GLOBALCERT

AUTOMATED APPLICANT SELECTION SYSTEM

PROBLEM DEFINITION

GlobalCert is looking for full-time employees for a variety of roles with different pay levels. They want to extend their firm into different dynamics as a fledgling start-up, which demands recruiting extremely competent and acceptable employees to run their firm. Furthermore, they need your help as they lack a sufficient automated system to optimize their hiring process.

FINAL DATASET

There is quite a number of columns considered in our dataset.

By using the method of open-source data gathered from KAGGLE, ANALYTICS VIDYA AND MANY MORE

- Name
- Contact Number
- Gender
- Age
- 10th Board and percentage
- 12th Board , field and percentage
- Bachelors degree and percentage
- History of Backlogs
- English test percentage
- Department applying to
- If MBA, percentage
- Workexperience
- Salary Expectations per month

APPROACH **USED**

01

Data Gathering using Open Source Data Method

02

splitting the data department-wise

03

Data processing using RFM(quartile method)

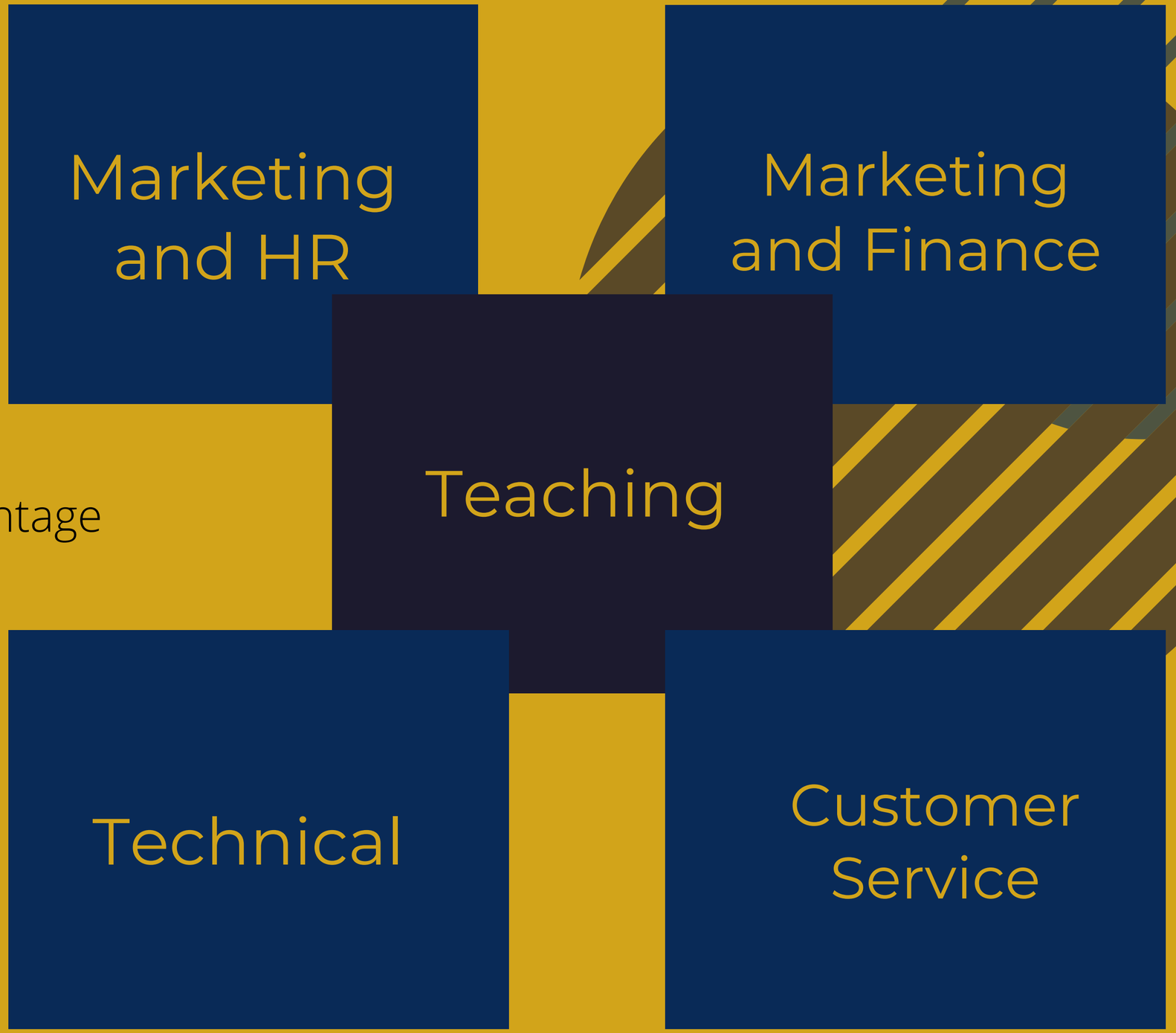
04

Display top 10 potential applicants

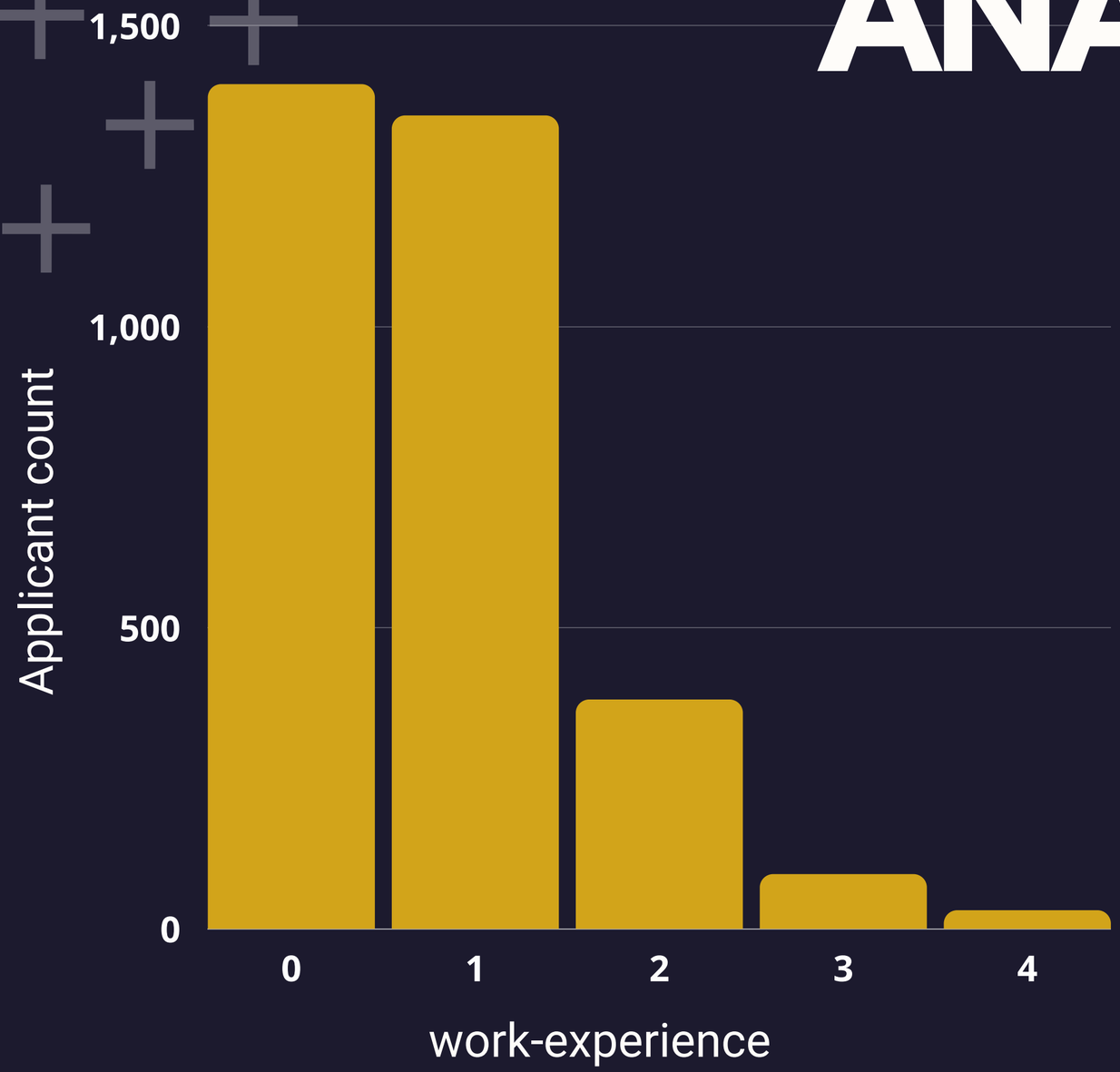
ANALYSIS

The analysis is done department-wise considering the following parameters

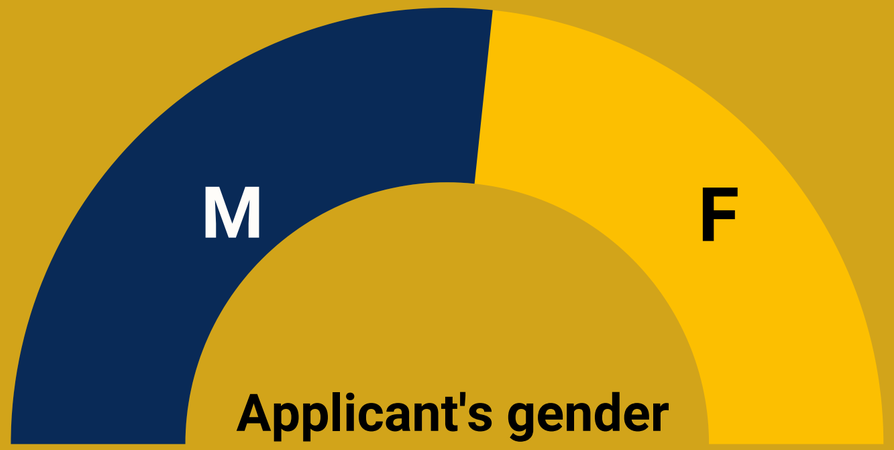
- 10th, 12th and degree percentage
- MBA grade (for marketing)
- History of backlogs
- Work-experience



