

Internship Report



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Problem Statement

Identify the best source of recruitment for a tech startup, based on previous data of candidate sources and recruitment strategies



A photograph showing a woman with long blonde hair smiling and a man with glasses looking at a laptop screen. They appear to be in an office or workspace environment. A blue graphic shape is overlaid on the top right of the image.

Brief about HR Analytics

HR analytics is one of the biggest areas of work data scientist. And improving hiring processes is one of the most important problems to solve in this field.

About the Company

Practo is on a mission to make quality healthcare affordable and accessible for over a billion+ Indians. Practo empowers its users with the most accurate, comprehensive, and curated information and care, enabling them to make better healthcare decisions. In this mentorship, you will be challenged to help Practo find employees who are looking for a mission, instead of a job.

The Practo logo is displayed on a large blue diamond shape. The word "practo" is written in a lowercase, sans-serif font, with each letter preceded by a small blue dot. The background features abstract geometric shapes in shades of blue, white, and grey.

•practo•

Data Visualisation

Welcome to the world of Data Visualisation. In this presentation, we will explore the importance of visualising data and how it can help make better decisions. We will also look at different types of visualisation techniques and when to use them.





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Why Visualise Data?

Visualisation helps to communicate complex information in a simple and easy-to-understand way. It allows us to identify patterns, trends, and outliers that might not be visible in raw data. By visualising data, we can make more informed decisions and share insights with others.

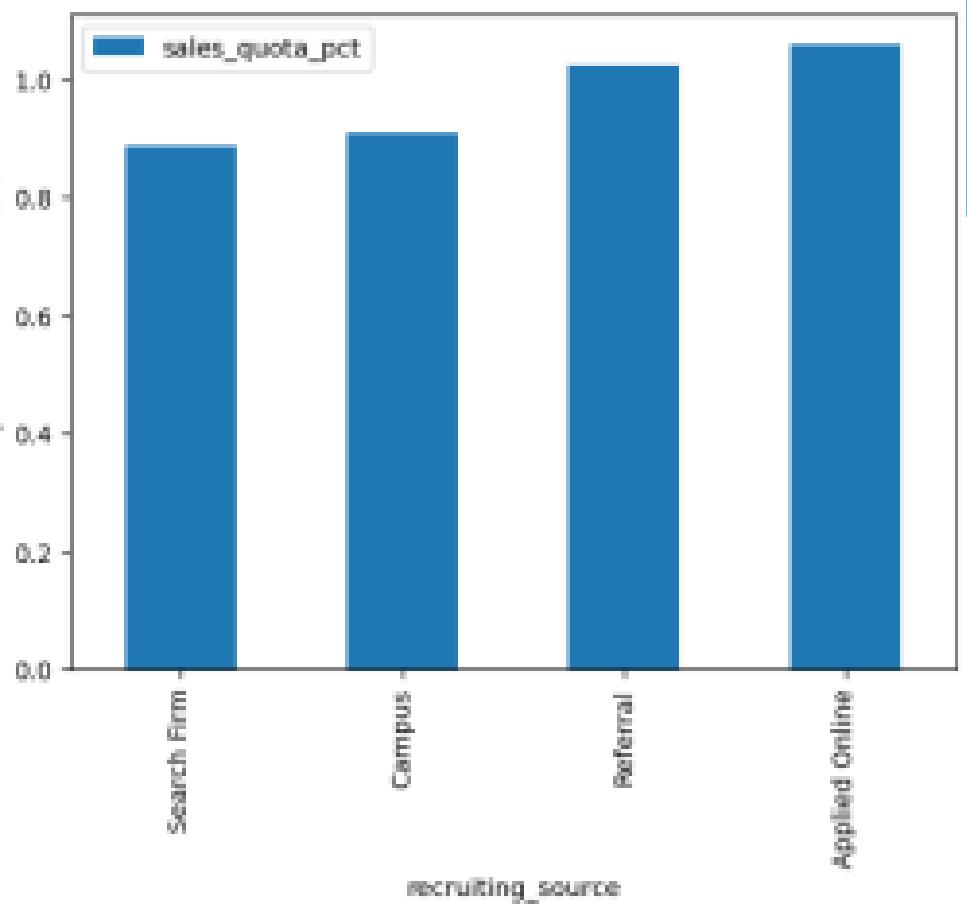
A photograph showing a close-up of a person's hands and arms. A man in a dark suit jacket and blue tie is pointing his index finger towards a white document on a light-colored wooden desk. Another person's arm, wearing a light-colored shirt, is visible behind him, also pointing towards the same document. The document features several colorful circular icons and some text, though it's not clearly legible.

