Talent Acquisition Team (TCS) Performance Review

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CORE INTEGRA

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PROJECT OVERVIEW

Data Cleaning

-Creating new variables and columns for analysis

-Analyzing where the data collection processes could improve to allow for more accurate analysis.

Team Performance

-Analyzing each employee's hiring process funnel

-Identifying KPIs for each employee's performance

Client Fulfillment

-Analyzing TCS's fulfillment and feedback

-Identifying KPIs for client fulfillment

-Analyzing the reasons for rejection

The analysis for this project was done using Python, and the results will be displayed through dashboards on Google Data Studio.

DATA IS UNBIASED

- Data will not lie. Data will not be biased.

- Data also might not give us all the answers, but it helps us to ask questions.

- I am not trying to find the weakest performer - I am trying to help everyone become top performers through the use of data and performance tracking.

- This should be a collaborative process. The data might not tell the full story. Your input matters

- Please ask me questions whenever required in order to clear doubts.

QUESTIONS

Performance Tracking:

How do you currently track your performance? How do you know if your performance is good or poor?

Data Collection:

Do you think the data collection processes could be improved? How would you improve the data collection processes if you could make some changes?

Communication Channels with SPOC:

How is the current communication after marking 'Interested' and forwarding profile to TCS?

Dataset Description

1. **Sr.NO**: Serial number or identifier for each record.

2. **Assignment Date**: Date when the candidate was assigned to a position.

3. **Client**: Name of the client company.

4. **Position**: Job position for which the candidate was considered.

5. **Candidate Name**: Name of the candidate.

6. **Contact No.**: Contact number of the candidate.

7. **Status**: Current status (if any) of the candidate.

8. **EmailID**: Email address of the candidate.

9. **Current Location**: Current location of the candidate.

10. **State**: State associated with the candidate's location.

11. **Qualification**: Educational qualification of the candidate.

12. **HR**: Human Resources representative handling the candidate.

Dataset Description

1. **CI HR Status**: Status of the candidate from Core Integra HR perspective.

2. **Additional Remark - Executive**: Additional remarks or notes from executives.

3. **Reference given by**: Source of reference for the candidate.

4. **Profile shared on**: Date when the candidate's profile was shared.

5. **Interview Date**: Date of the interview with the candidate.

6. **Tel / F2F Interview Date - Feedback date**: Date when feedback was received after a telephonic or face-to-face interview.

7. **Client Feedback**: Feedback received from the client about the candidate.

8. **Tel / F2F Rejection Reason - Client Remarks**: Remarks from the client about the rejection reasons.

9. **Documentation status**: Status of documentation completion.

10. **Offer Status**: Status of the job offer made to the candidate.

11. **Joining Status**: Status of the candidate's joining process.

Dataset Description

1. **DOJ**: Date of joining for the candidate.

2. **Joining Month**: Month when the candidate joined.

3. **Spoc Name**: Single Point of Contact (SPOC) handling the candidate.

4. *Joined: Binary indicator (0 or 1) if the candidate joined.*

5. *CI HR Interested: Binary indicator (0 or 1) if Core Integra HR team was interested in the candidate.*

6. *Client Selected: Binary indicator (0 or 1) if the candidate was selected by the client.*

7. *Documentation Done: Binary indicator (0 or 1) if documentation was completed.*

8. *Offer Done: Binary indicator (0 or 1) if an offer was made to the candidate.*

9. *Assignment to Joining Date: Number of days between assignment and joining date.*

10. *Assignment to Interview Date: Number of days between assignment and interview date.*

11. *Interview Date to Joining Date: Number of days between interview and joining date.*

12. *Qualification Category: Categorized educational qualification of the candidate.*

Data Exploration and Cleaning

- Removal of duplicates (594) in the 'Candidate Name' column to avoid inaccuracies in analysis.

- Creation of new columns and variables as a part of analysis (such as the days between assignment to employee and joining client or Qualification Category in order to clean the initial Qualification column).

- Converting certain data types (Example: All the date columns were classified as text, which were converted to DateTime data type).

Data Exploration and Cleaning

- Columns such as 'Qualification' still have a large variety of responses making it difficult to conduct analysis to answer questions such as 'What qualifications are best for x position?'

- Currently, there are 90 people that have joined TCS with a Blank Entry in the Qualification column, and 21 people wherein the entry was too unique to classify. The total number of people that have joined TCS is 153.

- The 'Reference Given By' column also has a variety of different entries and names. This should be classified as 'Local Reference' or a suitable category, and there should be a 2nd column with additional details of the name of the reference.

Reference Given By Cleaning

```
Reference given by
naukri                        5471
job hai                        458
skill connect                  340
surender diwedi                213
naukri- mass email             135
candidate referance            129
local referance                107
captain tobby joseph            88
ex-servicemen                   83
saloni                          67
dhruthi                         57
naukri - mass email             51
naukri jp                       50
swastik                         38
tescom                          33
client referance - dipti        33
surendra                        30
client referance                23
hr mecatric                     19
skill c2c                       18
temp pull data                  14
work india                      14
mukesh                           9
job posting                      8
ref candidates                   8
client referance - aditya        8
tcs                              8
kiran                            7
job fair                         6
prem                             6
anudip foundation                6
job india                        5
workindia                        5
old data                         4
ranjit                           4
namrata vendor - prem            4
lokesh gupta                     3
reference - candidate            3
candidate referance              3
apna job                         3
Name: count, dtype: int64
```

```
Reference Category
Naukri                        5707
Job Hai                        458
Skill Connect                  340
Other                          335
Surender Diwedi                243
Candidate Reference            134
Local Reference                107
Captain Tobby Joseph            88
Ex-Servicemen                   86
Client Referance                71
Saloni                         67
Dhruthi                        57
Swastik                        38
Name: count, dtype: int64
```
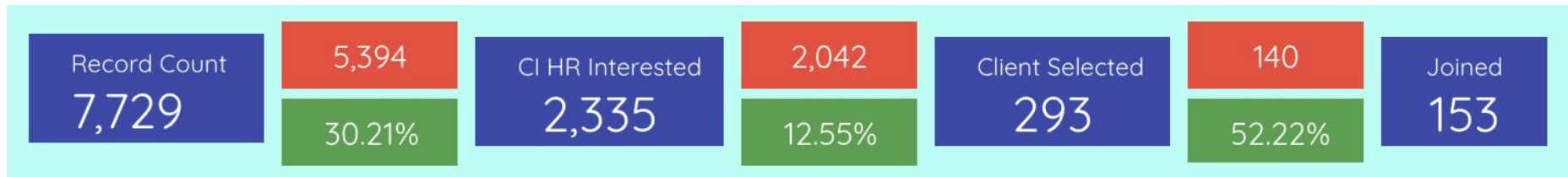
Qualification Cleaning

