BEST RECRUITING SOURCE

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Agenda

- INTRODUCTION
- PRIMARY GOALS
- VISULISATION
- FINAL CONCLUSION
- RECOMMENDATIONS

INTRODUCTION

➢ **Presenting my analysis on the best recruiting source for a tech startup. Using historical data, I evaluated sources based on attrition rates and sales quotas. This data-driven approach helps identify the most effective recruitment strategy for best outcomes.**

PRIMARY GOALS

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

➢ Count of Recruiting Sources

Count of Recruiting Sources
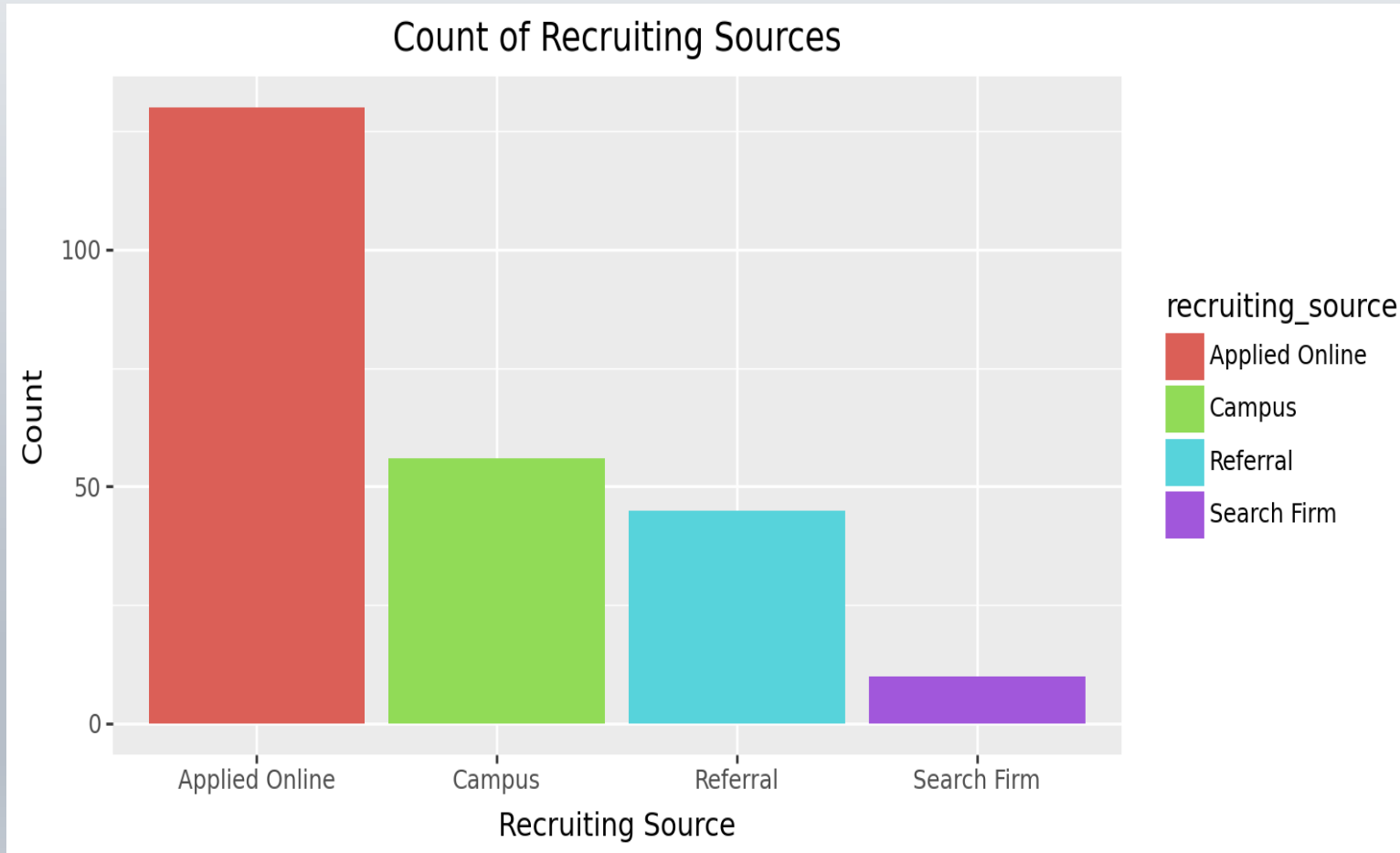
❖ **Employees hired from online recruitment are the highest in number.**

