

MNC Recruitment Process Documentation 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.

Objective

- The goal of this project is to create an interactive and visually appealing web-based dashboard using Ext JS and Chart.js. This dashboard visualizes the recruitment process at various stages of the selection cycle for a multinational company (MNC), displaying candidate progression and other recruitment metrics.
- Tools and Technologies used:
 - **Ext JS:** A comprehensive JavaScript framework for building data-driven web applications with complex UIs.
 - **Chart.js:** A simple yet flexible JavaScript library for creating interactive, responsive charts.
 - **HTML5, CSS3, JavaScript:** The core technologies used for web development.
 - **CDN Links:** External links for loading Ext JS and Chart.js libraries.

Line Chart - Time Taken for Hiring Process

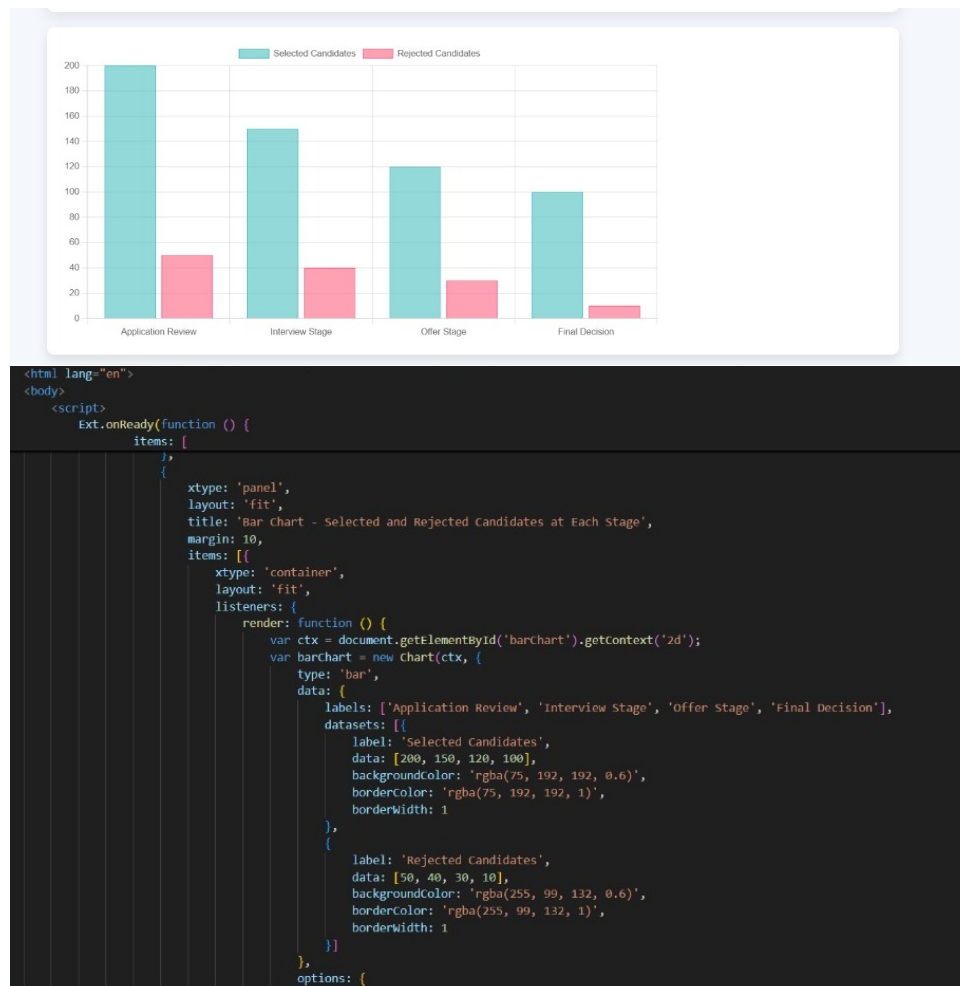
- This chart displays the time taken (in days) for different stages across multiple months.
- HR teams can analyze this data to identify inefficiencies and delays in hiring.
- Helps in reducing the time-to-hire by optimizing slow recruitment stages.
- Provides a comparative view of past and present hiring durations to measure improvements.



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.



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.



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.