Summary report of rejection email analysis

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1 Scope

This document contains my findings on the corpus of emails that I received during my job search. The email database contains

- the emails that confirmed the application submission

- the emails where companies showed interest in pursuing further my candidacy

- the emails where companies rejected my candidacy.

2 I received more confirmation emails than rejection emails

The first thing that I notice from this dataset is that I received more emails which confirmed the reception of my candidacy than rejection emails (see Figure 1). This highlight that I have active review process at the moment, but also that some companies practice ghosting. Note also that only a few of the received emails corresponds to feedback. This means that I will likely need to ignore feedback emails in machine learning approaches for this analysis.
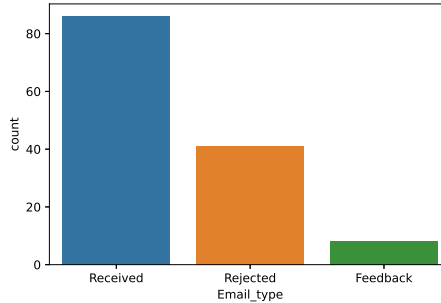
Figure 1: I received more emails which confirms that my candidacy has been received than emails where my candidacy was rejected. Unfortunately, only a small subset of emails correspond to feedback from potential employers.

3 Candidate feedback might suffer because rejection emails tend to be quite short.

Candidates may not receive extensive feedback for failed submissions. Indeed, emails where candidacies have been rejected tend to be shorter than feedback emails (see Figure 2). Surprisingly, the emails which rejects a candidacy and the emails that acknowledge a candidacy submission have similar lengths. This feature suggests that emails where candidacies are rejected belongs to pre-compiled templates that leaves unsuccessful candidates without constructive feedback.
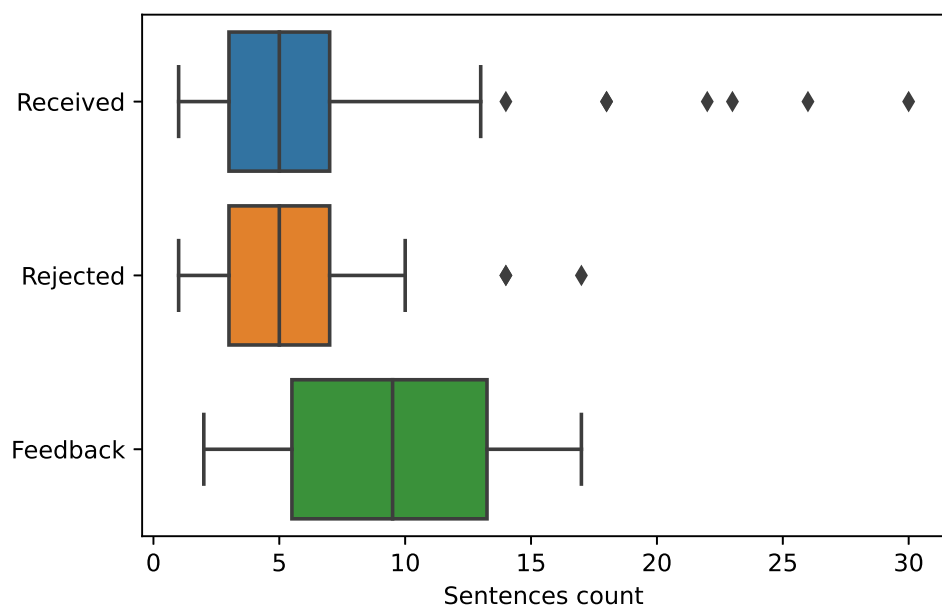
Figure 2: Unsuccessfull applicants may recieve little constructive feedback when they are rejected because the rejection emails are quite short.