Qualification	
Graduate	458
MBA	262
B.COM	253
Bcom	213
B. Com	210
BCA	145
B. A.	135
B. Sc	129
BMS	90
BA	83
Bsc	80
B.TECH	80
B.SC	71
BBA	62
B.A	56
BE	39
Mcom	37
Btech	35
MCA	30
12th	26
Under Graduate	22
M.COM	18
Msc	18
MA	17
MSW	16
B. Tech	16
M.A	15
CA	15
M. Com	15
BE / B.Tech / BTech	15
M.SC	13
Army - Graduation	12
Army - Graduate	12
BSC	11
M. Sc	10
M. A.	8
Diploma	8
HSC	8
MBA - Pursuing	7
MBA- Pursuing	7
Name: count, dtype: int64	

Qualification Category	
Blank Entry	4780
Other	1302
BA	513
BCom	481
BSc	185
BTech/BE	182
BBA/BMS	90
MCom	58
MA	57
MSc	37
12th/High School	36
Diploma/PG	10
Name: count, dtype: int64	

General Hiring Process Funnel Analytics

Record Count	5,394	CI HR Interested	2,042	Client Selected	140	Joined
7,729	30.21%	2,335	12.55%	293	52.22%	153

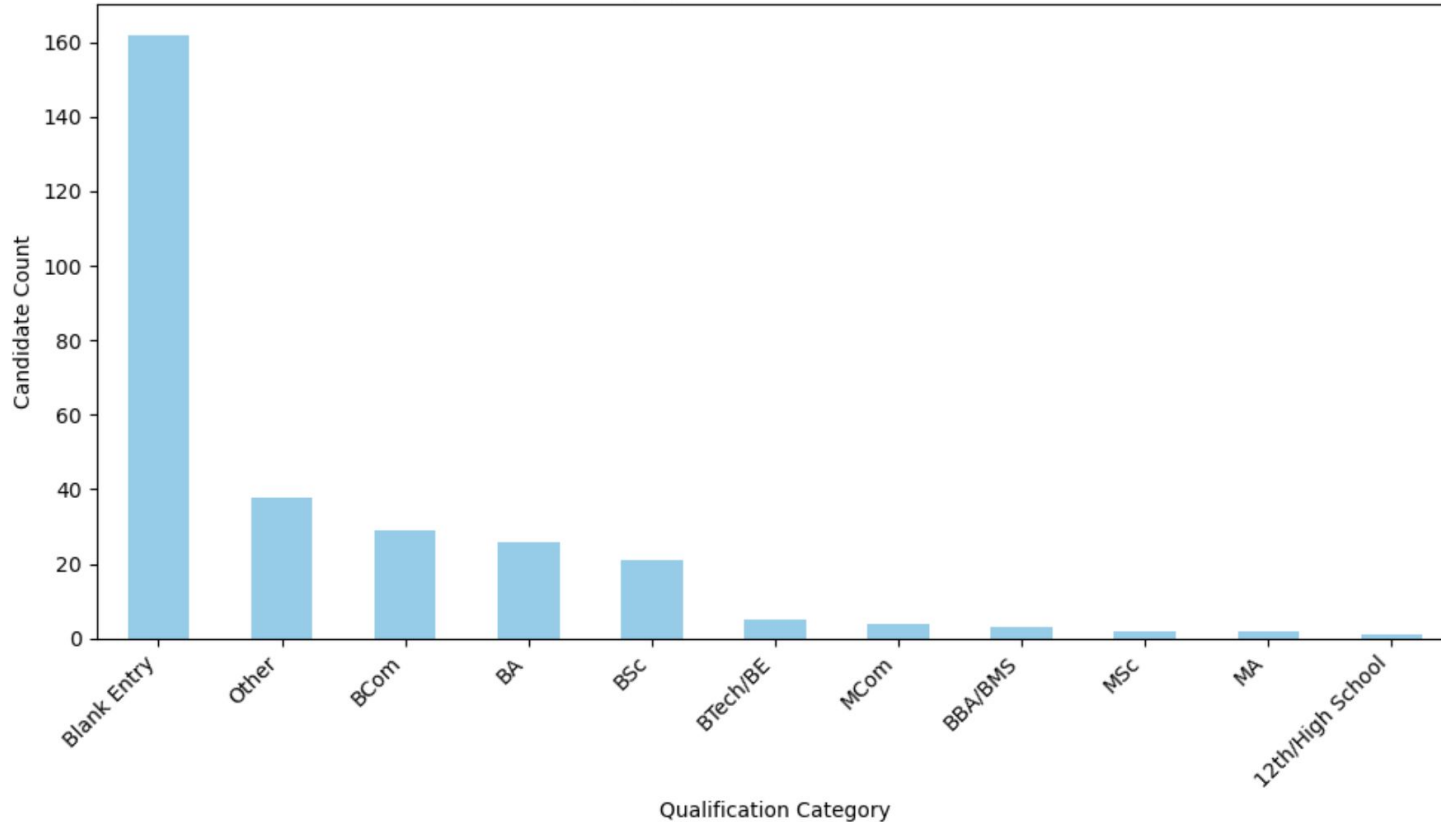**Record Count -** Total # of Applications