Types of Data Visualisation

There are many types of Data Visualisation techniques, such as bar charts, line graphs, scatter plots, heat maps, and more. Each type has its own strengths and weaknesses, and choosing the right one depends on the data and the message you want to convey.

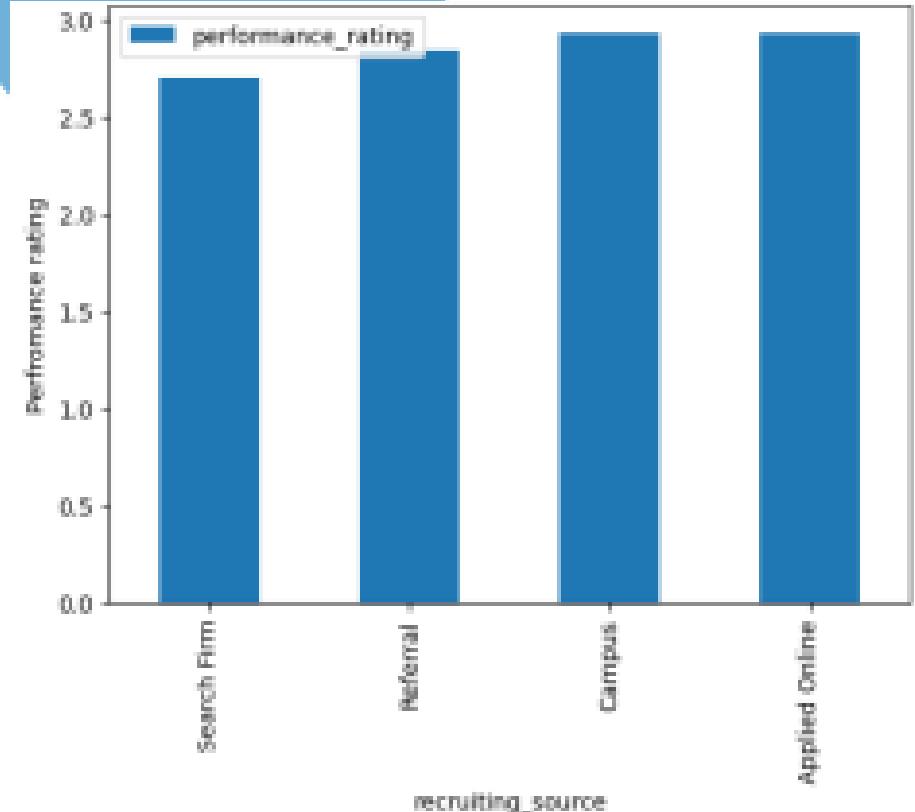
Which recruiting source resulted highest sales_quota_pct?

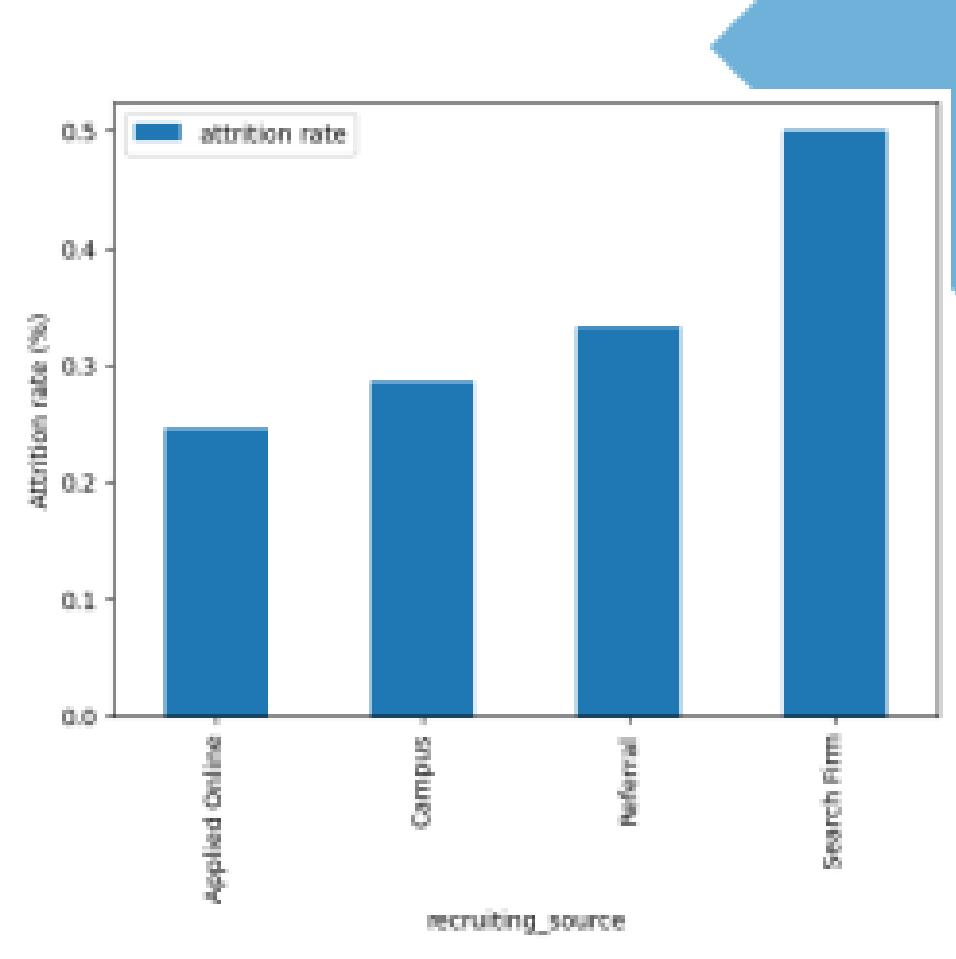
This graph shows that talents who applied online higher average sales_quota_pct than others, but the difference is small.



