



Recruitment and Employee Data Analytics Project

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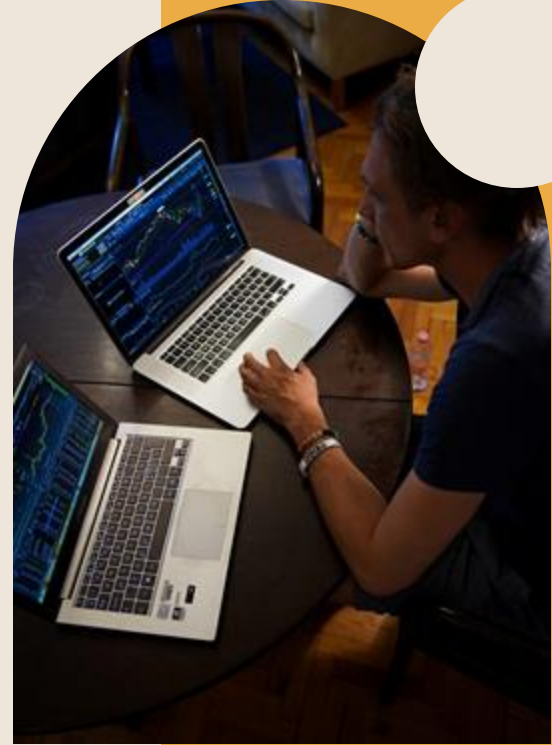
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Key Insights



Objectives

Introduction to the Project





HR Analytics

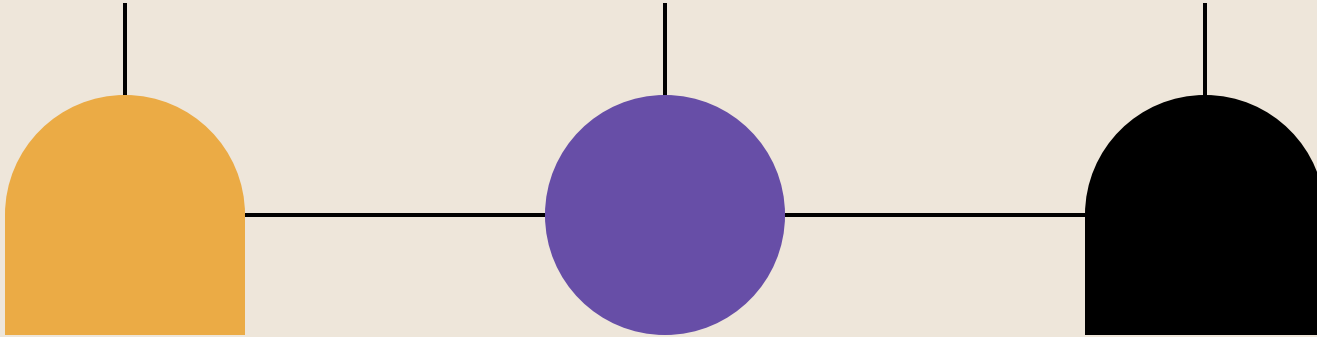
We aim to provide actionable information that will support the HR department in making informed, strategic decisions.

Focus Areas

Recruitment

Employee

Employment



Dataset Overview



Candidates

Candidate_id, email,
first_name, last_name, phone



Employees

Birth_date, employee_id, first_name,
gender, hire_date, last_name,
manager_id, position_id, status,
termination_id



Employments

bonus, effective_date, employee_id,
pension_contribution, position_id,
salary, vacation_allowance



Positions

department, job_level, position_id,
title



Recruitments

candidate_id, id, notes, position_id,
recruitment_channel, recruitment_cost,
stage

