HackerRank DDNA

Ketan Goyal
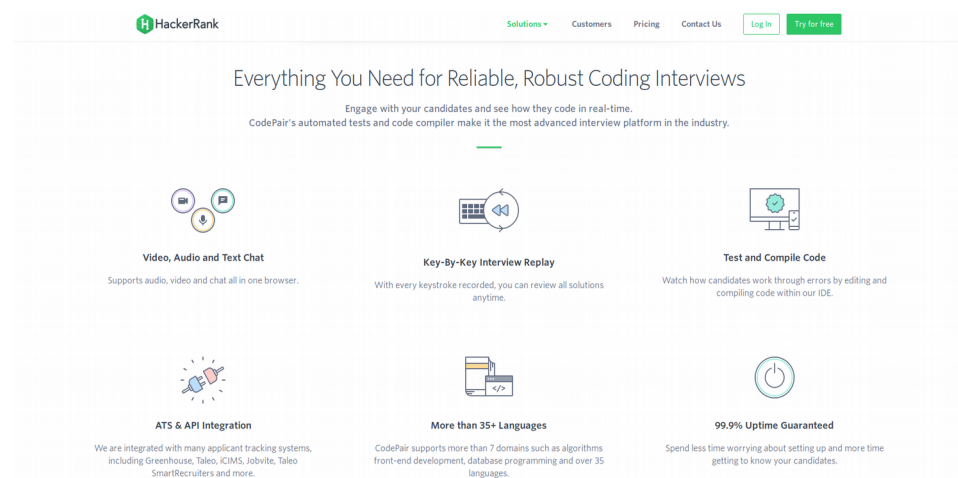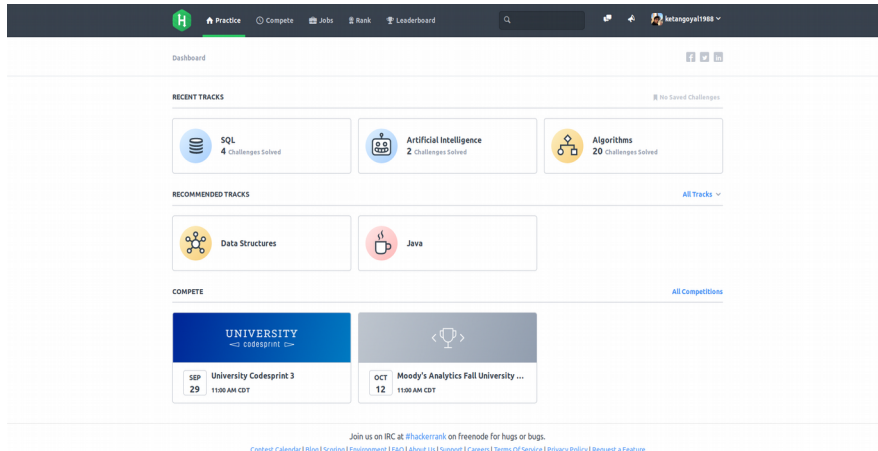
Motivation