CI HR Interested - Total # Selected by CI HR Team

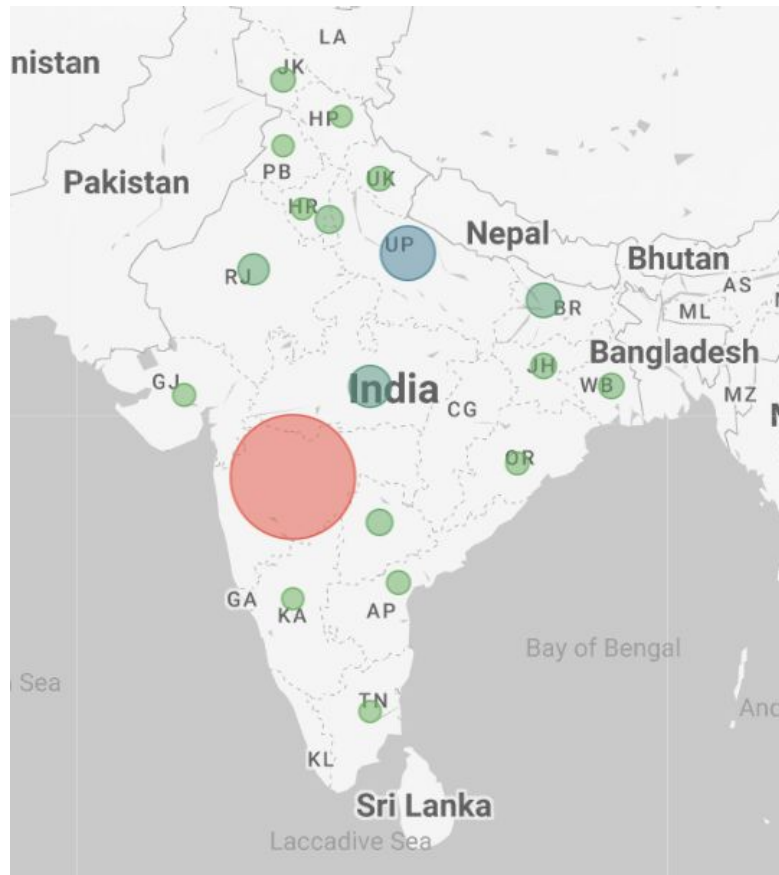**Client Selected -** Total # Selected by Client

Joined - Total # that Joined Client

General Analytics - Qualification Analysis

Qualification Category Distribution for Selected Candidates

General Analytics - Demographics of Selected


```
State
Maharashtra          127
Uttar Pradesh         47
Bihar                 26
Madhya Pradesh        25
Rajasthan             12
Delhi                 10
Telangana              8
West Bengal            7
Jharkhand              6
Jammu & Kashmir        5
Uttarakhand            5
Andhra Pradesh         3
Gujarat                3
Odisha                 2
Punjab                 2
Karnataka              1
Himachal Pradesh       1
Tamil Nadu             1
Haryana                1
Assam                  1
Name: count, dtype: int64
```

General Analytics - Reference Analysis

Reference Counts for Selected Candidates
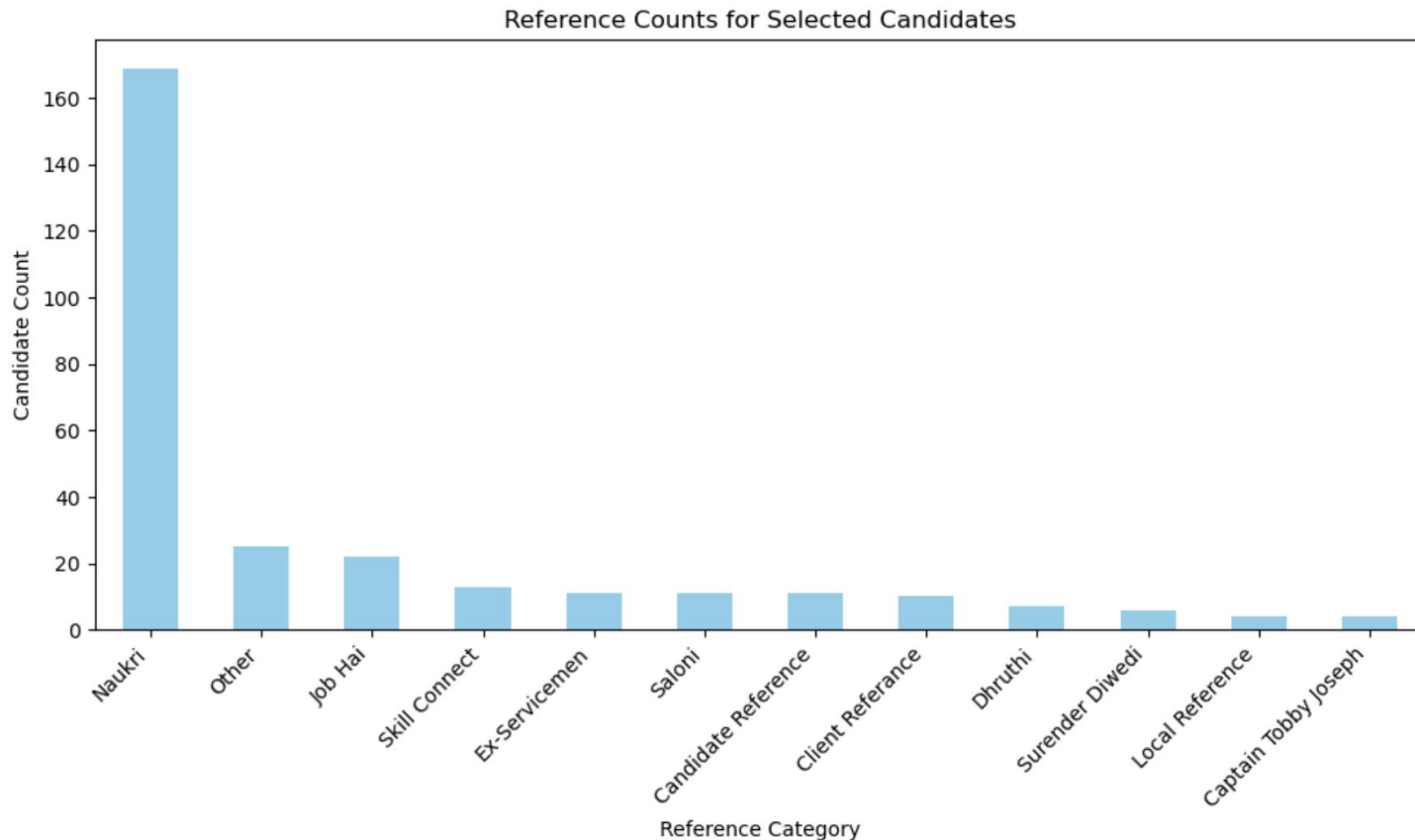
Reference Category	Count
Naukri	169
Other	25
Job Hai	22
Skill Connect	13
Ex-Servicemen	11
Saloni	11
Candidate Reference	11
Client Referance	10
Dhruthi	7
Surender Diwedi	6
Local Reference	4
Captain Tobby Joseph	4

