Ext JS - The Chart

Group - 4

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Introduction

- This document provides a detailed overview of the recruitment process visualization and its significance.

- The system helps HR teams track candidate progress and analyze hiring trends efficiently.

- Visualization methods used:

  - **Line Chart**: Shows the time taken for each recruitment stage.
  - **Bar Chart**: Represents the number of selected and rejected candidates.
  - **Pie Chart**: Highlights candidate source distribution.

- These insights allow HR teams to optimize recruitment strategies and reduce hiring bottlenecks.
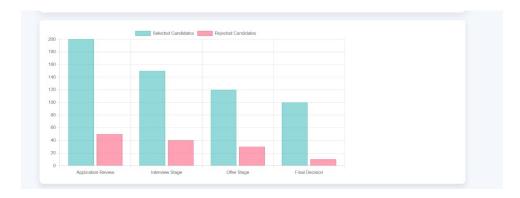
Line Chart - Time Taken for Hiring Process

- This chart displays the time taken (in days) for different stages across multiple months.

- HR teams can analyze this data to identify inefficiencies and delays in hiring.

- Helps in reducing the time-to-hire by optimizing slow recruitment stages.

- Provides a comparative view of past and present hiring durations to measure improvements.

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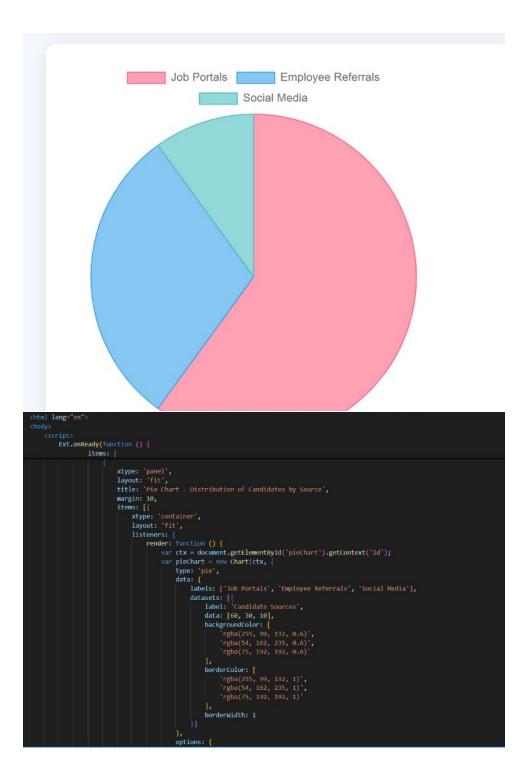
Bar Chart - Selection and Rejection Analysis

- This visualization represents the number of selected (blue) and rejected (red) candidates at different recruitment stages.

- Helps in identifying recruitment trends and dropout rates at each phase.

- Insights gained:

    - If rejection rates are high in early stages, the screening criteria may need adjustments.

    - If final-stage rejections are frequent, it indicates issues with candidate expectations or evaluation methods.

    - The final stage in this dataset shows 10 rejections, signaling potential areas for improvement.

- Helps HR managers refine their hiring process to ensure a better success rate.

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                                var barChart = new Chart(ctx, {
                                    type: 'bar',
                                    data: {
                                        labels: ['Application Review', 'Interview Stage', 'Offer Stage', 'Final Decision'],
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                                        },
                                        {
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                                        }]
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                                    options: {
```

Pie Chart - Candidate Source Distribution

- This chart helps HR teams understand which sources contribute the most applicants.

- Candidate applications are categorized into:

  - **Job Portals**: Includes platforms like LinkedIn, Naukri, and Indeed.
  - **Employee Referrals**: Internal employee recommendations.
  - **Social Media**: Applications via platforms like Twitter and Facebook.

- This information helps HR departments allocate resources to the most effective recruitment channels.

- If a source has low conversion rates, it may require better engagement or targeting strategies.

```
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    <script>
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                    items: [{
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                        layout: 'fit',
                        listeners: {
                            render: function () {
                                var ctx = document.getElementById('pieChart').getContext('2d');
                                var pieChart = new Chart(ctx, {
                                    type: 'pie',
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                                            ],
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                                        }]
                                    },
                                    options: {
```

Conclusion

- The recruitment process visualization system provides key insights into the hiring process.

- HR teams can use these visualizations to:
  - Improve efficiency by identifying delays in hiring.
  - Reduce rejection rates through better candidate selection and evaluation methods.

- Optimize sourcing channels for better applicant quality.

- Future enhancements can include:

  - More granular filtering options.
  - Predictive analytics for hiring success rates.
  - AI-based automation to improve screening efficiency.

- Implementing such improvements will ensure a streamlined and data-driven recruitment process.