Interview Process

Resume Review → Online Technical Screening → Phone Screening → On-Site Interview

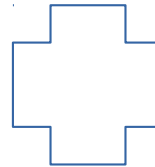Increase ROI of recruiters by predicting success chances of candidates
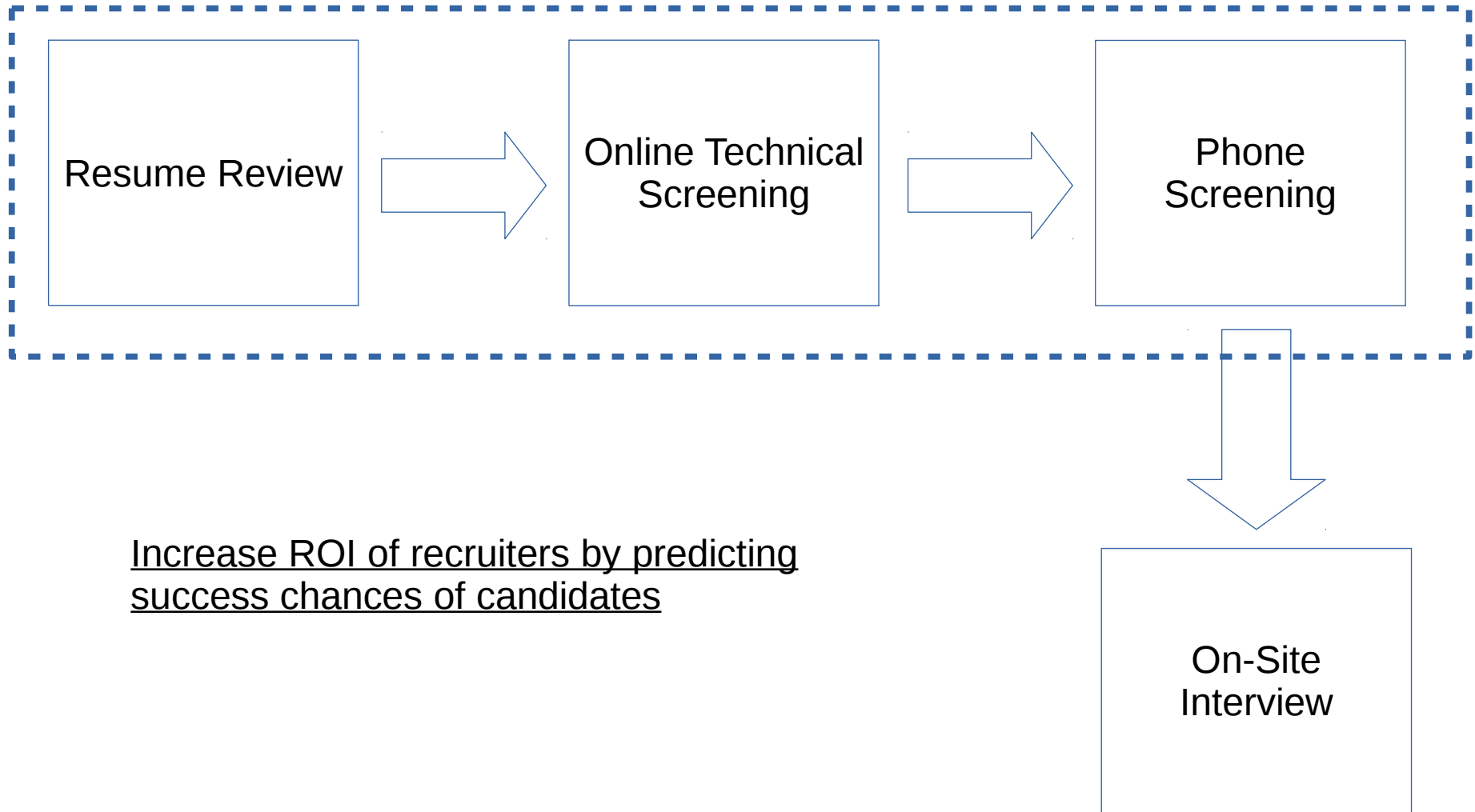
HackerRank

Community

Solve coding
challenges for fun

Enterprise

Solve coding
challenges for interview

Data Source

HackerRank

Phone Screening Outcomes

- Outcomes (0,1)