Name: count, dtype: int64

Talent Acquisition Team Performance

HR Performance: Conversion Rate
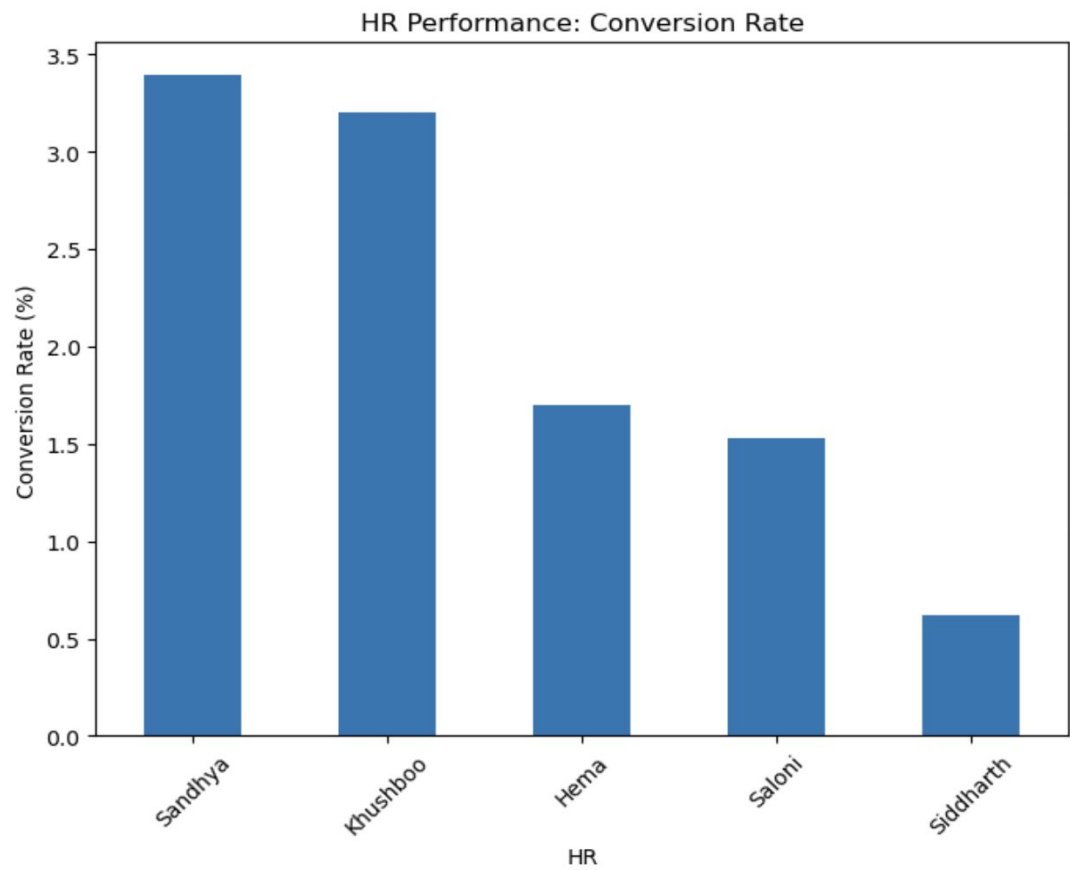
Table A: Joining Conversion Rate

Sorted by Total_Joined

HR	total_candidates	total_joined	conversion_rate
Sandhya	1386	47	3.391053
Khushboo	1250	40	3.200000
Hema	1650	28	1.696970
Saloni	1826	28	1.533406
Siddharth	1619	10	0.617665

Talent Acquisition Team Performance

Exercise: Fill in the Percentages

HR	Total Candidates	Interested %	Total Interested	Selected by Client %	Total Selected	Joined %	Total Joined
Sandhya	1386						47
Khushboo	1250						40
Hema	1650						28
Saloni	1826						28
Siddharth	1619						10

Talent Acquisition Team Performance

Table B: Detailed Conversion Rates

Sorted by Total_Joined

HR	total_candidates	screened %	total_screened	selected %	total_selected_by_TCS	joined %	total_joined
Sandhya	1386	33.33	462	19.26	89	52.81	47
Khushboo	1250	50.64	633	14.38	91	43.96	40
Hema	1650	21.09	348	10.34	36	77.78	28
Saloni	1826	22.12	404	13.61	55	50.91	28
Siddharth	1619	30.14	488	4.51	22	45.45	10

INSIGHTS

HR Representative	Key Insight
Hema	- Low Screening % - Low Selected % - High Joined %
Siddharth	- Good Screening % - Very Low Selected % - Low Total Joined
Khushboo	- Very High Screening Rate - Good Selected % - Good Joining %
Jessbina	Not Enough Data
Saloni	Good Numbers, But Could be Improved
Sandhya	- Excellent Finalization Efficiency - High Screening Rate - Most Joined

RECOMMENDATIONS

Training and Development:

- Conduct training sessions focusing on client engagement, understanding client needs, and effective candidate follow-up. (Free/Paid Online Courses)
- Share best practices among team members to elevate overall performance.