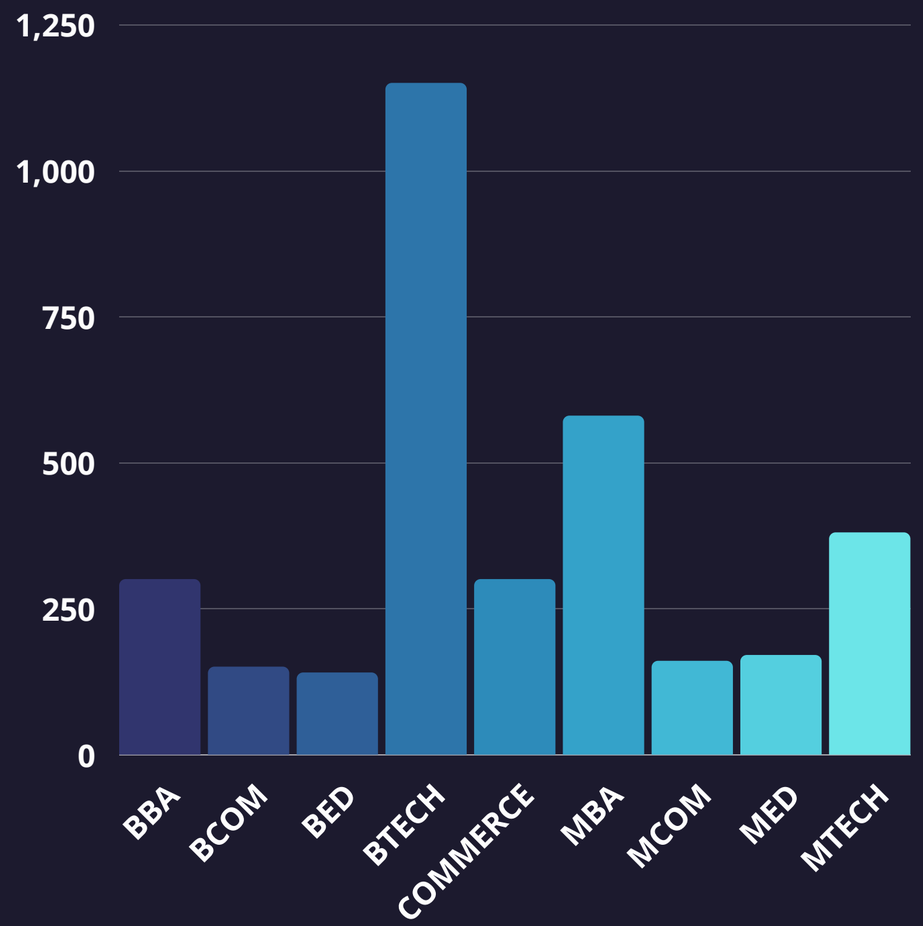
GENERAL ANALYSIS



- Maximum no of applicants have 0 and 1 year of work-experience

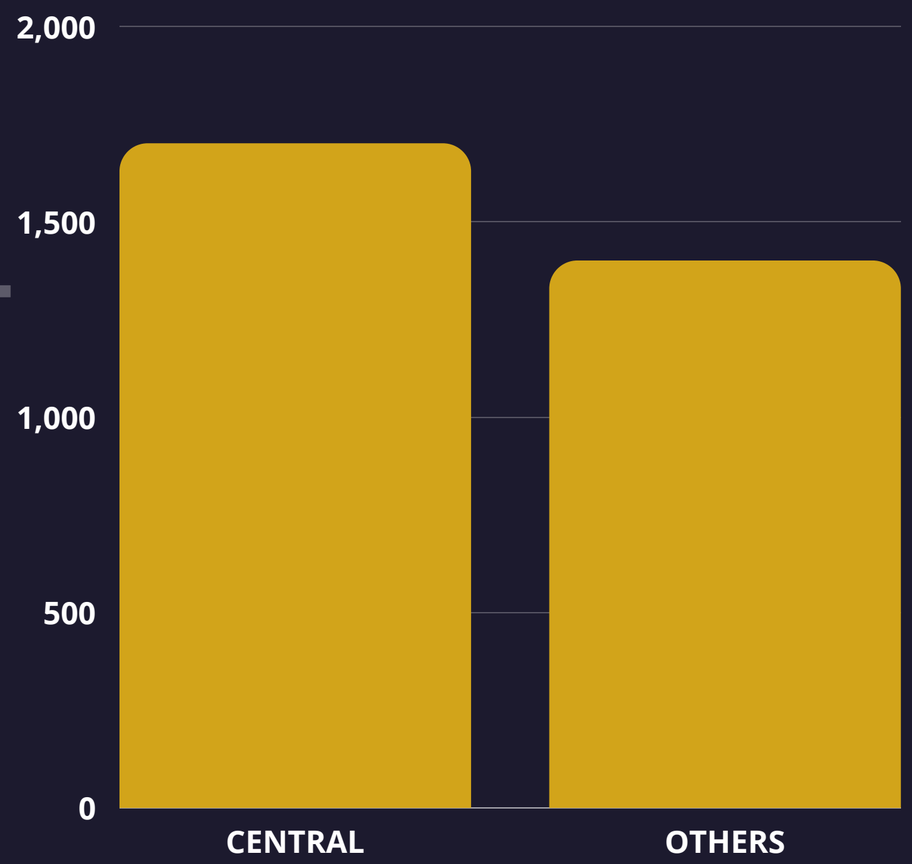


- Gender- ratio-
  1600 male to 1400 female applicants
  (depends on the situation to maintain the gender ratio)

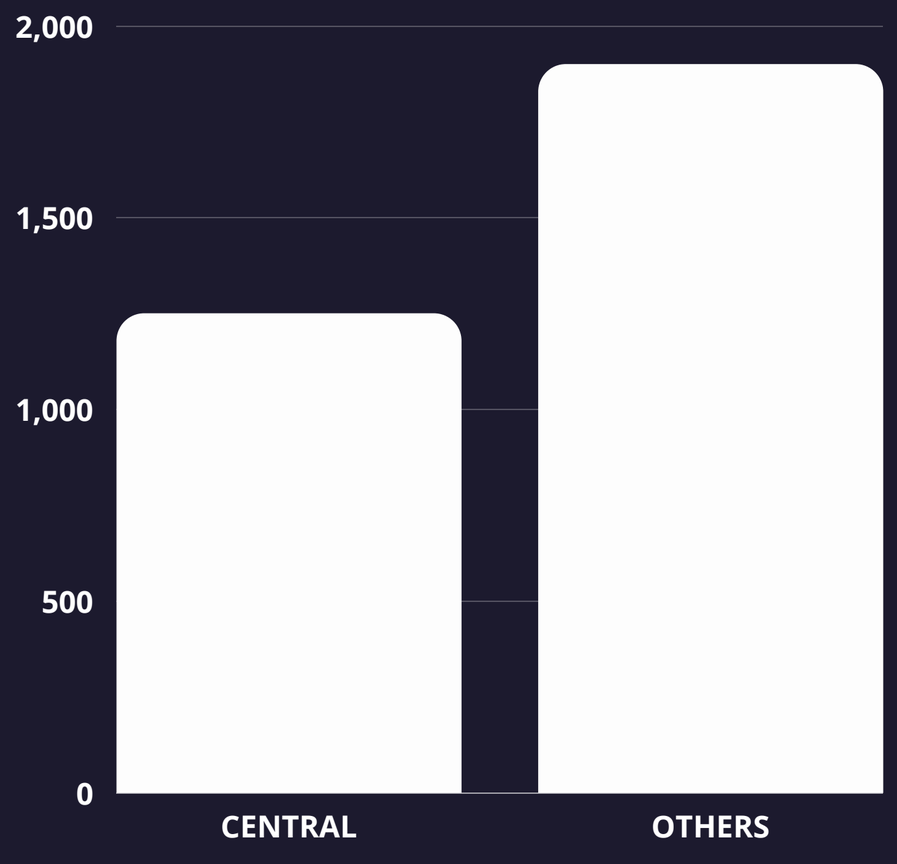


Degree Vs Applicants

- Maximum applicants are applying after completing their Btech degree, while the minimum applicants with MCOM and MED.



10TH OR HSC



12TH OR SSC

- Maximum applicants have completed HSC from Central Board while SSC from other boards

DEEP ANALYSIS

USING QUARTILE METHOD - A PART OF RFM

Considering the factors 10th grade, 12th-grade, and degree grade the graph between quartile final_part of applicants Vs salary expectations is plotted

