

Human Resource Management System

Hi , We welcome everyone to the project implementation for Company “We”.

About Company :-



“We” is a software company which deals with giant clients. It deals with Clients such as

- 1.Google
- 2.ZF
- 3.Wipro
4. Reebok
5. Johnsons & Co
6. IndianPride
- 7.Grang
- 8.Kemper
- 9.Apple

10. Disney

As a data analyst you need to do the following activities in the Company “We” :-

1. Get the Job Applicants Data and Filter them according to the clients requirements.

Example :-

The Client Apple wants a Data Engineer having SQL, Python, and Data Modelling skill set with 3-5 years of experience.

As a data analyst , your responsibility is to find the candidates related to the Role Data Engineer or the skill set having the experience between 3-5 Years.

2. Seamless Recruitment Process :-

Once, the candidates are filtered according the requirements of the Clients for different Projects, we need to start the requirement process.

Requirement Process takes place in 3 rounds.

1. Technical First Round
2. Technical Second Round.
3. Managerial Round.

For each round after the interview, we need to take the review from the Interviewer to evaluate the candidate if he goes to further Round or not.

If the Review is Good in all the three rounds, then the company decides the salary of the candidate based on the different criteria's such as :-

1. Client Budget for the Role.
2. “We” Company Profit – 35%.

Example :- If the Client Budget for the Role is 40 lakhs in INR.

The “We” company profit is – 35% of 40 lakhs = 14,00,000.

The Candidate Salary would be – 40 lakhs minus 14 lakhs.

3. Allocating the Candidate to the Project For Specific Clients :-

If the candidate is selected , then he should be allocated to the Project that he is interviewed for.

Note :-

- 1.The Project Budget varies by 10 percent up each Year.

Power BI :-

1. All the new Hires to be shown in the Form of Report.

2. For the Existing Employees in the Company , the hikes should be calculated and to be shown in the report .
3. The Growth of the Company , the net revenue of the company, the cost to the company and the facts related data to be shown in the report.
4. The expected Growth of the Company in the upcoming Years, the Growth of Each Quarter.
5. Employee of the Month.
6. Region Wise Employees and all the other details should be shown according to the details provided.

(The above mentioned points are examples. You are required to implement your own insights as well for the Company).

Note :- The Project Budget varies by 10 percent up each Year.