Enhanced Candidate Engagement:

- Develop robust candidate engagement strategies to improve follow-up rates and address concerns that might prevent candidates from joining.

Dashboard KPI Tracking:

- Regularly analyze performance metrics to identify bottlenecks and areas for improvement in the hiring funnel.
- Dashboards will be updated automatically as long as the data is uploaded to Google Sheets regularly

Talent Acquisition Team Performance

"What were the reasons that the Core Integra team did not shortlist the candidate?"

```
CI HR Status
Interested                          2338
Not Interested                      1937
Not Connected                       1578
Rejected                             756
Call Back                            377
NA Undergraduate                     239
Reconnected                          219
Salary Issue                         140
Location Issue                       111
Interested But Vehicle Not Available  19
Not interested                        17
Call back                             14
Position on Hold                       2
NA B.E. Candidate                      2
Location issue                         2
rejected                               1
Name: count, dtype: int64
```

Table C: Reasons for Rejection by CI

CI HR Status HR	Call Back	Call back	Location Issue	NA Undergraduate	Not Connected	Not interested	Position on Hold	Reconnected	Salary Issue
Hema	94.0	0.0	46.0	16.0	491.0	0.0	2.0	0.0	0.0
Khushboo	21.0	0.0	12.0	96.0	216.0	0.0	0.0	0.0	36.0
Saloni	72.0	0.0	0.0	69.0	224.0	0.0	0.0	196.0	62.0
Sandhya	182.0	14.0	0.0	0.0	401.0	17.0	0.0	0.0	26.0
Siddharth	0.0	0.0	13.0	55.0	247.0	0.0	0.0	8.0	10.0

INSIGHTS

High Volume of Not Connected

Location and Salary Issues: There is a high number of location and salary issues across all representatives. Hema faces the most location issues.

NA Undergraduate: There is a significant barrier to some jobs that only require post-graduate degrees.

Low Volume of Reconnected and Call Back: This suggests that there is very little follow-up with candidates after they show some disinterest. Saloni is the only one with any Reconnected entries.

RECOMMENDATIONS

More Aggressive Call-Back Approach: This could include multiple contact attempts at different times, using alternative communication channels, or even automated reminders to increase engagement.

Undergraduates: The large number of candidates in the "NA Undergraduate" category suggests that many potential hires are being disqualified based on educational background. This could be improved by reassigning the candidates to different jobs where the requirements are less.

Data Analysis: Sharing this data and insights with the HR representatives will be helpful for them to understand where they are going wrong, and how to improve their conversion rates.

Talent Acquisition Team Performance

"What were the reasons that the Core Integra team did not shortlist the candidate?"

```
Additional Remark — Executive
Interested                              2335
Not Responding                          1790
Not looking for Job                      935
No Required Skills                       677
Currently Working                        408
Call Back                                383
Reason Not Shared                        234
Undergraduate                            229
Not looking for job                      227
Location Issue                           112
No Communication Skills                   76
Exp. above 40K                            60
Looking for Profile other than OE         58
Not Looking for Job                       48
Exp.31K — 40K                             34
Not Interested for Said Role              26
Interested But Vehicle Not Available      19
Exp.26K — 30K                             18
Studying                                  10
Wrong No                                   8
Exp.14K — 20K                              7
Age Above 45                               7
Looking for Desk Job                       5
Exp.21k to 30k                             5
Exp.21K — 25K                              5
Age Above 50                               4
Exp.14k — 20K                              4
Exp. above 40k                             3
Position on Hold                           2
B.E. Candidate                             2
Name: count, dtype: int64
```

Talent Acquisition Team Performance

"What were the expected salaries of those who had salary issues?"

Expected Salary Distribution

```
Additional Remark - Executive
Exp. above 40K     60
Exp.31K - 40K      34
Exp.26K - 30K      18
Exp.14K - 20K       7
Exp.21K - 25K       5
Exp.21k to 30k      5
Exp.14k - 20K       4
Exp. above 40k      3
Name: count, dtype: int64
```

Talent Acquisition Team Performance

"What were the reasons that the Core Integra team did not shortlist the candidate?"

Table D: Additional Reasons for Rejection by CI

Additional Remark - Executive HR	Call Back	Currently Working	Location Issue	Looking for Profile other than OE	No Communication Skills	No Required Skills	Not Looking for Job	Not Responding	Not looking for Job	Not looking for job	Reason Not Shared	Undergraduate
Hema	94.0	0.0	0.0	0.0	0.0	206.0	0.0	491.0	247.0	98.0	0.0	0.0
Khushboo	0.0	0.0	0.0	56.0	0.0	0.0	46.0	220.0	76.0	0.0	0.0	96.0
Saloni	72.0	314.0	0.0	0.0	0.0	0.0	0.0	420.0	91.0	0.0	221.0	0.0
Sandhya	196.0	0.0	0.0	0.0	54.0	60.0	0.0	404.0	108.0	0.0	0.0	0.0
Siddharth	0.0	0.0	13.0	0.0	0.0	362.0	0.0	255.0	413.0	0.0	0.0	55.0

INSIGHTS

RECOMMENDATIONS

Currently Working: Saloni is the only one that has recorded 'Currently Working' entries.

Looking for Profile Other than OE: The candidates looking for other profiles should be reassigned to the relevant profiles.

Standardized Entry Procedures: There are many entries that have only been recorded by one HR representative. Each of these entries should be standardized across all representatives for more accurate analysis.

Reassignment Procedures: All candidates that have location, salary, education or job profile issues should be reassigned to other job profiles.

Columns 'Additional Remark' and 'CI HR Status': These 2 columns have a lot of overlapping entries. CI HR Status should keep a smaller amount of entry options, and Additional Remark should contain any further details.

What are the reassignment procedures currently?

For the 'Additional Remark' column, were these entries recorded after the 1st call itself or after a 2nd call?

Talent Acquisition Team Performance

"How long does each hiring process take? Can this be made more efficient?"