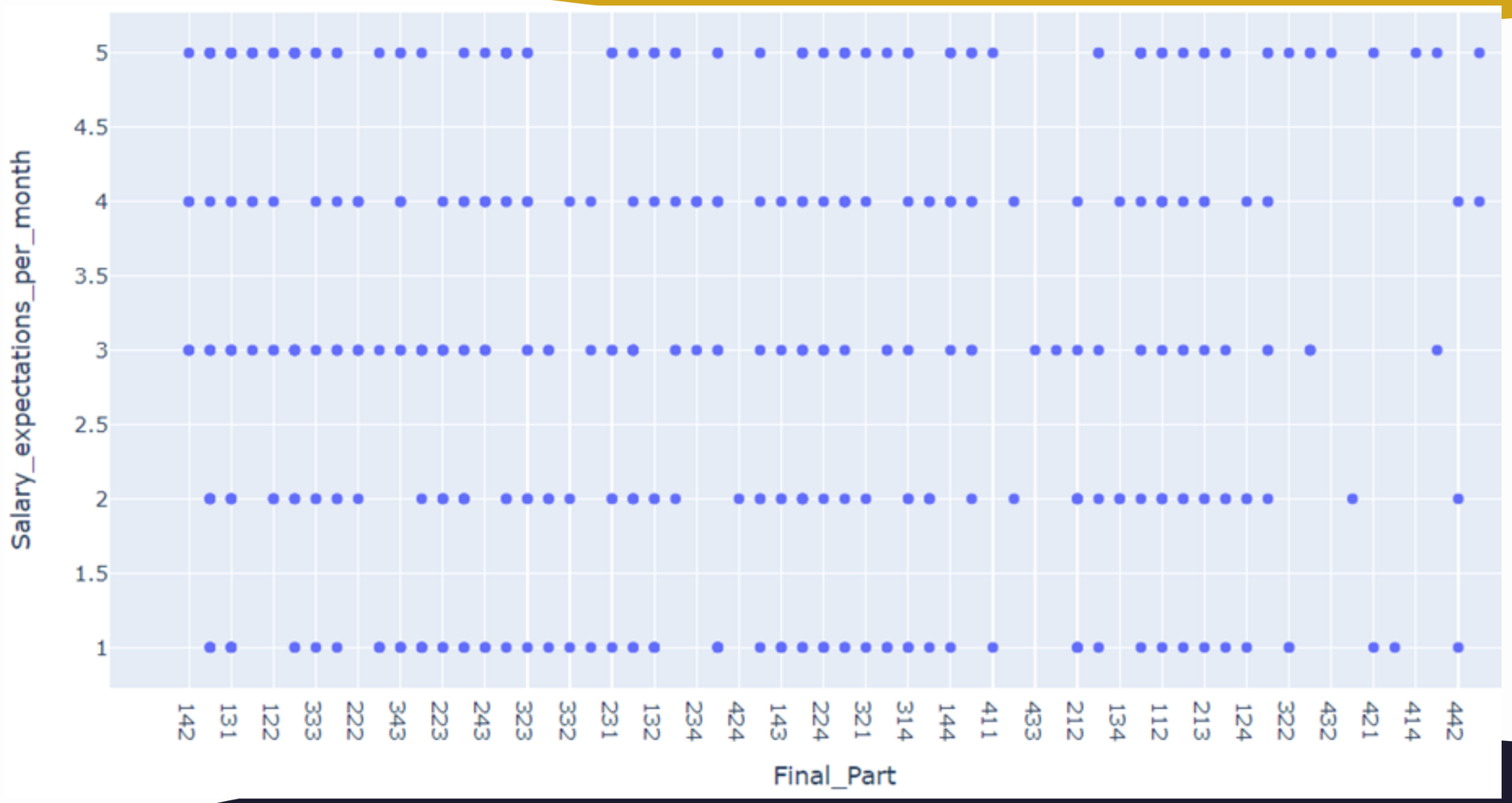
Department-wise analysis-

- Marketing and HR
- Marketing and Finance
- Technical
- Teaching
- Customer Service

