



PROJECT REPORT

Data Science  
  
Data Analytics

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| **Created By:** | Harshada Patil | **Approved By:** | Harshada Topale |
| **Created On:** | 15-08-2023 | **Approved On:** | 28-09-2023 |

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* The text in *italics* highlighted in grey is just for reference and should be removed after adding the relevant text

# **PROJECT DETAILS**

|  |  |  |  |
| --- | --- | --- | --- |
| **Project Name** | Data Analytics | | |
| **Project Sponsor** | Tushar Topale | | |
| **Project Manager** | Harshada Topale | | |
| **Start Date** | 15-08-2023 | **Completion Date** | 28-09-2023 |

# **SUMMARY**

In today's competitive business landscape, organizations understand the importance of nurturing and retaining top talent. One effective strategy for identifying and developing future talent is through student internship programs. To ensure the success of these programs and maximize their long-term benefits, it is crucial to conduct a comprehensive analysis of the factors that influence the success of student interns. This business case outlines the Background, objectives, and Stakeholders of conducting such an analysis.

# **INTRODUCTION**

## Background

Millions of students apply for internships/jobs every year, resumes play an important role in playing the first impression. the recruiters spend a max of 2-3 minutes reviewing a resume after it landed in their mailbox or job board, ATS application. surprising more than 70% of resume get rejected in the initial screening

## Stakeholders

Collaboration with external stakeholders such as industry associations, career development organizations to gather external perspectives and expertise on internship program success factors.

Project Owner: Harshada Topale

Key Stakeholder: Harshada Topale

End Customer: Cloud Counselage Pvt. Ltd.

## Objectives

We aim to conduct a comprehensive analysis of our student interns to gain insight about the relationship between the factors influencing their success.

# **METHODOLOGY**

These conventions are all about the positions of line breaks, how many characters should go on a line, and everything in between.

## Considerations & Assumption

All relevant data related to student interns' performance and experience within the organization is accurately recorded and accessible for analysis.

## Approach

Data-Driven Success Factors:

Objective: Collaborate with data visualization experts and hiring managers to define success factors specific to data visualization roles.

Rationale: Tailoring success factors ensures alignment with the unique demands of data visualization positions.

8. Visualization Quality Assessment:

Objective: Implement algorithms for automated assessment of the quality and creativity of data visualizations in candidate portfolios.

Rationale: Ensures that candidates can effectively communicate data insights through their visualizations.

## Activities

In delivering the project, we began by gathering requirements from live project course. We collected and integrated relevant data from resources tab, and integrated an algorithm for resume-keyword matching. We also implemented portfolio assessment and data visualization roles. data cleaning, and ongoing monitoring were paramount throughout the project to ensure its effectiveness and compliance with privacy regulations.

# **TARGETTED V/S ACHIEVED OUTPUT**

Target Output:

Success Factor Definition: Targeted output was the identification of three key success factors specific to data visualization roles through collaboration with experts.

Visualization Quality Assessment: Development of an algorithm to assess the quality and creativity of data visualizations

Achieved Output:

Success Factor Definition: We successfully identified two key success factors specific to data visualization roles. While this was slightly fewer than the target of three, these two factors were deemed the most critical.

Visualization Quality Assessment Algorithm: We successfully developed an algorithm to assess the quality of data visualizations in candidate portfolios.

Reason of deviation:

Success Factor Definition: The deviation in success factor identification was because the third factor identified during the project's early stages was found to be less impactful than initially assumed, leading to its exclusion.

Project Time Constraints: Limited project timelines and resource constraints impacted the extent to which certain targets could be achieved. This was particularly relevant for model training and data collection.

# **CONCLUSION**

Usefulness for Stakeholders: This project significantly benefits peers , harshada topale mam, mentors by streamlining resume screening and promoting fairness. Data visualization experts gain insights into success factors.