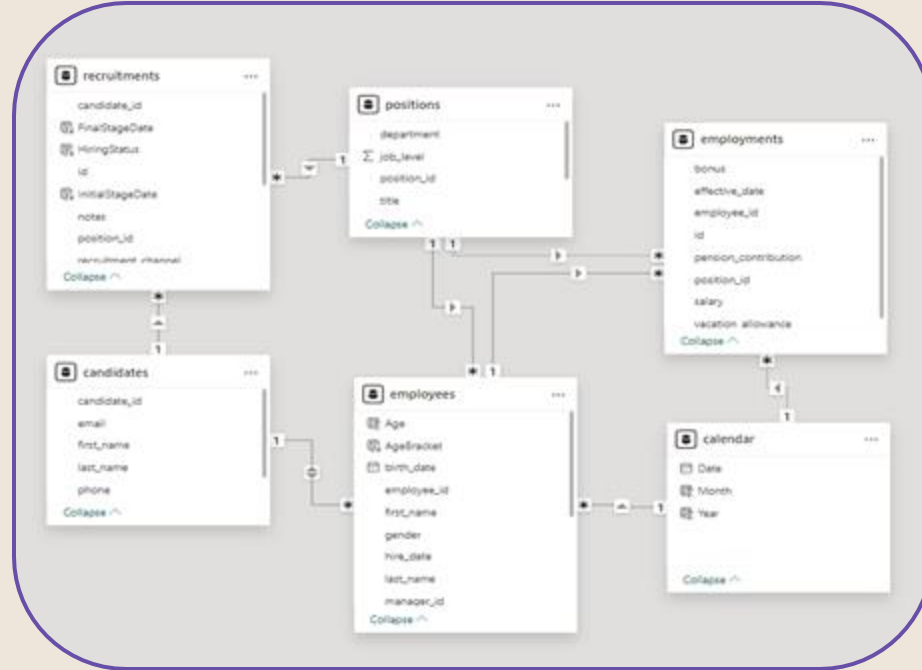


02

Data Preparation



Data Model





03

Key Metrics & KPIs



Key Metrics and KPIs

Average number of days to fill
a position

Time to Hire

Percentage of applicants hired
out of total applicants.

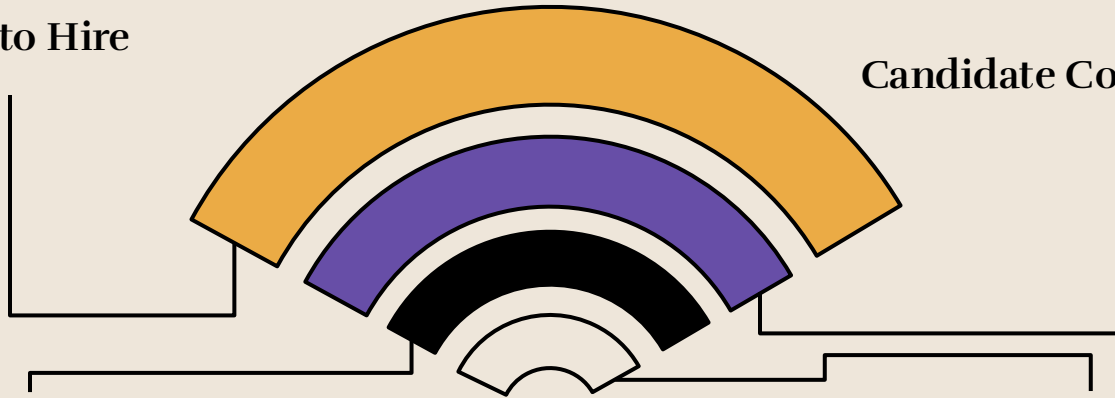
Candidate Conversion Rate

Employee Retention Rate

Percentage of employees who
stay within a given time period.

Workforce Diversity

Representation of different
demographic groups in the
workforce (e.g., gender, race, age).