Salary expectations -

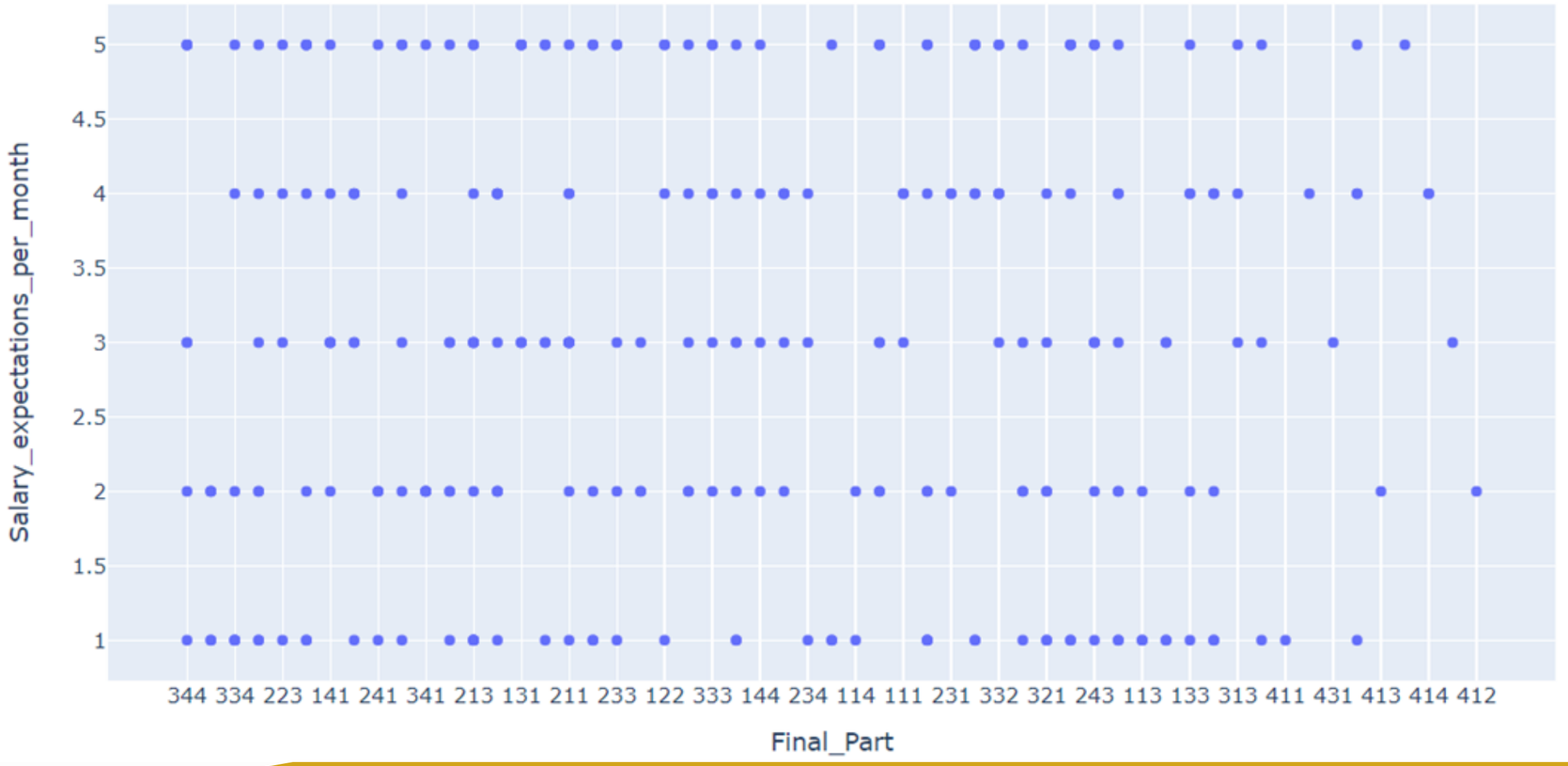
- 0 - 20k = 1
- 20k - 40k = 2
- 40k - 60k = 3
- 60k - 1L = 4
- 1L - 1.2L =5

MARKETING&HR



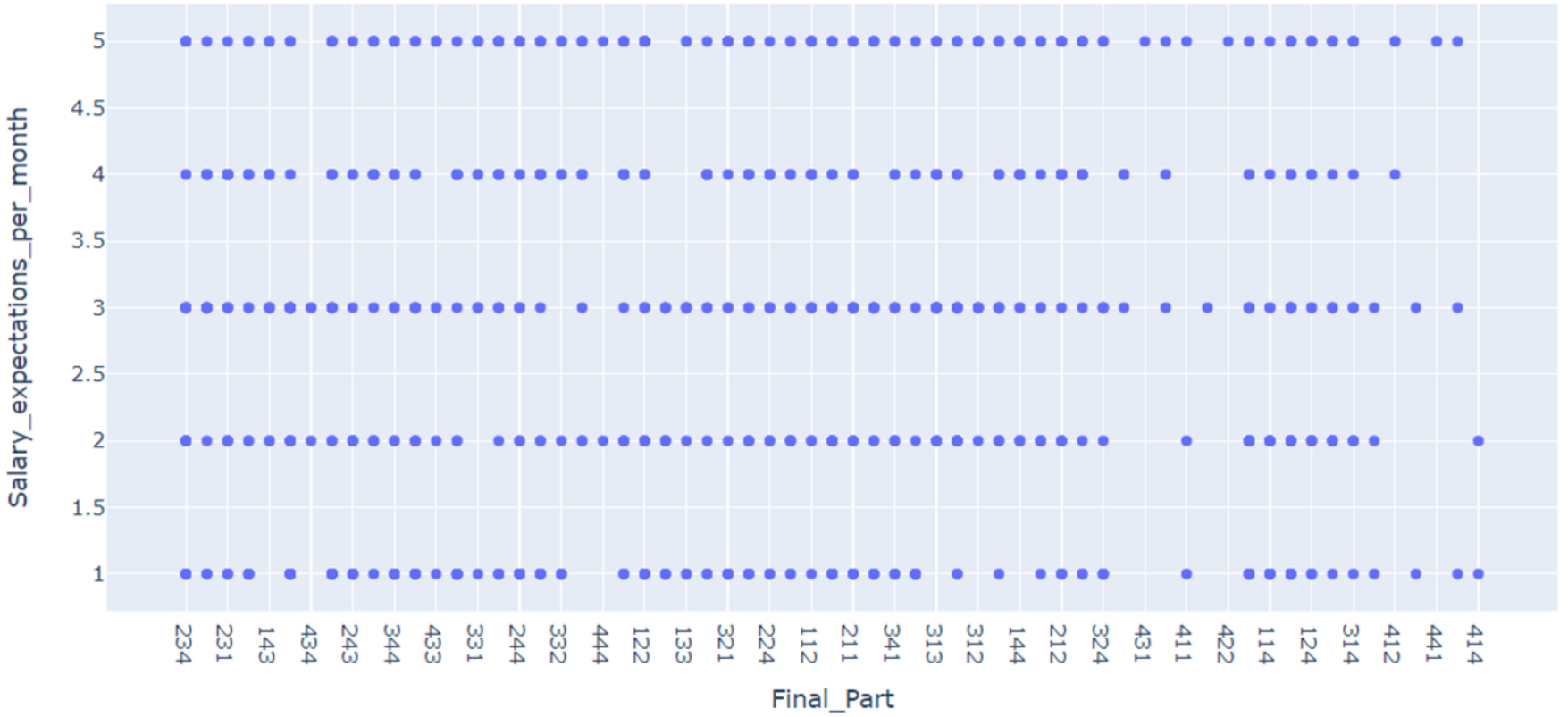
Displaying top potential applicants with Final_Part: 343,344,443,444 (quartile method- a part of RFM method)

