HR

RJ Recruit

At City FM

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1. CASE ANALYSIS

1.1 Case Summary

City FM is looking for RJs. To streamline their selection process, the management team of City FM has decided to look upon the existing RJs' performance. They were specifically interested to know what they should look for in a good RJ. They have collected some data and want to know which factors affect the performance most. They want to have an advertisement for hiring RJ for their firm.

1.2 Decision Analysis

City FM has data of 86 RJs who worked for the past 3 years. From discussion among the managers, they identified that GK, Communication, Logical Ability, and Accent are the variables that determine the performance of RJ. To statistically verify this, they collected data for the last three years along with the performance rating. All data were collected on a scale of 1 to 5, 5 being the highest.

1.3 Tools for Data Analysis

Jamovi (1.6.23 Solid version) is an open-source software used for the analysis.

1.4 Dataset

The dataset has compiled data of about 86 candidates for the position of RJ. The variables are shown in the table below,

S .No	Variable Name	Variable Type
1	Gender	Nominal
2	GK	Nominal
3	Communication	Nominal
4	Logical	Nominal
5	Accent	Nominal
6	Performance	Nominal

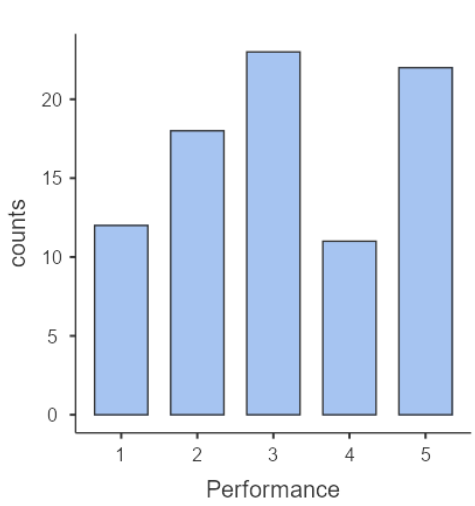
The data descriptive is shown below.

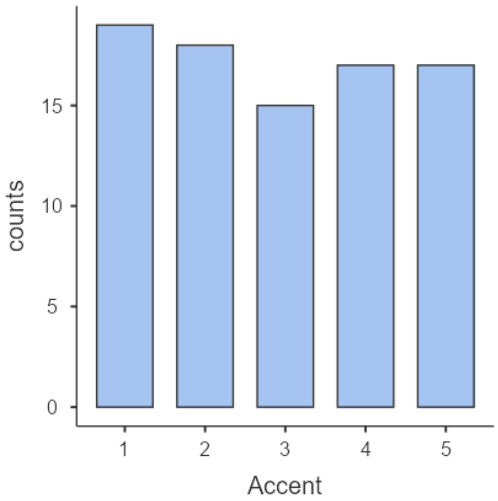
Table 1: Descriptive Statistics

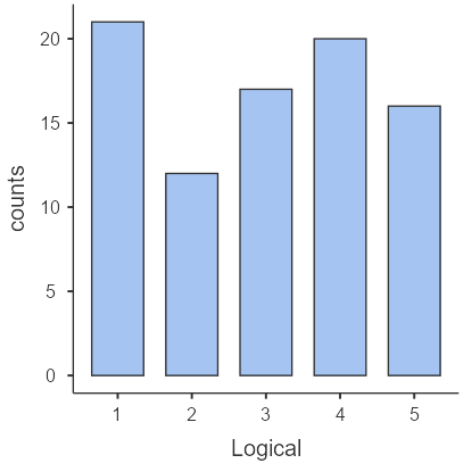
Descriptives

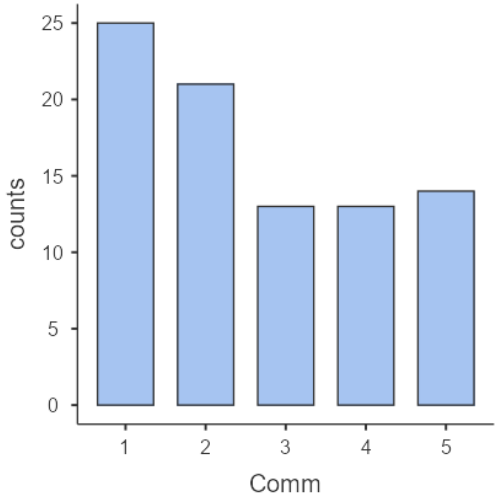
	RJID	Gender	GK	Comm	Logical	Accent	Performance
N	86	86	86	86	86	86	86
Missing	0	0	0	0	0	0	0
Mean			2.94	2.65	2.98	2.94	3.15
Median			3.00	2.00	3.00	3.00	3.00
Standard deviation			1.32	1.45	1.46	1.45	1.38
Minimum			1	1	1	1	1
Maximum			5	5	5	5	5