04

Analysis

Recruitment. Employee & Employment Analysis





Recruitment Analysis



Candidate Source
Effectiveness



Time to Hire



Candidate
Conversion Rates

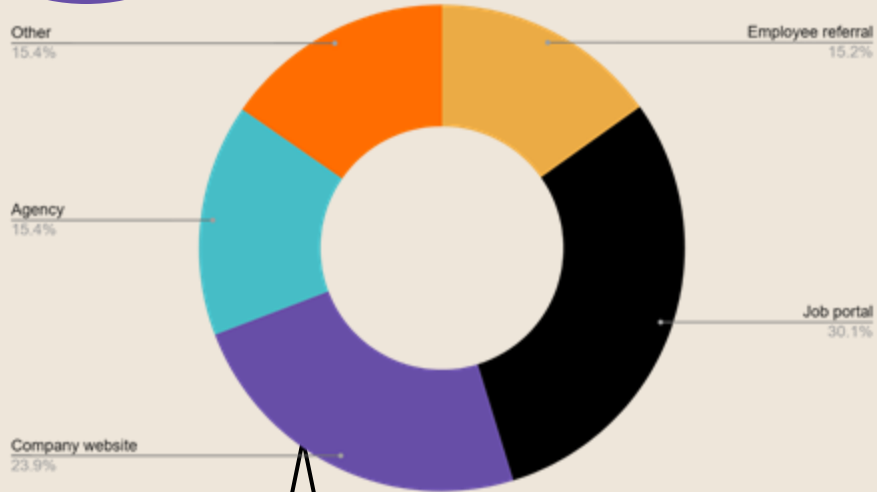


Recruitment Cost

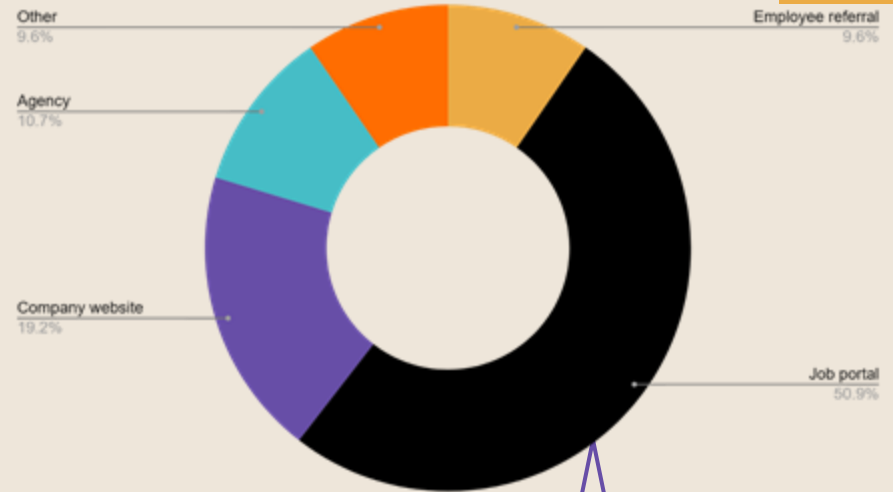


Candidate Source Effectiveness

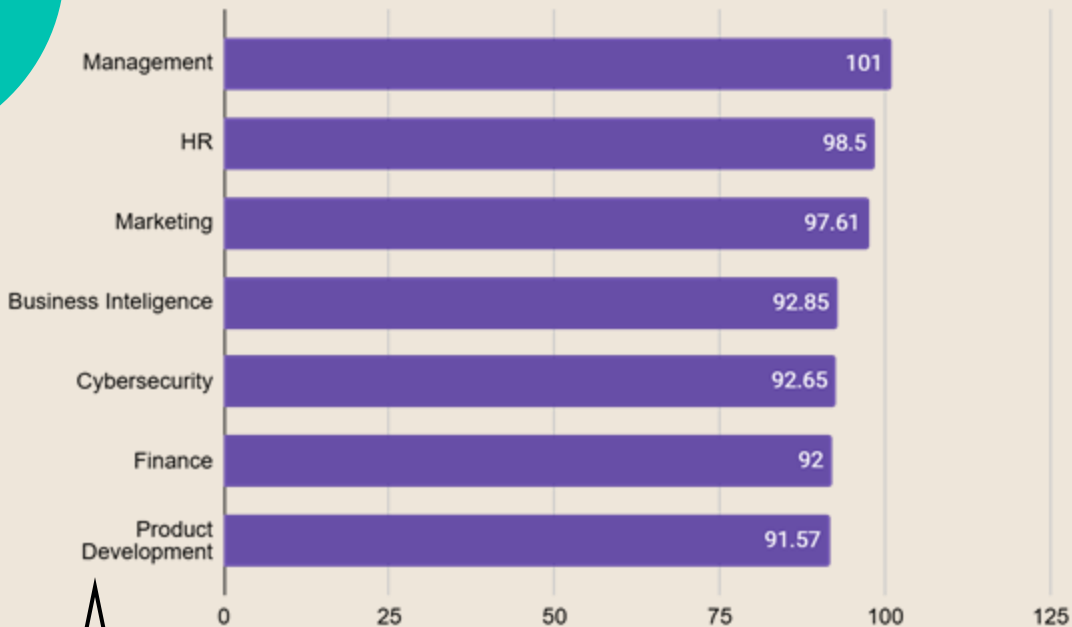
Overall



Hired



Time to Hire



Average:
90,66 days

Fastest:
Cybersecurity
Manager
46 days

Longest:
Chief Security
Officer
116 days

Candidate Conversion Rates

9,06

Overall
Conversion Rate

By departments:

Business Intelligence: 11,29

Cybersecurity: 11,11

Finance: 9,52

Human Resources: 11,24

Management: 14,29

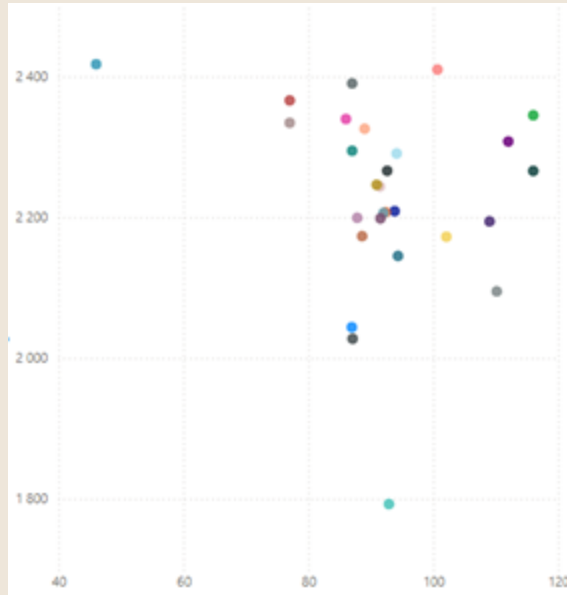
Marketing: 3,03

Product Development: 8,78



Recruitment Cost

- Accountant
- BI Architect
- BI Developer
- Business Intelligence Manager
- Chief Executive Officer
- Chief Finance Officer
- Chief Operating Officer
- Chief Security Officer
- Cybersecurity Manager
- Data Analyst
- Distinguished Developer
- Finance Manager
- Financial Analyst
- HR Assistant
- HR Director
- HR Specialist
- Human Resources Manager
- Lead Developer
- Marketing Analyst
- Marketing Director
- Marketing Manager
- Marketing Specialist
- Product Development Manager
- Security Analyst
- Security Architect
- Security Engineer
- Senior Developer
- Software Developer