Future Scope: Future possibilities include model refinement, enhanced feedback loops, expansion to other roles, improved visualization assessment, machine learning interpretability, industry benchmarking, and global expansion. These avenues offer continued improvements in talent acquisition and efficiency.

# **APPENDICES**

## Appendix A – Project Details

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| Project Name: Data Analytics |
| Project Sponsor: Tushar Topale |
| Project Manager: Harshada Topale |
| Start Date: 15-08-2023 |
| Completion Date: 28-09-2023 |

## Appendix B – Summary

In today's competitive business landscape, organizations understand the importance of nurturing and retaining top talent. One effective strategy for identifying and developing future talent is through student internship programs. To ensure the success of these programs and maximize their long-term benefits, it is crucial to conduct a comprehensive analysis of the factors that influence the success of student interns. This business case outlines the Background, objectives, and Stakeholders of conducting such an analysis.

7.3 Appendix C - Introduction

3.1 Background

Millions of students apply for internships/jobs every year, resumes play an important role in playing the first impression. The recruiters spend a max of 2-3 minutes reviewing a resume after it landed in their mailbox or job board, ATS application. Surprisingly, more than 70% of resumes get rejected in the initial screening.

3.2 Stakeholders

Collaboration with external stakeholders such as industry associations, career development organizations to gather external perspectives and expertise on internship program success factors.

Project Owner: Harshada Topale

Key Stakeholder: Harshada Topale

End Customer: Cloud Counselage Pvt. Ltd.

3.3 Objectives

We aim to conduct a comprehensive analysis of our student interns to gain insight about the relationship between the factors influencing their success.

**7.4 Appendix D - Methodology**

4.1 Considerations & Assumption

All relevant data related to student interns' performance and experience within the organization is accurately recorded and accessible for analysis.

4.2 Approach

Data-Driven Success Factors:

Objective: Collaborate with data visualization experts and hiring managers to define success factors specific to data visualization roles.

Rationale: Tailoring success factors ensures alignment with the unique demands of data visualization positions.

Visualization Quality Assessment:

Objective: Implement algorithms for automated assessment of the quality and creativity of data visualizations in candidate portfolios.

Rationale: Ensures that candidates can effectively communicate data insights through their visualizations.

4.3 Activities

In delivering the project, we began by gathering requirements from live project course. We collected and integrated relevant data from resources tab, and integrated an algorithm for resume-keyword matching. We also implemented portfolio assessment and data visualization roles. Data cleaning, and ongoing monitoring were paramount throughout the project to ensure its effectiveness and compliance with privacy regulations.

**7.5 Appendix E - Targeted vs. Achieved Output**

Target Output:

Success Factor Definition: Targeted output was the identification of three key success factors specific to data visualization roles through collaboration with experts.

Visualization Quality Assessment: Development of an algorithm to assess the quality and creativity of data visualizations.

Achieved Output:

Success Factor Definition: We successfully identified two key success factors **specific to data visualization roles. While this was slightly fewer than the target** of three, these two factors were deemed the most critical.

Visualization Quality Assessment Algorithm: We successfully developed an algorithm to assess the quality of data visualizations in candidate portfolios.

Reason of Deviation:

Success Factor Definition: The deviation in success factor identification was because the third factor identified during the project's early stages was found to be less impactful than initially assumed, leading to its exclusion.

Project Time Constraints: Limited project timelines and resource constraints impacted the extent to which certain targets could be achieved. This was particularly relevant for model training and data collection.

7.6 Appendix F - Conclusion

Usefulness for Stakeholders: This project significantly benefits peers, Harshada Topale, mentors by streamlining resume screening and promoting fairness. Data visualization experts gain insights into success factors.

Future Scope: Future possibilities include model refinement, enhanced feedback loops, expansion to other roles, improved visualization assessment, machine learning interpretability, industry benchmarking, and global expansion. These avenues offer continued improvements in talent acquisition and efficiency.

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