0 – Candidate Failed
1 – Candidate Passed

APACHE Spark™

Community Database

Enterprise Database

Features
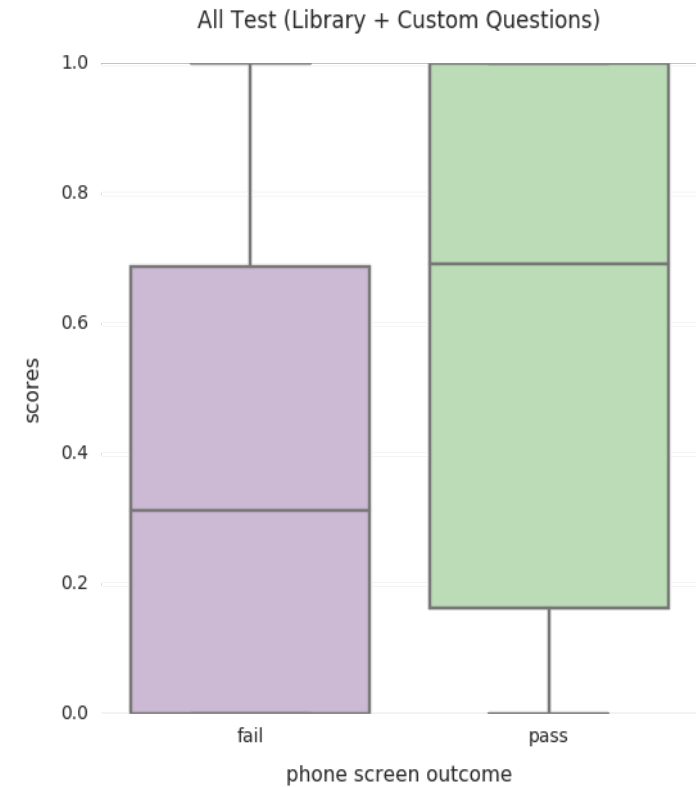- test_scores
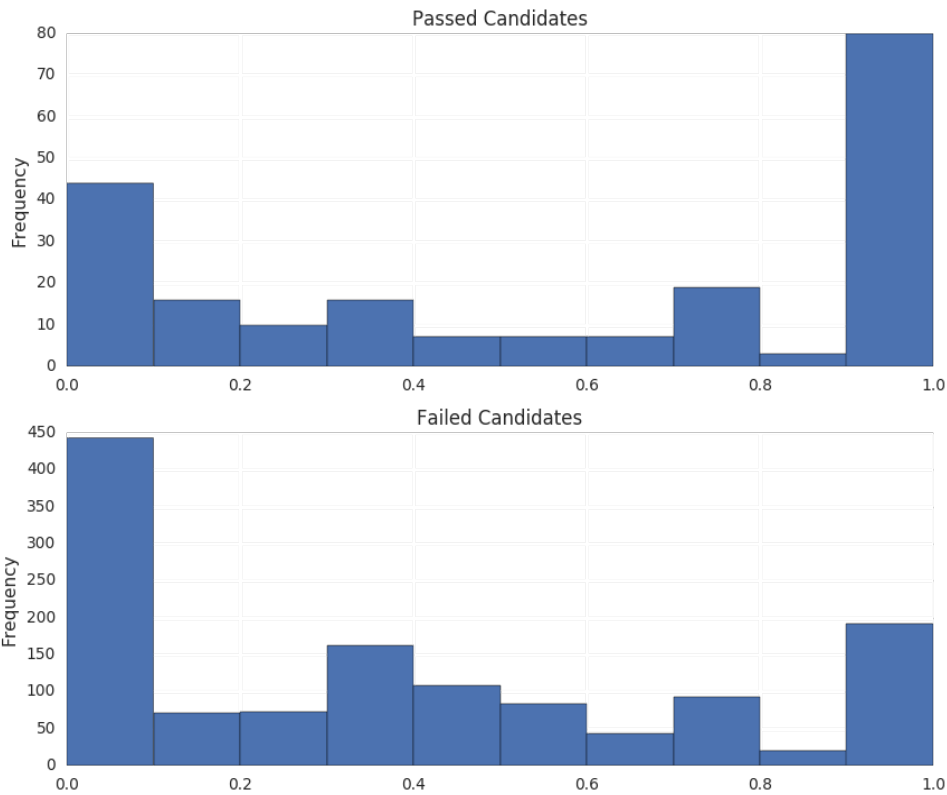- test-cases_cleared
- run_count
- solve_time