Average Recruitment Cost
by position (left) & by department (right)



Employee Analysis



Demographics
and Diversity



Retention Rate



Turnover Rate



Compensation
Insights



Demographics and Diversity

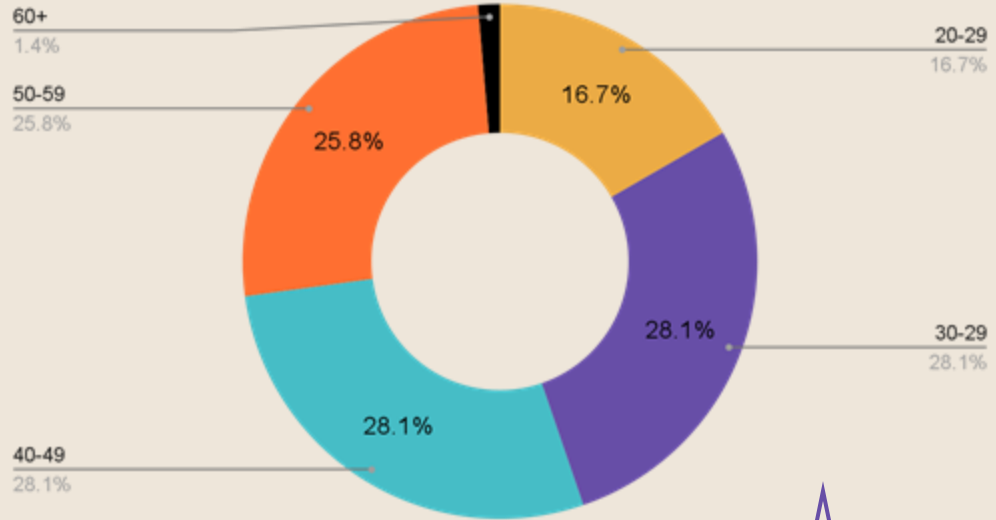
Age Group Distribution

Largest Groups:
Mid-career Workforce
Age Range 30-39
Age Range 40-49

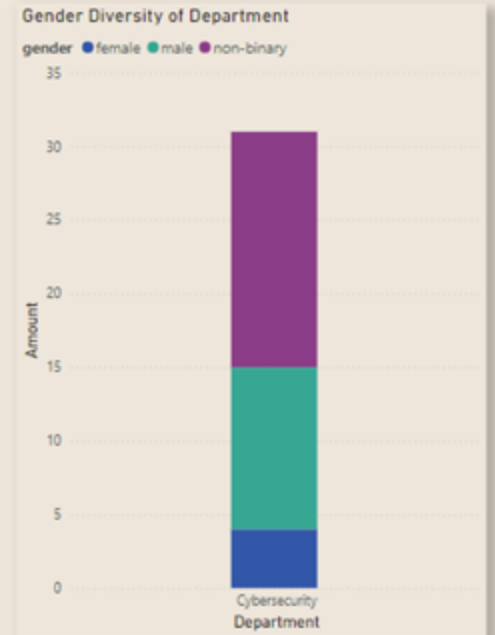
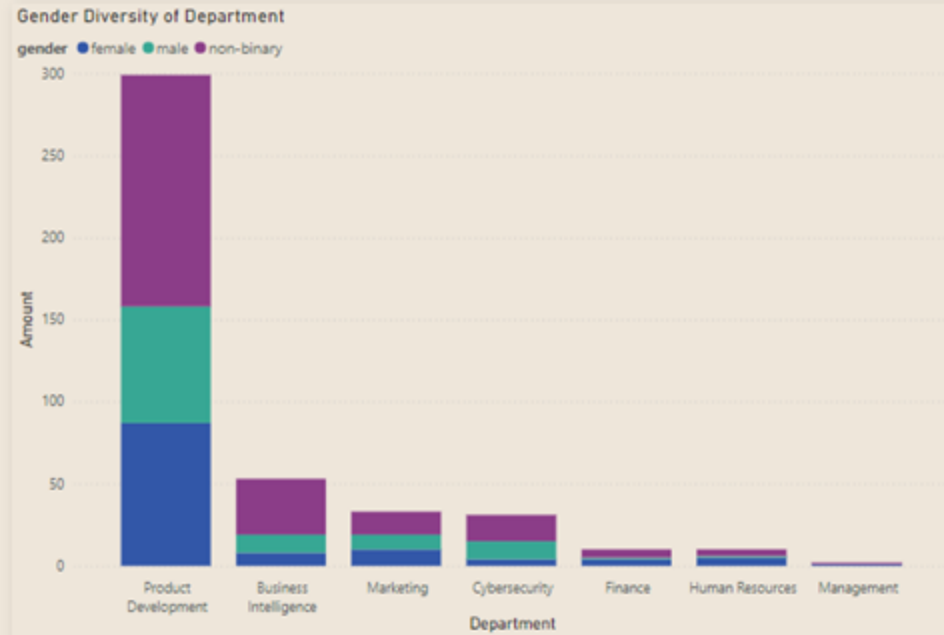
Potential Gap:
Early-career Workforce
Age Range 20-29

