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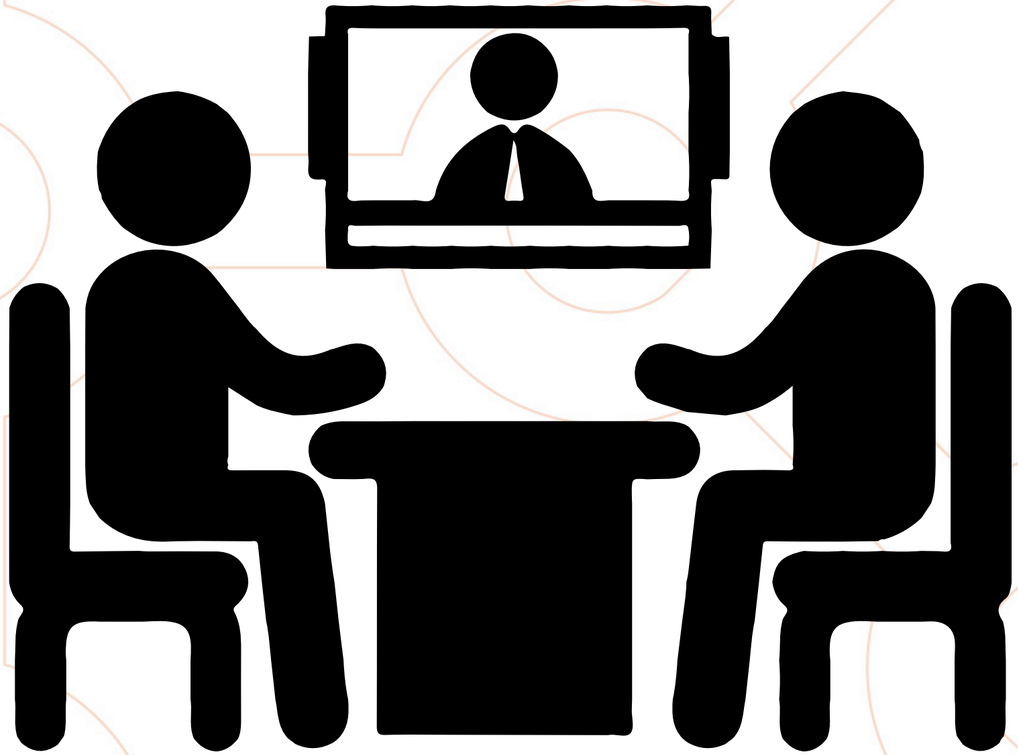
Optimizing Recruitment and Onboarding Processes using Analysis

An Internship Project

Introduction

The project aims to optimize the recruitment and onboarding processes at Aliess Corp by analyzing key metrics and identifying areas for improvement. This analysis will help reduce hiring and onboarding times, improve the quality of hires, and enhance overall efficiency.



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About us

Aliess Corp is a leading technology company that specializes in developing innovative software solutions.

With a global workforce of over 5,000 employees, **Aliess Corp** is dedicated to fostering an inclusive culture, leveraging cutting-edge technology, and promoting continuous employee development.

The company's mission is to drive technological advancement and provide exceptional value to its clients worldwide.

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Business Problem

Aliess Corp has identified challenges in its current recruitment and onboarding processes. Specifically, the company faces issues with lengthy time-to-hire periods, high costs per hire, inconsistent hiring success rates, and delays in onboarding completion. These challenges result in increased costs, lost productivity, and potential declines in new hire satisfaction and performance. This project seeks to address these issues by providing a comprehensive analysis of the recruitment and onboarding processes and recommending actionable improvements.

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Objectives

The primary objective of this project is to analyze and optimize Aliess Corp's recruitment and onboarding processes. By leveraging data analytics, the company aims to improve the quality of hires and reduce the time required for new employees to reach full productivity. This will involve examining key metrics from the recruitment and onboarding stages to identify areas for improvement and implement evidence-based strategies to enhance efficiency.

Deliverables

1. **Recruitment Data Analysis:**
- Detailed analysis of applicant sources, time-to-hire, cost-per-hire, candidate demographics, interview feedback scores, and hiring success rates.
- Identification of the most effective recruitment sources and strategies to reduce time-to-hire and cost-per-hire.

2. Onboarding Data Analysis:
- Comprehensive analysis of onboarding completion times, initial performance reviews, training program participation, and new hire survey responses.
- Recommendations for streamlining the onboarding process to reduce completion time and improve new hire performance and satisfaction.

3. Operational Data Analysis:
- Examination of onboarding process steps, average time spent on each step, resource utilization, and IT setup completion times.
- Suggestions for optimizing resource allocation and reducing bottlenecks in the onboarding process.

4. Correlated Insights:
- Analysis of correlations between recruitment and onboarding metrics to identify key factors impacting hiring success and new hire productivity.
- Actionable insights based on data-driven correlations to enhance overall process efficiency.

5. Final Report and Presentation:
- A comprehensive report summarizing the findings, analyses, and recommendations.
- A presentation to the management teams highlighting key insights and proposed improvements.