Table E: Hiring Process Duration (Days)

Sorted by Assignment to Joining Date (Ascending)

HR	Assignment to Interview Date	Interview Date to Joining Date	Assignment to Joining Date
Hema	8.4	22.0	20.0
Saloni	15.2	31.0	22.7
Khushboo	11.2	28.2	35.1
Siddharth	4.3	31.4	38.6
Sandhya	12.9	39.3	49.3

INSIGHTS

RECOMMENDATIONS

While Sandhya has the highest number of total joins, she has a very high Assignment to Joining Time Period. If this could be reduced further, it could result in more candidates joining faster.

Urging Candidates to Schedule Interviews Early: This time period between assignment and interview can be reduced further by urging candidates to schedule the interview at an earlier period.

Assignment to Interview Date: This ranges from 4.3 to 12.9. While the Interview to Joining Date is not under the control of Core Integra, the Assignment to Interview Date can be reduced as much as possible to process candidates faster.

Sharing Best Practices: HR Representatives should share their best practices for obtaining interviews quickly with their candidates.

What is the current process after Assignment?

Are the interviews conducted during the 1st call itself?

Talent Acquisition Team Performance

## Table F: Positions Distribution Among Representatives

"Is the position distribution affecting joining rates?"

"Are some representatives better at finding talent in certain positions?"

"How are positions being distributed currently?"

	HR	Position	count	client_selected	joined
20	Hema	Support Operations Executive	464	4	3
24	Hema	Transformation Manager	318	8	4
6	Hema	DSE	169	7	7
25	Hema	VADM	167	2	2
17	Hema	SCE Thane	144	8	8
34	Khushboo	OE	657	45	18
42	Khushboo	VADM	309	26	13
30	Khushboo	DSE	187	12	4
31	Khushboo	Lead EF Resource Management	16	2	2
35	Khushboo	Platform Tester	16	5	2
53	Saloni	OE	554	6	3
61	Saloni	VADM	296	21	11
45	Saloni	Associate	285	9	2
46	Saloni	CCTV Executive	122	1	0
44	Saloni	ASS/ATS	100	7	6
70	Sandhya	OE	456	43	24
76	Sandhya	VADM	392	28	17
63	Sandhya	Associate	139	3	1
72	Sandhya	Regional HR	124	3	3
64	Sandhya	CCTV Executive	87	10	1
85	Siddharth	Business Development Executive / Manager	254	1	0
111	Siddharth	Sales Manager	127	4	0
109	Siddharth	SME	122	1	1
94	Siddharth	Finance SPOC	114	2	1
108	Siddharth	Regional HR	100	2	2

Client Fulfillment (TCS)

Top Rejection Reasons for TCS Candidates
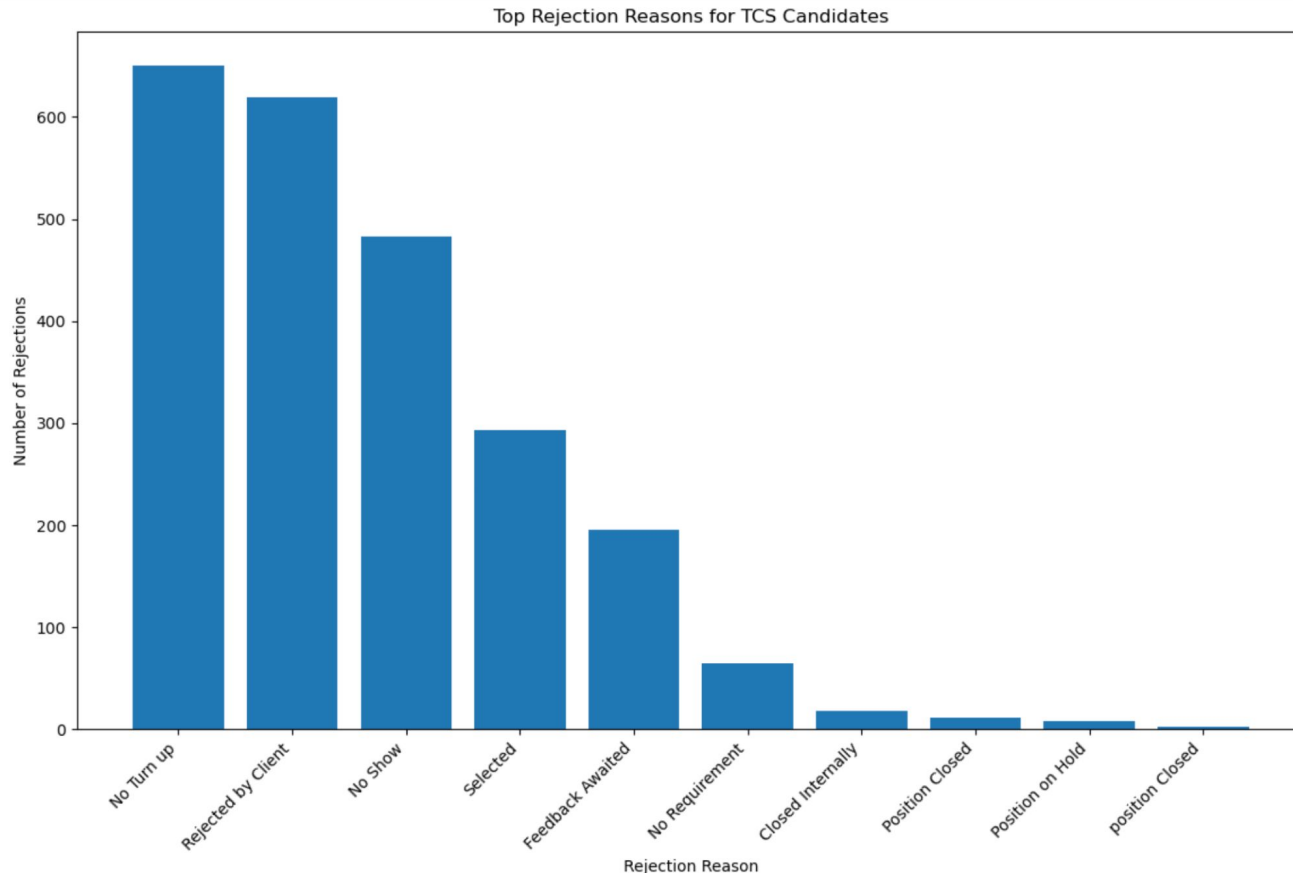
Client Feedback
No Turn up	651
Rejected by Client	619
No Show	483
Selected	293
Feedback Awaited	195
No Requirement	65
Closed Internally	18
Position Closed	11
Position on Hold	8
position Closed	2

Name: count, dtype: int64

INSIGHTS

The largest reason for rejection by the client is No-Shows/No Turn Up.