MARKETING & FINANCE



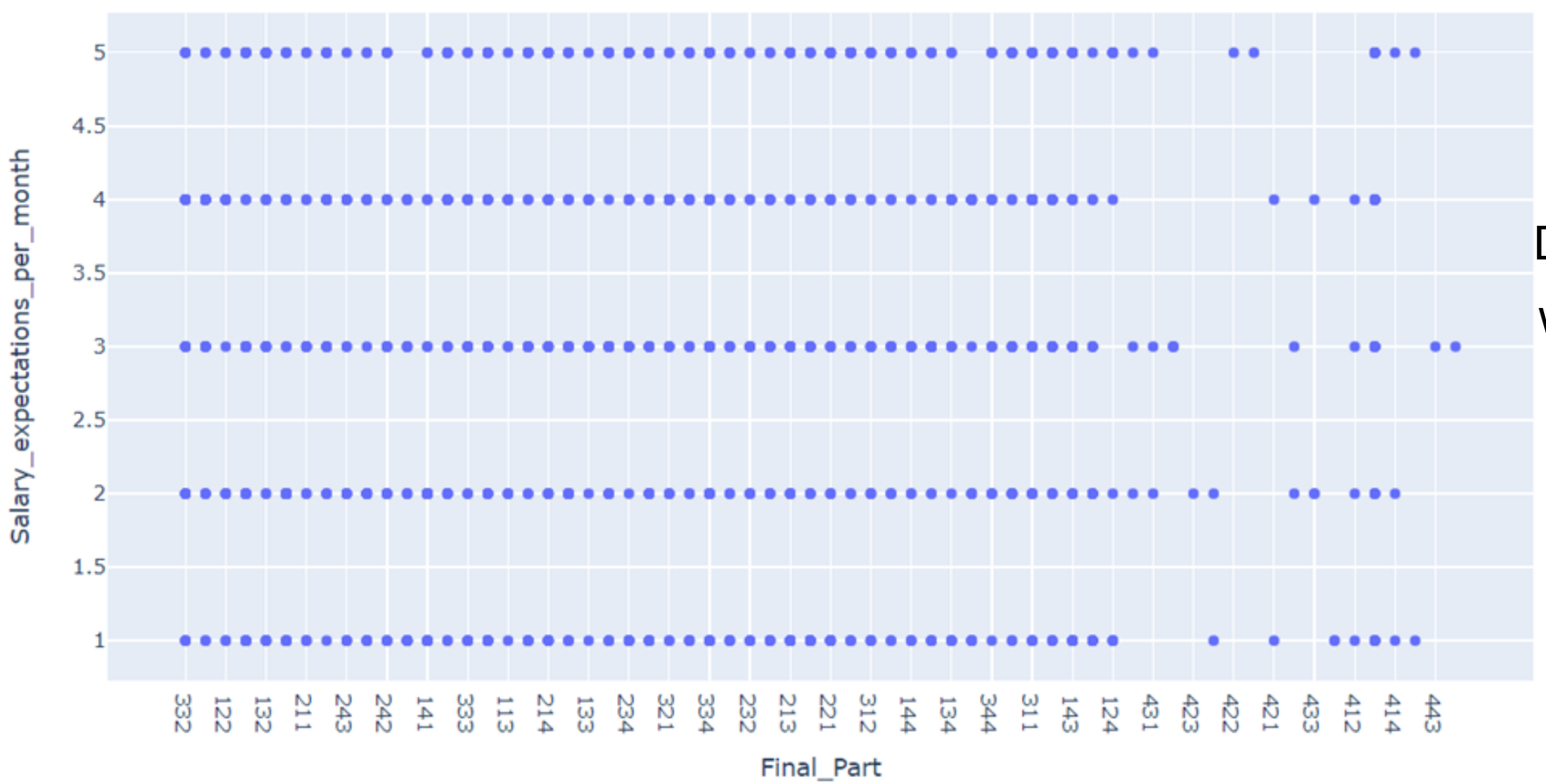
Displaying top potential applicants with Final_Part: 344,444,343,443 (quartile method)

