

A top-down view of a desk with various items: a laptop, a stethoscope, a pair of glasses, a spiral notebook, and a white coffee cup. A semi-transparent teal rectangle is overlaid on the center of the image, containing the title text.

MENTORMIND PRACTO PROJECT

PANAND RAO

AGENDA



Introduction



Business Understanding



Procedure



Finding



Conclusion

INTRODUCTION

This mentornship project is an exploratory data analysis using python in the domain of human resource. Human resource analytics is the approach of using data analytics in the domain of human resource. The project aims to find out the best recruiting source for a tech startup company. The data taken for this project is the previous dataset about recruited candidates and recruitment strategies. The data contains four columns such as attrition, performance_rating, sales_quota_pct and recruiting_source. There are four recruiting sources given in the data such as 'Applied Online' , 'Search Firm' , 'Referral' and ' Campus'. Our aim is to find which one of the four is the best recruiting source by analyzing the features given such as the attrition, performance and sales of the employees.



BUSINESS UNDERSTANDING

Practo is the world's leading healthcare platform that connects millions of patients with hundreds of thousands of healthcare providers around the world and helps people make better healthcare decisions. Practo provides a singular platform that helps consumers with all their healthcare requirements – from finding the healthcare provider to booking an appointment, online doctor consultation, getting their tests done and even ordering medicines. Practo also makes software products that help healthcare providers ranging from clinics to hospitals digitise and deliver more efficient and higher quality healthcare to millions of patients around the world every day. Practo continues to be dedicated to centering healthcare around the consumer and helping billions of people live healthier longer lives.

PROCEDURE

1

DATA
UNDERSTANDING

2

DATA
PREPARATION

3

ANALYSIS

4

DATA
VISUALISATION

5

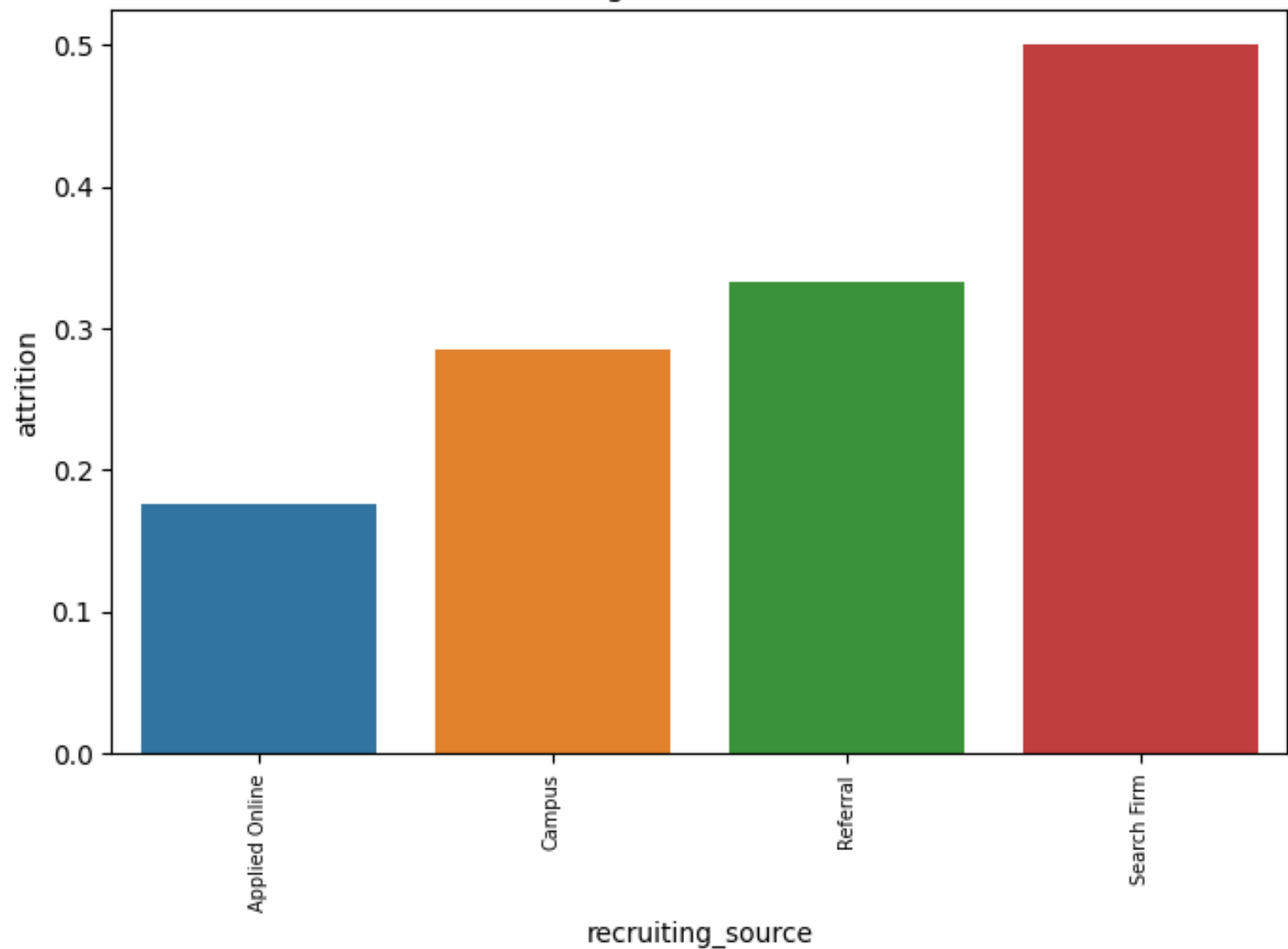
CONSLUSION



FINDING



Recruiting Source VS Attrition



ATTRITION RATE

The bar graph shows that "Applied Online" candidates have a low attrition rate, indicating that they are more productive candidates. As a result, "Applied Online" is the most effective recruitment channel. While "Search Firm" choices have a high attrition rate, and they are not a good source of hiring.