➤ Attrition Differences Based on Recruiting Sources

attrition differences based on recruiting sources
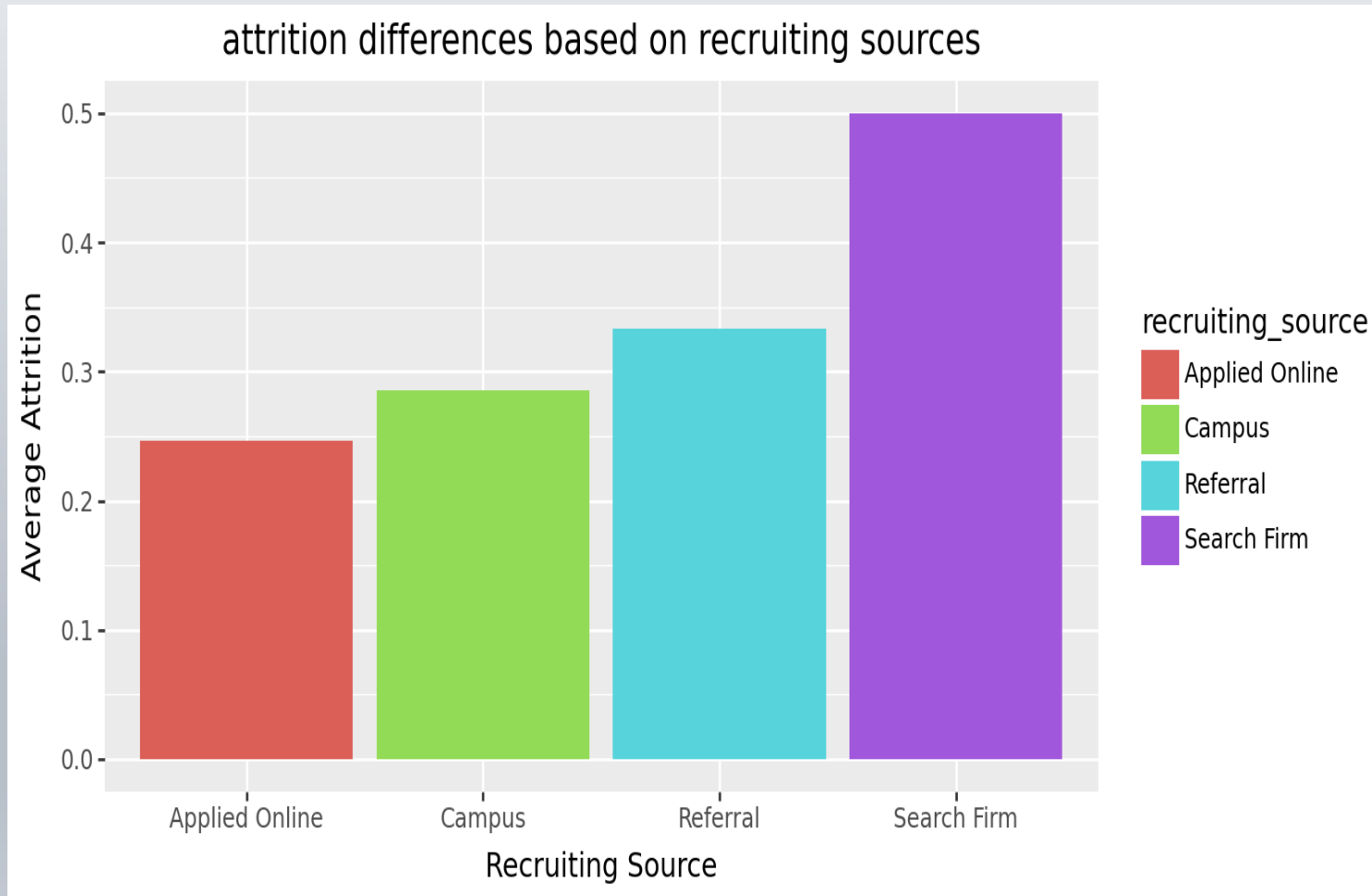
❖ **Applied Online and Campus recruitment shows lower attrition rates. While Search Firm show highest attrition.**