Towards retirement:
Age Range 50-59
Age Range 60+

Employee Amount by Age Group

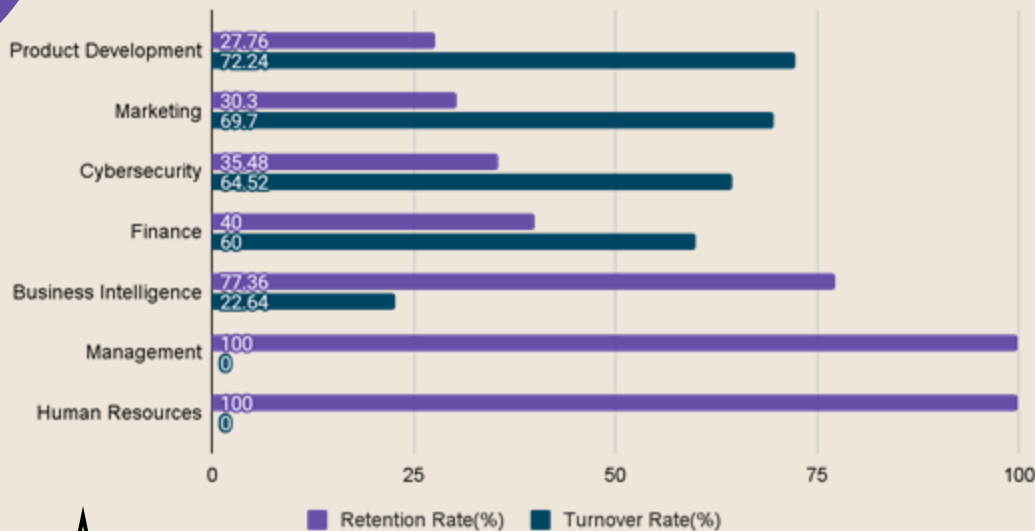


Demographics and Diversity



Retention Rate & Turnover Rate

Retention Rate & Turnover Rate by Department



Retention Rate

36.76%

Turnover Rate

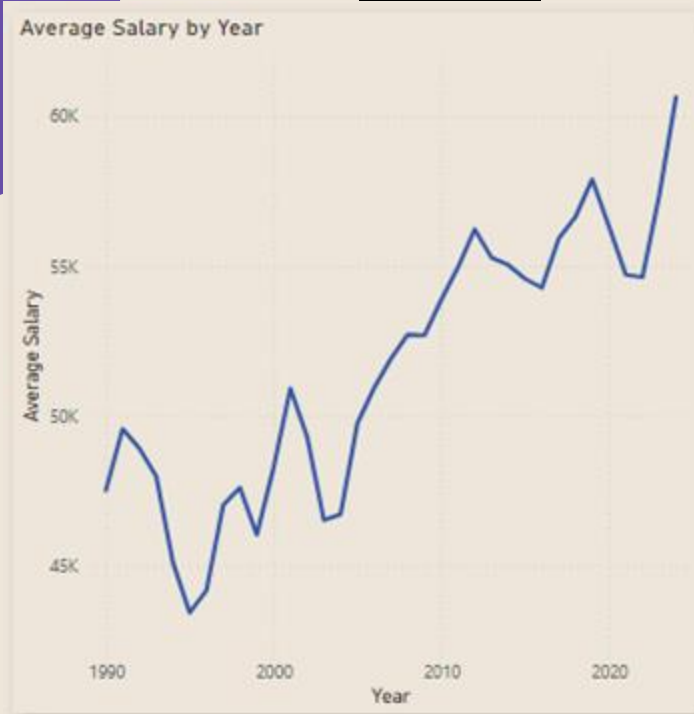
63.24%

Highest Turnover
Rate:

