - Number of applications submitted by men in the job role of the focal application in the focal month

napplications\_t\_female\_jbrl- Number of applications submitted by women in the job role of the focal application in the focal month

napplicants\_t\_male\_jbrl- Number of male applicants (i.e., distinct individuals) in the job role of the focal application in the focal month

napplicants\_t\_female\_jbrl- Number of female applicants (i.e., distinct individuals) in the job role of the focal application in the focal month

client\_id\_napplications\_t - Focal company’s total applications in the focal month

client\_id\_njob\_ids\_t - Focal company’s total job postings in the focal month

njob\_ids\_t\_jbrl - Total number of job postings in the job role of the focal application in the focal month

profile\_percentage - applicant characteristic; what percentage of the candidate's online profile (on the job platform) is complete

yearBirth - applicant characteristic - the year of birth of the applicant

Last 15 columns - the financial data of the company posting the job (in the year of the job posting). Some of the data in these columns can be helpful; for instance one might argue that more profitable companies my respond differently to the legislation from less profitable companies.

State Code

1 Andaman & Nicobar Islands

2 Andhra Pradesh

3 Arunachal Pradesh

4 Assam

5 Bihar

6 Chandigarh

7 Chhattisgarh

8 Dadra & Nagar Haveli

9 Daman & Diu

10 Goa

11 Gujarat

12 Haryana

13 Himachal Pradesh

14 Jammu & Kashmir

15 Jharkhand

16 Karnataka

17 Kerala

18 Lakshadweep

19 Madhya Pradesh

20 Maharashtra

21 Manipur

22 Meghalaya

23 Mizoram

24 Nagaland

25 Orissa

26 Puducherry

27 Punjab

28 Rajasthan

29 Sikkim

30 Tamil Nadu

31 Tripura

32 Uttar Pradesh

33 Uttarakhand

34 West Bengal

35 Delhi

36 Outside India

37 Telangana