Sales Differences Based on Recruiting Sources

sales differences based on recruiting sources
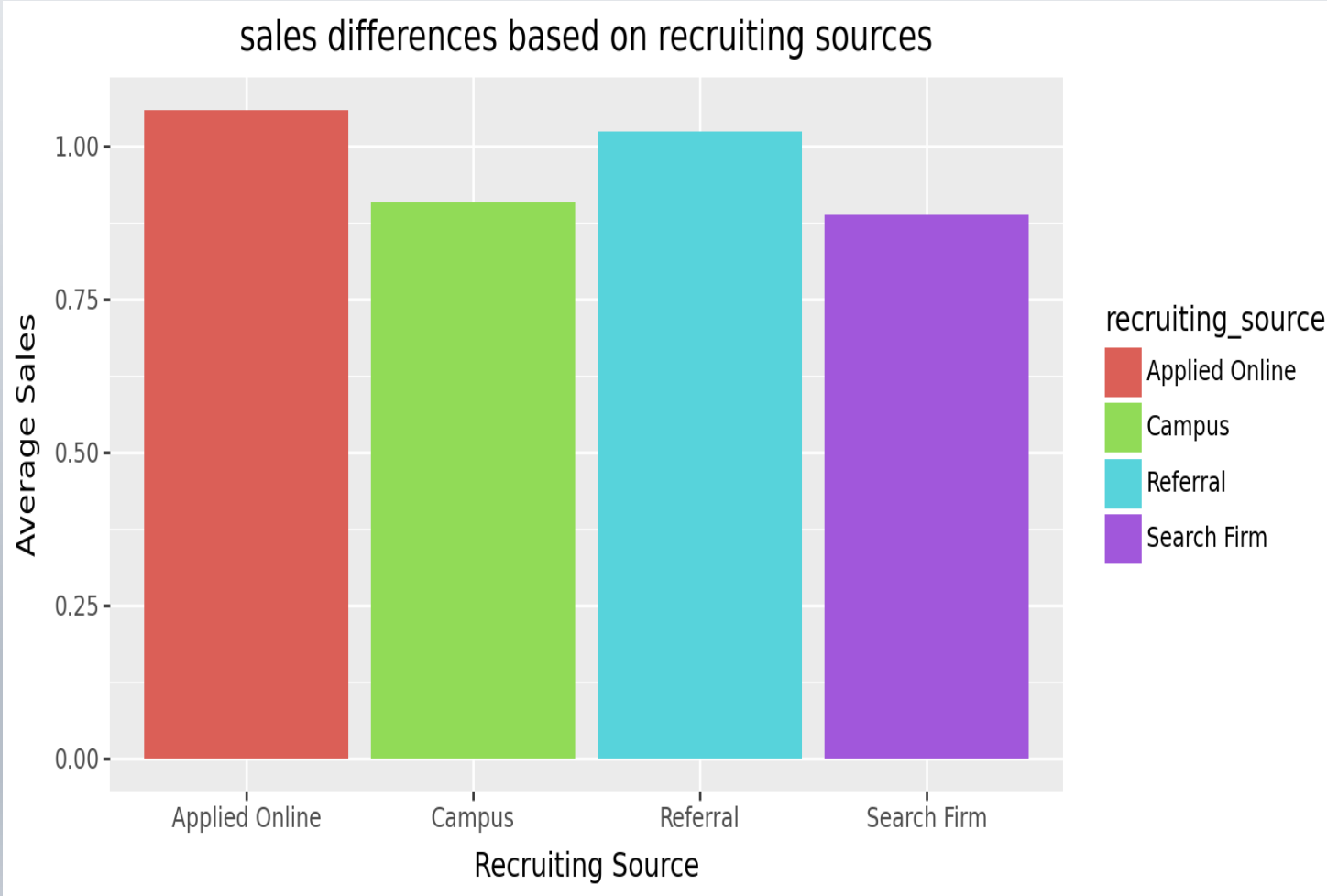
❖ **Applied Online and Referral shows the highest average sales performance**

❖ **Campus and Search Firm shows slightly lower average sales performance compared to Applied Online and Referral.**

➤ Final Conclusions

○ **Best Sources for Employee Retention:**

- **Applied Online and Campus Recruitment shows the lowest attrition rates. These sources are the most effective in terms of stable employee retention.**

- **Search Firm shows the highest attrition rate, indicating it is the least stable source for employee retention.**

○ **Best Sources for High-Performing Sales Employees:**

- **Applied Online and Referral demonstrate the highest average sales performance. These sources are the most effective in recruiting high-performing sales employees.**

- **Campus Recruitment and Search Firm show slightly lower average sales performance compared to Applied Online and Referral but still perform strongly, indicating their value as recruiting sources.**

➤ **Recommendations**

- **Applied Online Recruitment stands out as the most balanced and effective recruiting source, offering both low attrition rates and high average sales performance.**

- **Referral is also highly effective for recruiting high-performing sales employees and should be leveraged more.**

- **Campus recruitment is valuable for employee retention, but due to low average sales performance, it needs improvement.**

- **Search Firms while shows slightly low sales performance, should be used carefully due to their high attrition rates.**

- **By focusing more on Applied Online and Referral sources while maintaining a strategic use of Campus Recruitment, the organization can optimize both employee retention and sales performance.**

Thank you