Product
Development

72.24%

Compensation Trends



Average Salary



Average Salary of Product Development



Employment *Analysis*



Historical Hiring
Trends



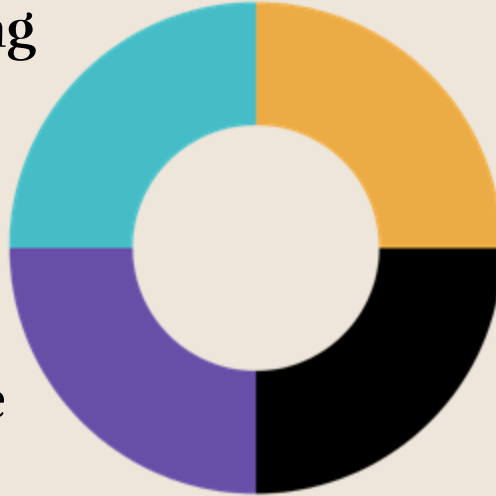
Employee Growth
& Promotion



Average Tenure

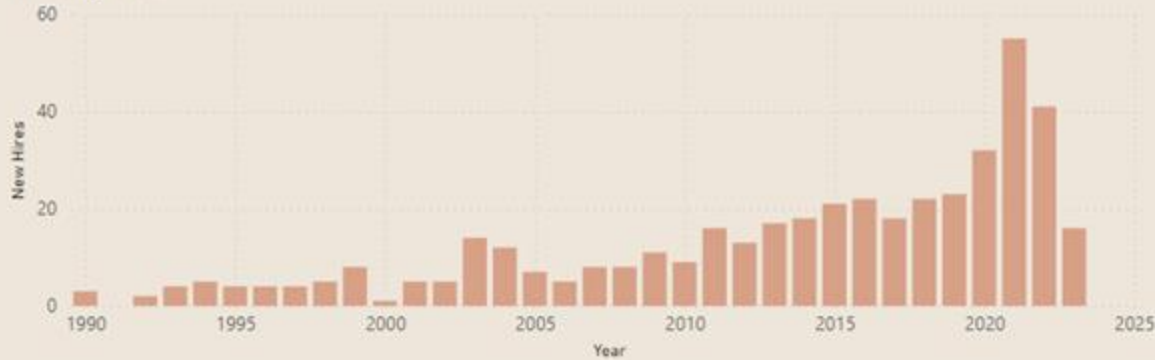


Time To
Resignation



Historical Hiring Trends

Hires by Year



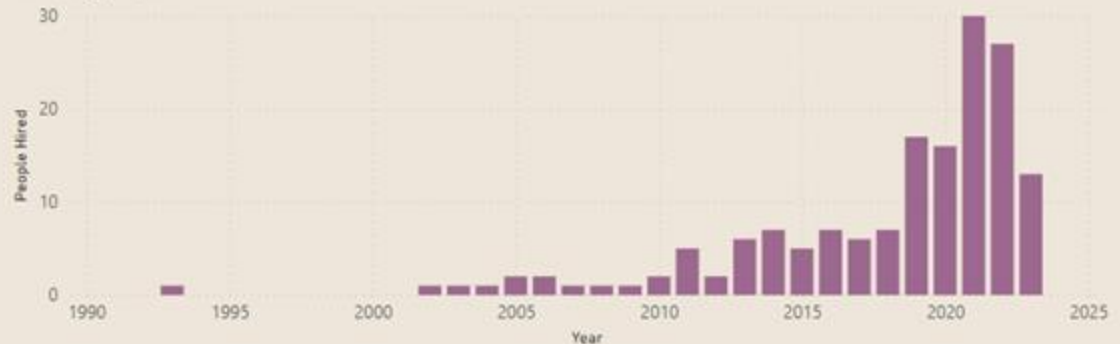
Historically



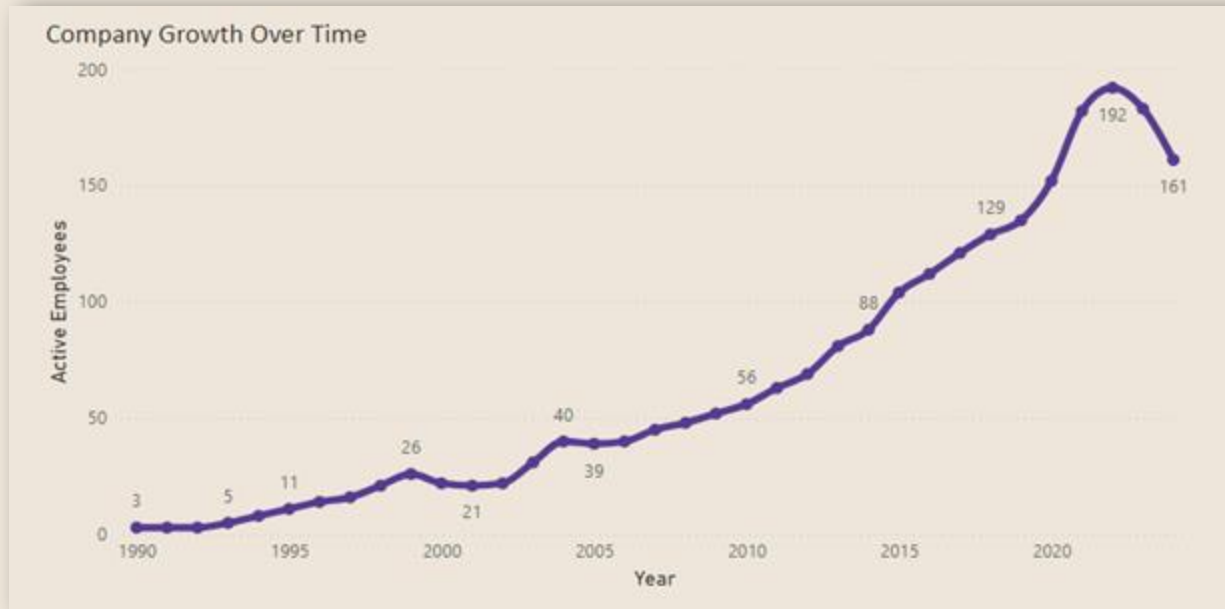
Active
Employees



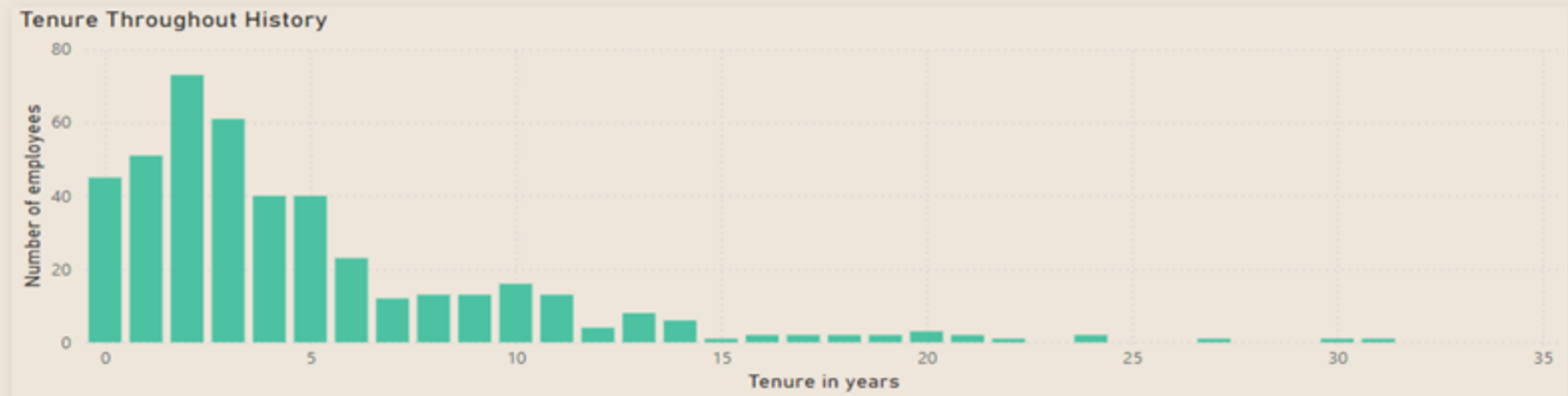
Hires by Year



Company Growth



Average Tenure



4,9

years

Historical
Average Tenure

6 years

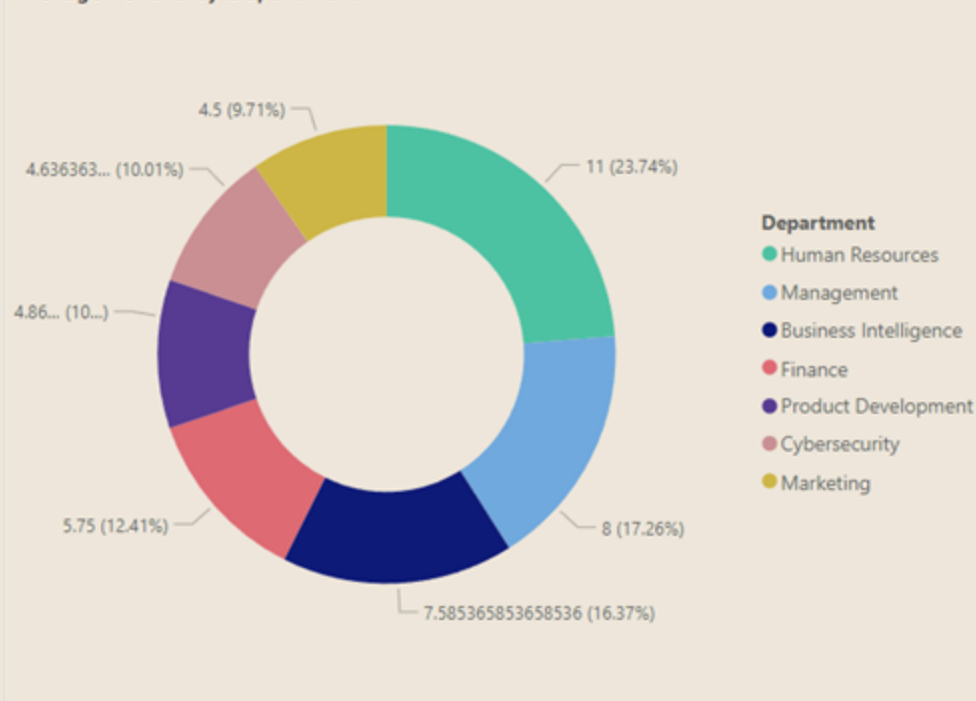