Which recruiting source resulted in highest performance rating?

This graph shows that the performance rating of the employees who were hired via "Applied Online" channel is higher than the rest. However the differences are small and a statistical test is required to study the significance of the differences.



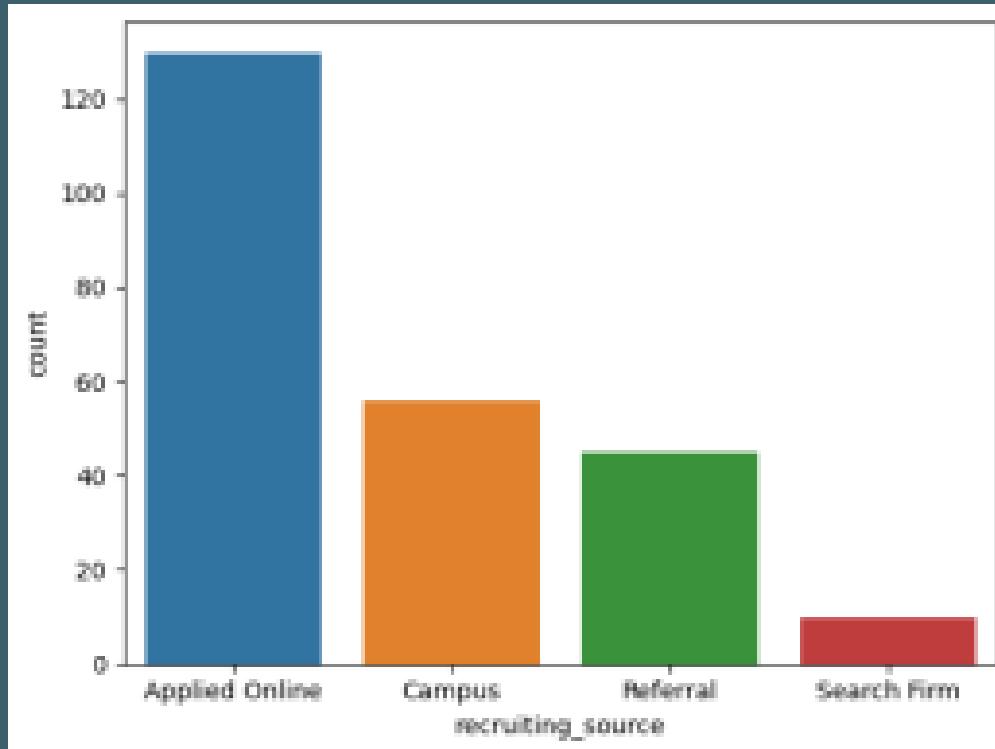


Which hires had lower attrition rate?

This graph shows how attrition rate is highest for hires coming through Search Firms, while lowest for hires coming from "Applied Online".

Final Recommendation

Which of the recruiting sources in this dataset produced the best hires, measured by attrition and sales? Which source produced the worst hires?



Conclusion

From the above graph we can conclude that best source of recruiting is Applied Online and worst is Search Firm

Thanks

Do you have any
questions?

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