There is a large amount of candidates that have been given the 'Feedback Awaited' response.

What are the current communication channels between the candidate, client and Core Integra after a candidate has been shortlisted?

Talent Acquisition Team Performance

Table G: TCS Feedback - No Shows

Client Feedback HR	No Show	No Turn up	Total
Hema	64	147	211
Khushboo	168	111	279
Saloni	127	113	240
Sandhya	98	108	206
Siddharth	26	172	198

"Who was the assigned HR representative to all the candidates that did not show up to TCS for a follow-up?"

INSIGHTS

RECOMMENDATIONS

Khushboo has the highest number of No-Shows with 279, although the range is between 198 and 279 for all employees except Jessbina.

There is a large number of No-Shows across all HR representatives, suggesting that this is a part of the job hiring process.

Improved Communication Channels: The number of no-shows is the largest reason for rejection by the client. This could be improved by better communication channels and strategies between the candidate, the client, and Core Integra's HR team.

Encouraging Candidates to Say No: If a candidate does not want to pursue an opportunity any longer, they should be told to say no to the employer rather than not showing up.

What are the communication channels between the candidate, client, and HR rep currently?

Do the HR reps follow up with candidates after sharing their profile with the TCS SPOC?

Talent Acquisition Team Performance

Table H: TCS Feedback - No Shows vs. Reference (Sorted by Total)

Client Feedback Reference Category	No Show	No Turn up	Total	Total Candidates	Total Joined
Naukri	327	447	774	5707	90
Job Hai	47	48	95	458	9
Other	25	35	60	335	11
Skill Connect	22	19	41	340	3
Candidate Reference	21	12	33	134	8
Captain Tobby Joseph	0	33	33	88	3
Ex-Servicemen	2	19	21	86	8
Swastik	9	8	17	38	0
Saloni	5	12	17	67	7
Surender Diwedi	5	10	15	243	3
Local Reference	6	7	13	107	1
Client Referance	8	1	9	71	6
Dhruthi	6	0	6	57	4

"What was the reference of all the candidates that did not show up to TCS for a follow-up?"

INSIGHTS

RECOMMENDATIONS

There is no direct correlation between the reference and the number of no-shows for the client.

However, some references like Surender Diwedi have a very low number of no-shows.

Local and Individual References: These references should be held more accountable for the number of no-shows for their candidates. This would lead to a lower number of no-shows.

Client Fulfillment

Table I: Hiring Process Days for No-Shows and No-Turn-Ups

"How many days did hiring processes take for the candidates that did not show up?"

	Client Feedback	Assignment to Interview Date	Interview Date to Joining Date	Assignment to Joining Date
0	No Show	10.80625	NaN	NaN
1	No Turn up	7.333333	NaN	NaN
2	Total	18.139583	0.0	0.0
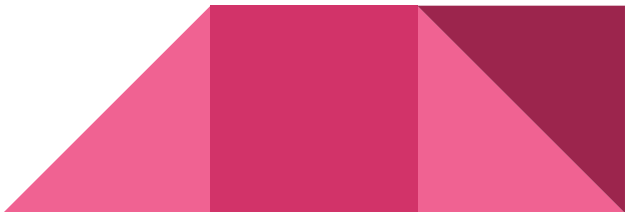
Client Fulfillment

Table J: TCS SPOC No-Shows

Sorted by Total

Can the communication channels between the TCS SPOC and the Core Integra HR Representative be improved?

Who is currently responsible for scheduling the interviews?

Client Feedback Spoc Name	No Show	No Turn up	Total	Total Candidates	Total Joined
Laxmi Sinha	116	89	205	917	23
Renuka Vadhyar	82	43	125	794	13
Himanshu Dighe	34	33	67	519	4
Ashok Chauhan	14	45	59	250	10
Ravi Kumar Pal	16	37	53	273	12
Giri K	11	27	38	183	2
Ankita Singh	26	12	38	296	13
Vungarala Srikant	15	23	38	141	6
Riya	31	5	36	347	9
Suraj Kumar	15	16	31	186	5
Nishant Bharadwaj	9	16	25	161	9
Punit Kumar	5	12	17	102	3
Ritu Nanda	10	6	16	522	5
Sonali Kshirsagar	8	6	14	323	6
Jaswant Uppal	7	6	13	102	2
Nitesh Sharma	4	9	13	29	5
Mandar Kapse	11	2	13	133	3
Aditya Narse	5	2	7	93	2
Anvi Gondhali	3	3	6	61	3
Shyamraj Syamalan	0	6	6	46	2
Kiran Kumar	4	2	6	75	3
Jitesh Pise	3	0	3	16	2
Swapnil Wani	0	1	1	27	3

Client Fulfillment

Table K: TCS SPOC Conversion Rate

(Sorted by Conversion_Rate)

(Only for those who were marked Interested by the CI HR Team)

