

**STAR TALENT**  
**Milestone: Project Proposal**

**Group 14**

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**Percentage of Effort Contributed by Student1: 50**

**Percentage of Effort Contributed by Student2: 50**

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# **STAR TALENT**

**Pooja Laxmi Sankarakameswaran & Sabarish Subramaniam Anandhi  
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Star Talent is a talent management company for people working in the entertainment industry. The entertainment industry is rife with actors, models, writers, musicians and the like who provide the media that we consume. Most of the gigs that clients take in the industry are short-term projects, so they require agencies that help them land jobs frequently. Star Talent has expert agents who work with artists to get them auditions in a short span of time. They also have access to courses, classes and certifications which help clients with switching careers. For example, voice actors might want to switch to acting and might need guidance on the right steps to take, Star Talent steps in here and does that for them. Star Talent records employers and clients to ensure that both only get the best the industry has to offer. Our project will model the success of agents in recruiting, retaining clients and the efficiency of Star Talent in securing career switches.

## **Theory for Star Talent Analytics:**

As an established talent management company, Star Talent specializes in helping talent across the nation with hiring, recruitment, upskilling and management. It serves as a platform for clients to have control over their career and the way it is headed. Every client is associated with an agent who has access to a varied list of companies and jobs that have listings for the job title they are looking for.

Clients are typically employed in different fields such as acting, modeling, voice acting, script writing, TechBiz etc. Star Talent provides clients with statistics and analytics on their tenure at various jobs, this helps clients assess the skills they excel in as well as what type of company or job is well suited for them.

During their partnership with Star Talent, several clients choose to switch jobs or even careers. When clients recognise that they want to do a career shift, Star Talent guides them with courses, classes or even certifications to land jobs.

Star Talent's reputation regarding expertise depends on the agents and their skills to match clients with jobs and vice versa. Holistically, the model aspires to analyze agent performance, client partnership performance and career switch success rate that Star Talent fosters. The results of the analysis will help Star Talent strategize on measures to improve the existing operational system.

**Other Requirements:**

1. An agent can represent zero to infinite clients; a client must be represented by exactly one agent.
2. An agent can be associated with zero to infinite companies; a company can be associated with zero to infinite agents.
3. A client can have zero to infinite reviews; a review must be associated with exactly one client.
4. A client can have zero to infinite skills; a skill can be associated with zero to infinite clients.
5. A client can undergo zero to infinite career switches; a career switch must be associated with exactly one client.
6. A company can offer zero to infinite job listings; a job listing must be associated with exactly one company.
7. A job listing can have zero to one review; a review must be associated with exactly one job listing.
8. An agent can provide guidance for zero to infinite career switches; a career switch must be guided by exactly one agent.