Data Dictionary

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Onboarding Data (onboarding_data.csv)

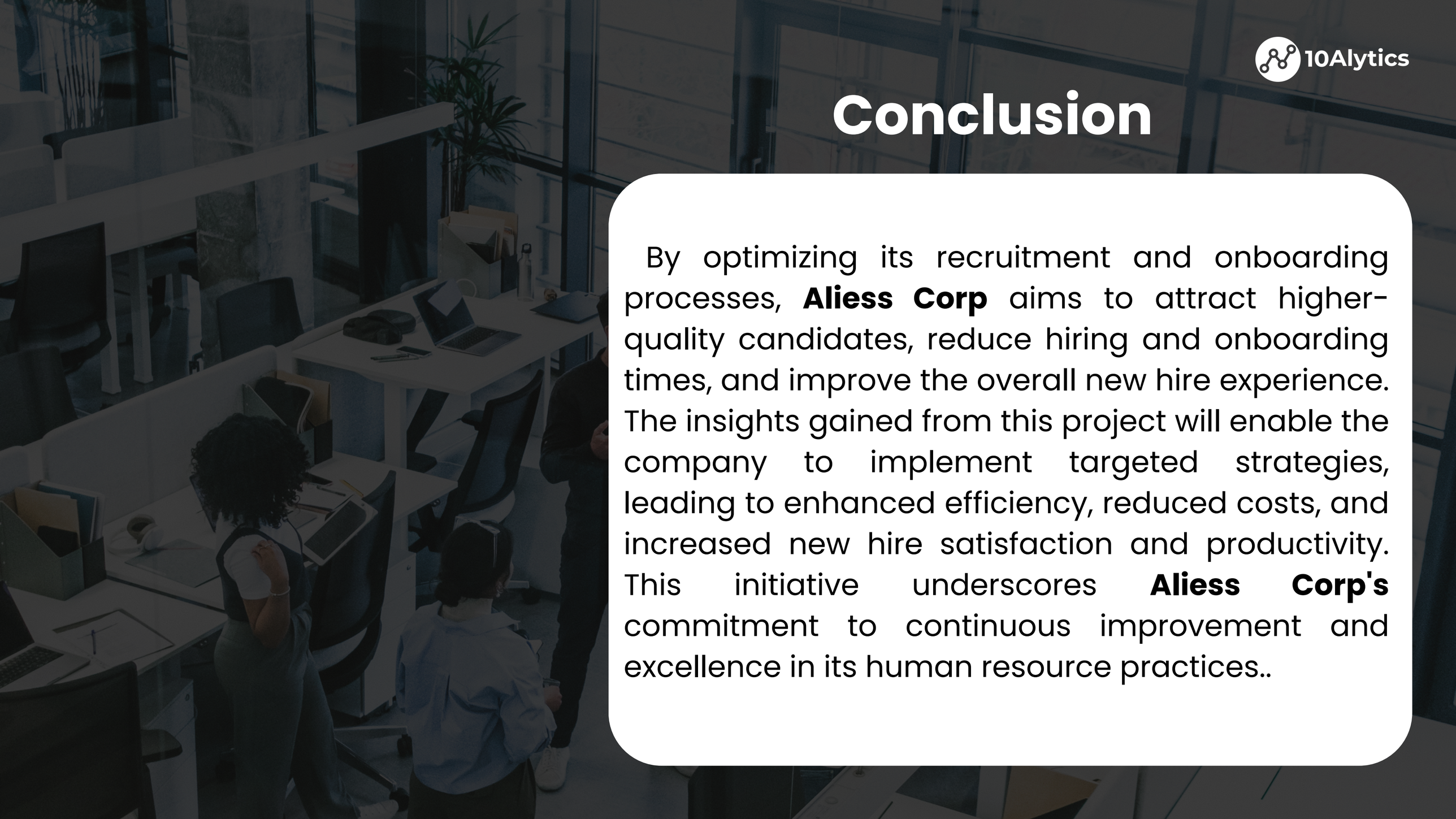
Column Name	Data Type	Description
Onboarding Completion Time	Integer	Number of days taken to complete the onboarding process.
Initial Performance Reviews	Integer	Initial performance review scores, ranging from 1 to 5. Higher scores indicate better performance.
Training Program Participation	Boolean	Indicates whether the new hire participated in the training program. Possible values: `True` (participated), `False` (did not participate).
New Hire Survey Responses	Integer	Survey responses from the new hire, ranging from 1 to 10. Higher scores indicate better satisfaction.

Recruitment Data (recruitment_data.csv)

Column Name	Data Type	Description
Applicant Source	String	Source from which the applicant was found. Possible values: 'LinkedIn', 'Indeed', 'Company Website', 'Referral', 'Job Fair'.
Time-to-Hire	Integer	Number of days taken to hire the candidate.
Cost-per-Hire	Integer	Cost incurred in hiring the candidate in USD.
Candidate Age	Integer	Age of the candidate in years.
Interview Feedback Scores	Integer	Feedback scores from the interview, ranging from 1 to 5. Higher scores indicate better performance in the interview.
Hiring Success Rate	Float	Success rate of hiring the candidate, ranging from 0 to 1. Higher values indicate higher success rates.

4. Operational Data (operational_data.csv)

Column Name	Data Type	Description
Employee ID	Integer	Unique identifier for each employee. This links to the Employee ID in employee_data.csv.
Tools and Software Usage	Integer	Rating of tools and software usage by the employee, ranging from 1 to 10. Higher scores indicate better usage.
System Downtime	Float	Average system downtime experienced by the employee in hours. Lower values indicate less downtime.
Technical Support Requests	Integer	Number of technical support requests made by the employee. Higher values indicate more requests for support.



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Conclusion

By optimizing its recruitment and onboarding processes, **Aliess Corp** aims to attract higher-quality candidates, reduce hiring and onboarding times, and improve the overall new hire experience. The insights gained from this project will enable the company to implement targeted strategies, leading to enhanced efficiency, reduced costs, and increased new hire satisfaction and productivity. This initiative underscores **Aliess Corp's** commitment to continuous improvement and excellence in its human resource practices..