Spoc Name	total_candidates	total_joined	total_interviews	conversion_rate
Swapnil Wani	5	3	3	60.000000
Kiran Kumar	12	3	10	25.000000
Nitesh Sharma	20	5	11	25.000000
Nishant Bharadwaj	40	9	24	22.500000
Jitesh Pise	9	2	9	22.222222
Aditya Narse	15	2	7	13.333333
Riya	76	9	58	11.842105
Ankita Singh	100	11	75	11.000000
Anvi Gondhali	29	3	26	10.344828
Sonali Kshirsagar	59	6	48	10.169492
Shyamraj Syamalan	20	2	9	10.000000
Mandar Kapse	20	2	16	10.000000
Ravi Kumar Pal	122	11	73	9.016393
Ashok Chauhan	111	10	51	9.009009
Ritu Nanda	39	3	28	7.692308
Vungarala Srikant	79	6	43	7.594937
Punit Kumar	42	3	24	7.142857
Suraj Kumar	76	5	58	6.578947
Laxmi Sinha	374	23	251	6.149733
Renuka Vadhyar	277	13	214	4.693141
Giri K	49	2	19	4.081633
Himanshu Dighe	112	4	79	3.571429

Client Fulfillment

Table L: TCS SPOC Hiring Process Time

(Sorted by Assignment to Joining Date Descending)

Spoc Name	Assignment to Interview Date	Interview Date to Joining Date	Assignment to Joining Date	Total Candidates	Total Joined
Punit Kumar	16.6	36.7	71.3	102	3
Ankita Singh	16.7	35.5	62.4	296	13
Suraj Kumar	6.8	53.6	56.4	186	5
Nitesh Sharma	13.1	40.6	56.2	29	5
Jitesh Pise	4.8	39.0	50.0	16	2
Ashok Chauhan	9.9	38.0	47.5	250	10
Giri K	13.1	30.7	43.3	183	2
Vungarala Srikant	10.3	35.4	41.1	141	6
Shyamraj Syamalan	10.3	39.7	40.7	46	2
Sonali Kshirsagar	3.2	33.9	39.3	323	6
Riya	5.9	27.8	38.7	347	9
Laxmi Sinha	10.9	31.6	38.3	917	23
Nishant Bharadwaj	10.6	20.3	37.3	161	9
Ravi Kumar Pal	21.5	43.6	36.6	273	12
Swapnil Wani	13.0	16.3	29.3	27	3
Anvi Gondhali	4.3	20.7	25.2	61	3
Himanshu Dighe	30.5	19.6	23.9	519	4
Kiran Kumar	3.2	21.3	21.3	75	3
Renuka Vadhyar	7.6	18.1	19.4	794	13
Aditya Narse	9.3	13.0	17.5	93	2
Mandar Kapse	2.4	5.0	14.0	133	3
Jaswant Uppal	8.6	19.0	-271.0	102	2
Ritu Nanda	4.7	20.0	-26.2	522	5

Open Mandates

Table M: Open Mandates by Location

(Sorted by Total Open Positions)

	State	Total Open Positions
26	Telangana	95
0	Andhra Pradesh	90
13	Karnataka	50
28	Uttar Pradesh	29
17	Maharashtra	27
3	Bihar	16
16	Madhya Pradesh	15
30	West Bengal	12
24	Rajasthan	12
12	Jharkhand	9
2	Assam	8
5	Chhattisgarh	5
29	Uttarakhand	4
8	Gujarat	3
23	Punjab	2
20	Nagaland	1
15	Ladakh	1
27	Tripura	1
21	Odisha	1
7	Goa	1
1	Arunachal Pradesh	1
11	Jammu and Kashmir	1

```
State
Maharashtra          127
Uttar Pradesh         47
Bihar                 26
Madhya Pradesh        25
Rajasthan             12
Delhi                 10
Telangana              8
West Bengal            7
Jharkhand              6
Jammu & Kashmir        5
Uttarakhand            5
Andhra Pradesh         3
Gujarat                3
Odisha                 2
Punjab                 2
Karnataka              1
Himachal Pradesh       1
Tamil Nadu             1
Haryana                1
Assam                  1
Name: count, dtype: int64
```

KEY INSIGHTS & RECOMMENDATIONS

- **Data Collection:**

  - While the data accuracy has improved from the previous dataset, there can still be some more improvement.

  - Currently, the Qualification and Reference given by columns need to be collected in a better format to allow for more accurate analysis.

  - The Qualification column has too many **Blank Entries**. A candidate's qualification should be recorded regardless.

  - We can ask TCS for more data after handing over the candidate to their SPOC.

- **Core Integra HR Team Performance**

  - The biggest challenge the team is facing currently is **Candidate Engagement** and communication channels.

  - **Dashboard KPI Tracking** will help understand conversion numbers better. The dashboards I have created will **update automatically** as long as the data is uploaded into the **Google Sheets** file linked to the dashboard. This practice should be standardized for better KPI tracking.

KEY INSIGHTS & RECOMMENDATIONS

- **Core Integra HR Team Performance**

  - Online free or paid **training courses** might help representatives to learn better **soft skills, communication strategies, and talent selection procedures** in order to help improve processes.

  - The **procedures for reassignment of candidates** needs to be better, in order to turn rejected candidates into potential candidates for other positions. This process of reassignment would also need to be recorded in another table made only for reassignments.

  - Representatives should also be told to **schedule interviews more aggressively** in order to reduce the Assignment to Interview Date time period.

  - Some representatives have better performance in certain KPIs than others. They should look at the data themselves and **share their best practices** in order to improve processes throughout. For example, Siddharth's Assignment to Interview Date time period is only 4 days, whereas Saloni's is 15 days.

  - **Position assignments** could be done in such a way that the representative understands that position's requirements best.

  - Candidates should be **encouraged to say no** to the client if they aren't interested in a particular job, to reduce no-shows.

DASHBOARDS LINK

Please visit the following link to view the 2 Dashboards for Talent Acquisition Team Performance and Client Fulfillment:

https://lookerstudio.google.com/reporting/f5a49fe8-88ed-4713-a930-f79031d58ffb

JUPYTER NOTEBOOK LINK

Please visit the following link to view the Jupyter Notebook with the Python scripts, tables, and graphs:

https://github.com/aayushd97/Data-Analytics-Portfolio/blob/main/Work-Projects/Core-Integra-Talent-Acquisiton-Analysis/Core%20Integra%20Talent%20Acquisition%20Performance.ipynb

THANK YOU FOR YOUR TIME.

Please give me your feedback and I can incorporate whatever other necessary analysis is missing.