TEACHING



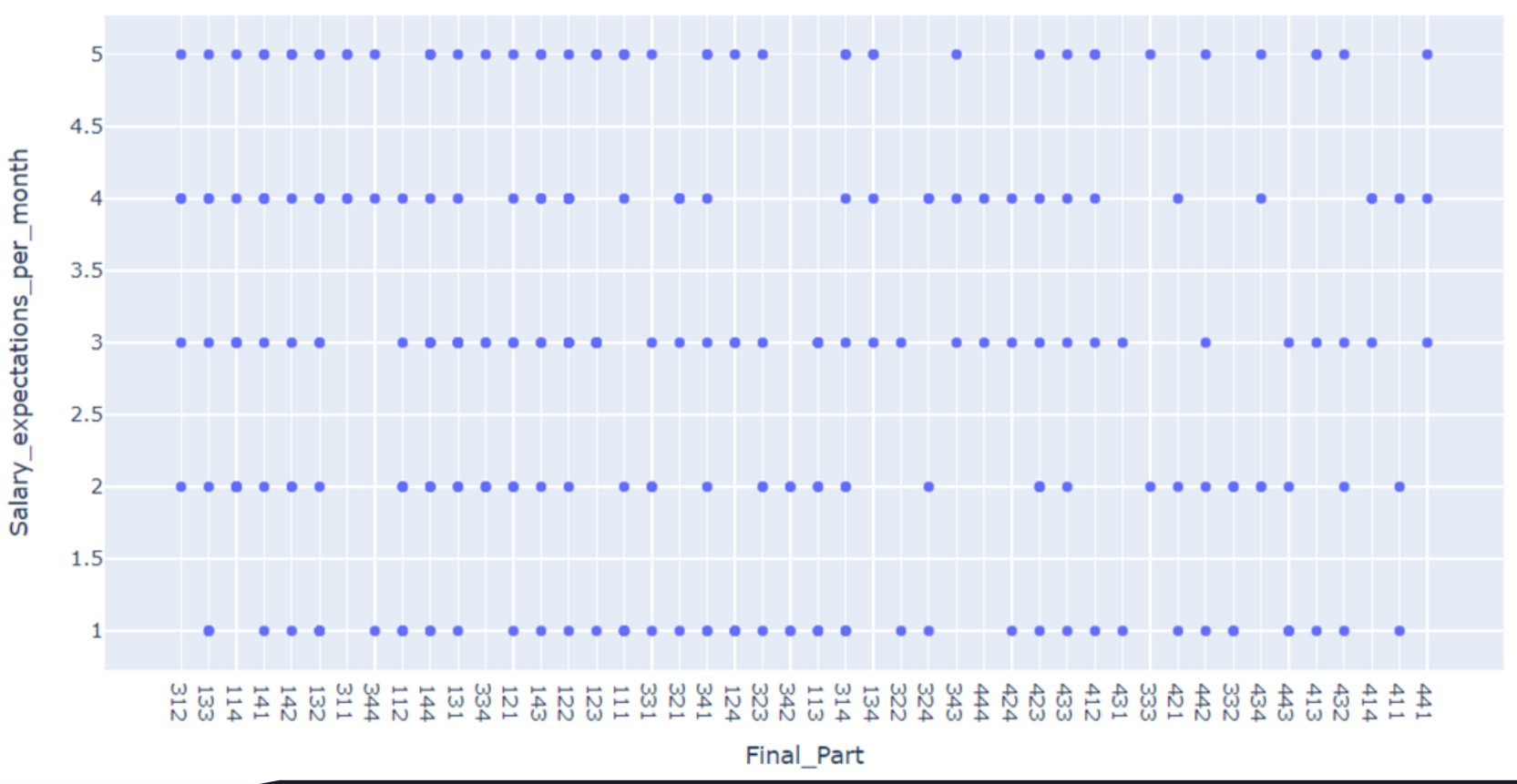
Displaying top potential applicants with Final_Part: 344, 444 (quartile method)

TECHNICAL



Displaying top potential applicants with Final_Part: 343, 344, 443, 444 (quartile method)

CUSTOMER SERVICE



Displaying top potential applicants with Final_Part: 132, 133, 134, 142, 143, 144, 232, 233, 234, 242, 243, 244, 332, 333, 334, 342, 343, 344 (quartile method)

FINAL CONCLUSION

- The automated system is successfully build in a way that, depending on the major factors(10th, 12th, and degree grades, MBA grades if required , history of backlogs and Work-experience the system automatically displays a list of top applicants who should be selected.

- 10 applicants from each department with the potential to join the department are found. They can be called for the round 2 of the interview for more screening and deciding upon the job profiles.

THANKYOU !