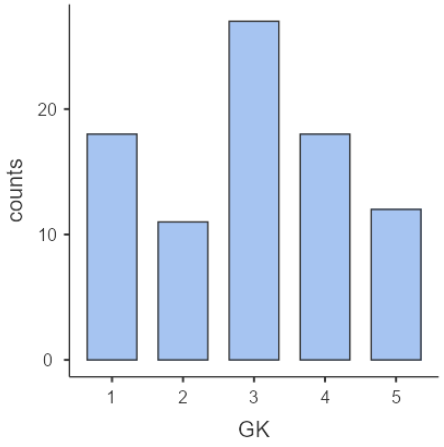
Figure 1: Descriptive Plots

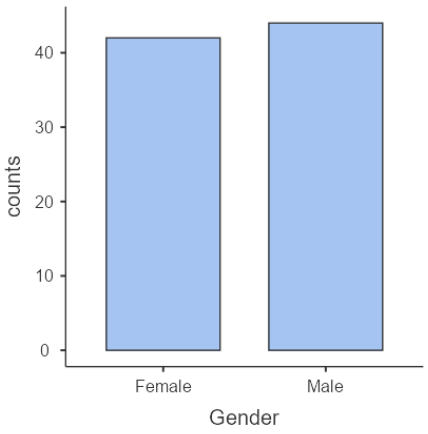












2. ANALYSIS

2.1 Ordinal Logistic Regression

We have used Performance as a dependent variable and other variables as independent variables

2.2 Model Analysis

Table 2: Model Fit Measures

Model Fit Measures

Model	Deviance	AIC	R^2_{McF}	R^2_{CS}	R^2_N
1	189	207	0.298	0.170	0.366

Note. The dependent variable 'Performance' has the following order: 1 | 2 | 3 | 4 | 5

It can be observed from the given table that the AIC (Akaike information criterion) value is 207. A lower AIC value indicates a better fit. The pseudo-R^2 values, i.e., McFadden's R^2 is 0.298, Cox and Snell's R^2 is 0.170, Nagelkerke's R^2 is 0.366.

Table 3: Model Coefficients

Model Coefficients - Performance

Predictor	Estimate	SE	Z	p
Accent	0.137	0.152	0.899	0.369
Logical	0.418	0.154	2.719	0.007
Comm	0.498	0.159	3.120	0.002
GK	1.166	0.214	5.441	< .001
Gender:				
Male – Female	1.925	0.494	3.893	< .001

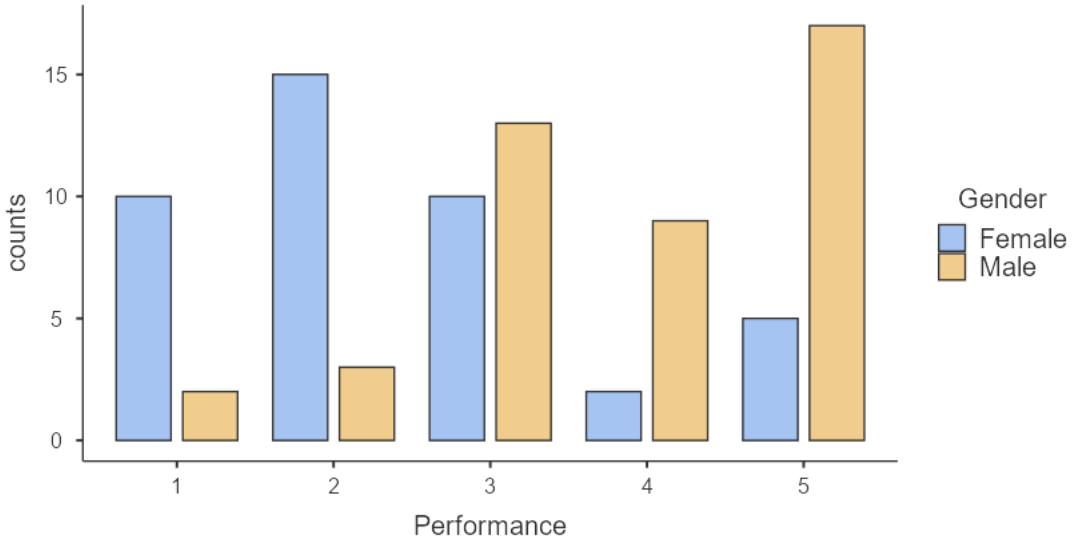
It can be observed from the above table that the p-value at 95% confidence level is significant for Logical , Comm, GK, Gender. And not Significant for Accent.

• If the sign of estimate value for all variables is positive, it indicates that the more the value of the variable better is the performance. In brief, these variables affect performance positively.

• More the value of estimate greater it affects the performance.

• From the above table it can be observed that male candidates are more preferred than females. Graph below also shows the same.

Figure 2: Performance split by gender (Bar Plot)



3. Conclusions

We have developed our model with 5 variables that affect the performance . For this prediction, we applied ordinal Logistic Regression on the dataset collected for last 3 years.

Observations:-

- Factors that affect the performance more are logical, Comm, GK, gender.
- Accent doesnot affect performance much.
- Male tends to have more performance than female.

4. Advertisement