Interview Attendance Analysis

Context

The data pertains to the recruitment industry in India for the years 2014-2016 and deals with candidate interview attendance for various clients. The details are largely self-explanatory.

Content

The data have been collected by me and my fellow researchers over a period of over 2 years between September 2014-January 2017. The details of the data are as follows

1. Date of interview: This date refers to the day the candidates were scheduled for the interview. The formats vary.
2. Name of the client: The clients that gave the recruitment vendor the requisite mandate
3. Industry Vertical: This refers to the vertical the client belongs (Note Candidates can jump across verticals in their job hunt)
4. Location: Refers to the current location of the candidate
5. Job location: Refers to the place where the candidate will be placed
6. Interview location: Where the interview has been scheduled
7. Candidate Native Location: The candidate's hometown.
8. Position to be closed: Niche refers to rare skill sets while routine refers to more common skill sets
9. Nature of Skill Set: This refers to the skill the client has and specifies the same
   1. Interview Type: There are three types of interview- Walkin drives- these are unscheduled. Candidates are either contacted or they come to the interview on their own volition, Scheduled- Here the candidates profiles are screened by the client and subsequent to this, the vendor fixes an appointment between the client and the candidate. The third one is a scheduled walkin. Here the number of candidates is larger and the candidates are informed beforehand of a tentative date to ascertain their availability. The profiles are screened as in a scheduled interview. In a sense it bears features of both a walk-in and a scheduled interview
   2. Candidate ID: This is a substitute to keep the candidates identity a secret 12.Gender: Whether the candidate is male or female
   3. Marital Status: Whether the candidate is married or Single
   4. Observed Attendance: Whether the candidate attended the interview. This is binary and will form our dependent variable 15: Expected Attendance: Whether the candidate was expected to attend the interview. Here the it is either yes no or uncertain

There are a set of questions that are asked by a recruiter while scheduling the candidate. The answers to these determine whether expected attendance is yes, no or uncertain.