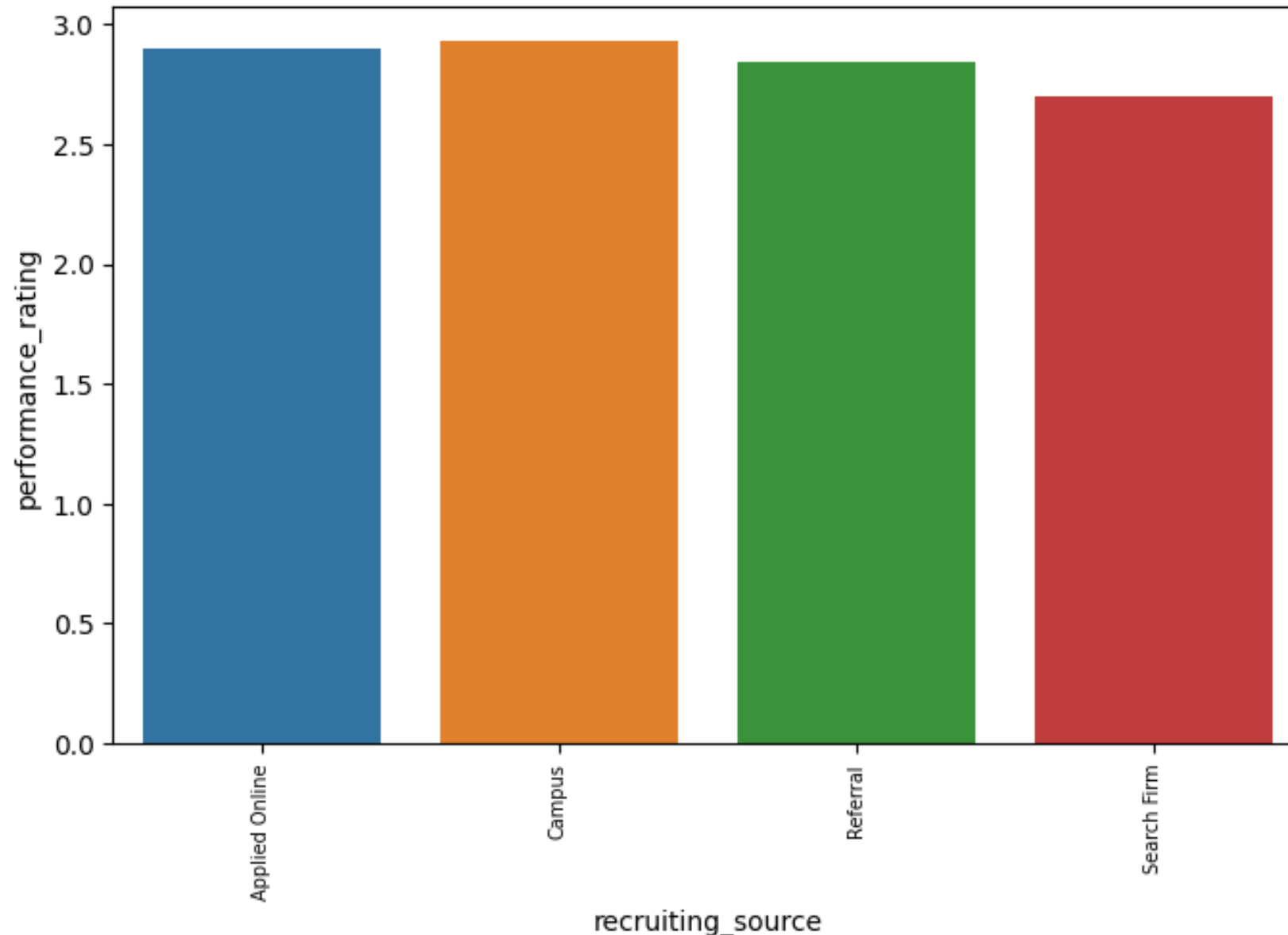


SALES RATE

The employees hired through "Applied Online" have enhanced the company's earnings as compared to employees hired through other channels.



Recruiting Source VS Performance Rating



PERFORMANCE RATING

Employees from 'Applied Online' and 'Campus' have high performance ratings, however employees from 'Search Firm' have the lowest performance ratings when compared to other sources.

CONCLUSION

The best recruiting source for the tech startup company is the "Applied Online". The reason behind this is that the employees sourced from "Applied Online" has the lowest attrition value and highest sales value.



The background of the slide is a grayscale photograph of medical equipment. A stethoscope is coiled across the center, with its chest piece on the left. To the right of the stethoscope, a pair of eyeglasses is visible. Above the glasses, a portion of a black smartphone is seen. The entire scene is overlaid with a semi-transparent dark gray filter. A white rectangular border is centered on the slide, enclosing the text.

THANK YOU