Average Tenure for Active
Employees

Average Tenure

Tenure by Job Position



Average Tenure by Department



Promotions

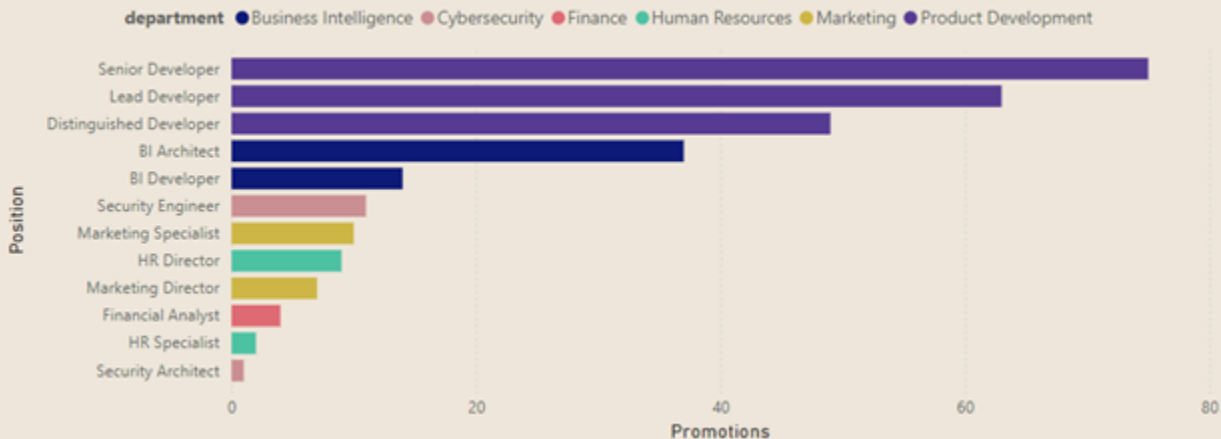
36,51
Months

Average time to
Promotion

Internal promotions per year



Promotions by Position and department



Total
Promotions
282



“Train people well enough so they can leave. Treat them well enough so they don’t want to.”

—Sir Richard Branson





Time to Resignation



4,4
years

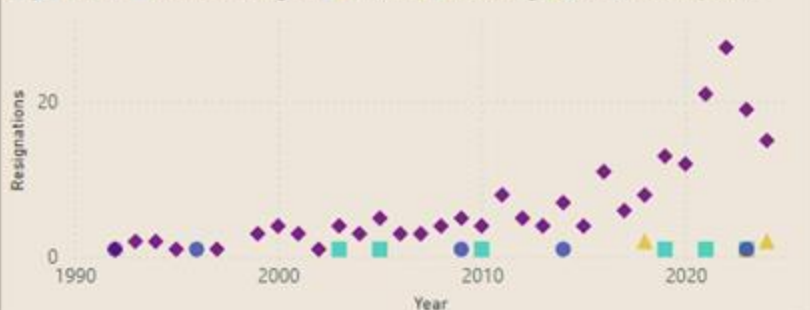
Average time to
resignation

Resignations by Year



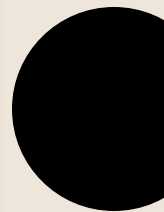
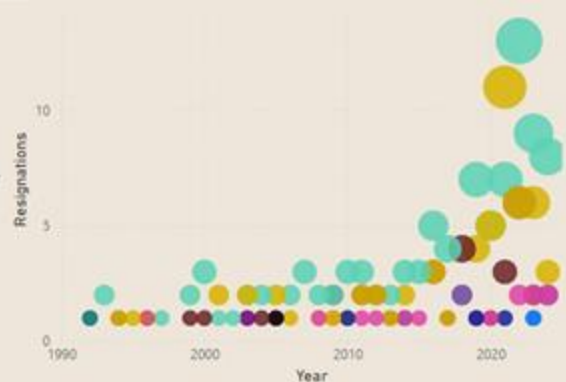
Resignations by Department

department Business Intelligence Finance Marketing Product Development



Resignations by Position

Position
Accountant
BI Architect
BI Developer
Data Analyst
Distinguished Developer
Financial Analyst
Lead Developer
Marketing Analyst
Marketing Specialist
Senior Developer
Software Developer





Key Insights

Our observations and findings





Other KPI's & Data to be collected

Training Metrics



Training costs, Training Time

Employee Satisfaction

Scaled Surveys for employee
satisfaction

Absenteeism Rates

Scheduled working days, Number of
absent days



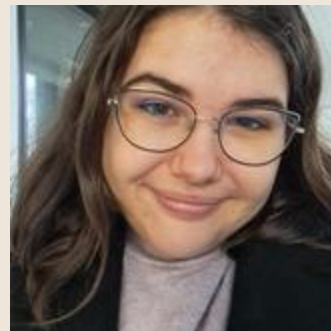
Our team



Natalia Ramos



Jianxin Zhao



Aleksandra
Laskowska

Thank you!