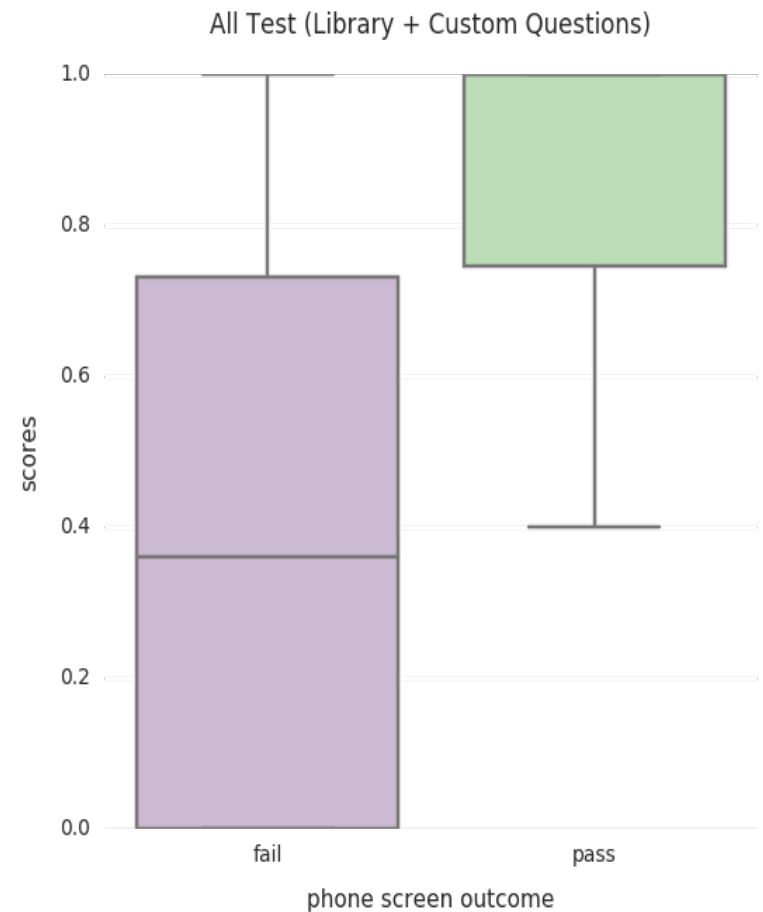**Divide features based on difficulty of test questions**
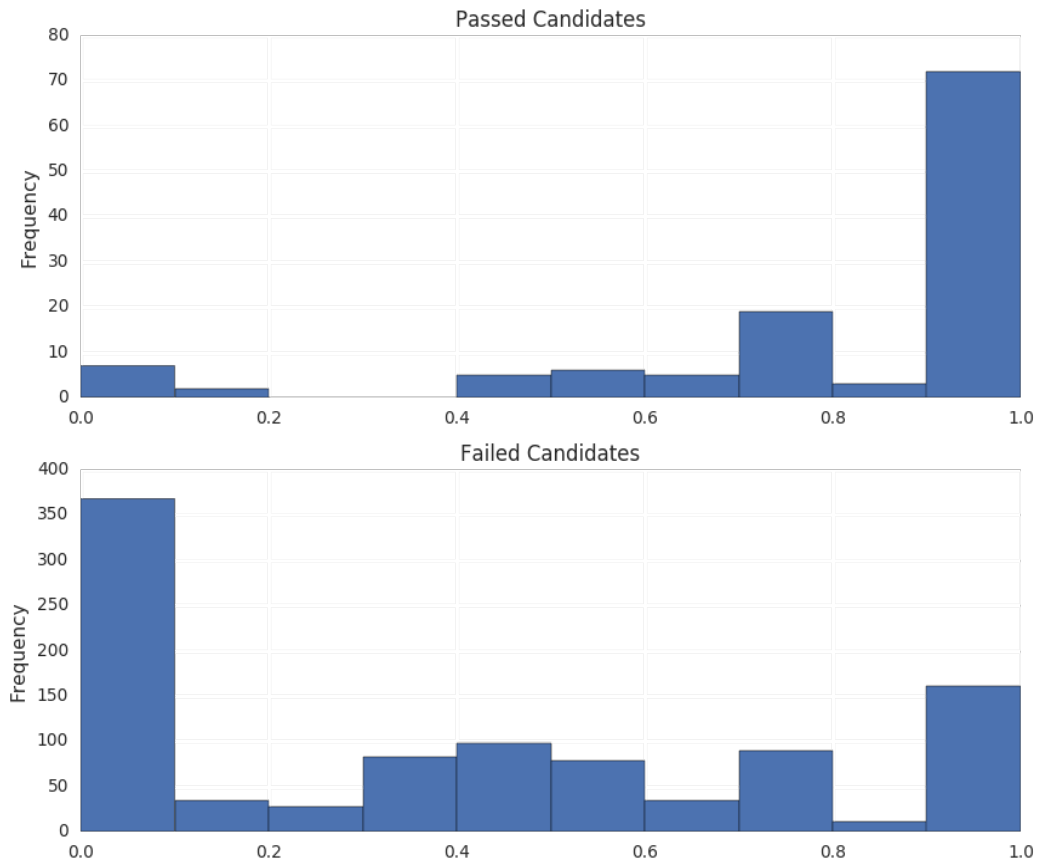
Data Exploration

Scores alone are not good indicator of phone screening outcome

Data Exploration

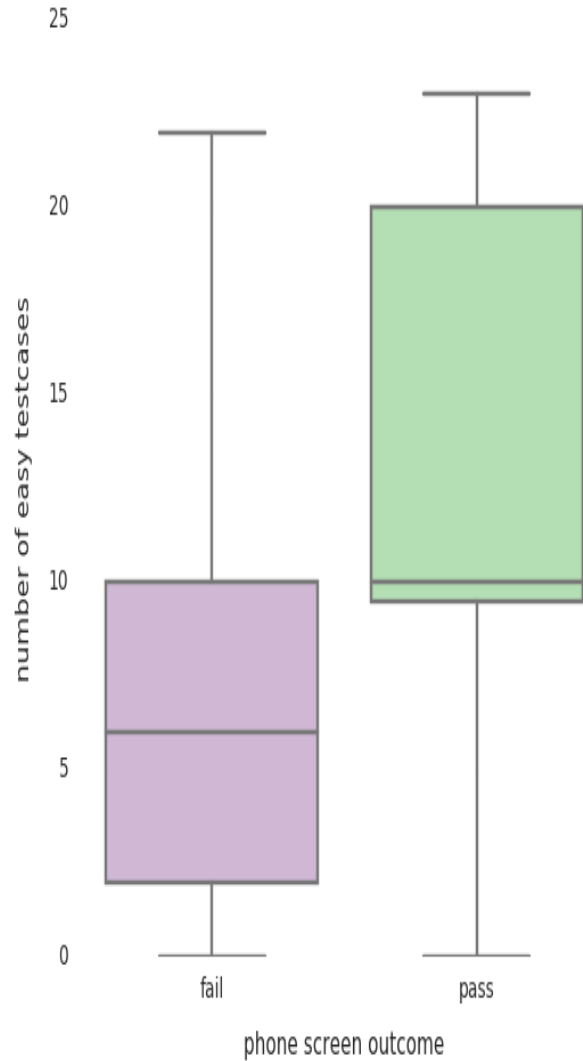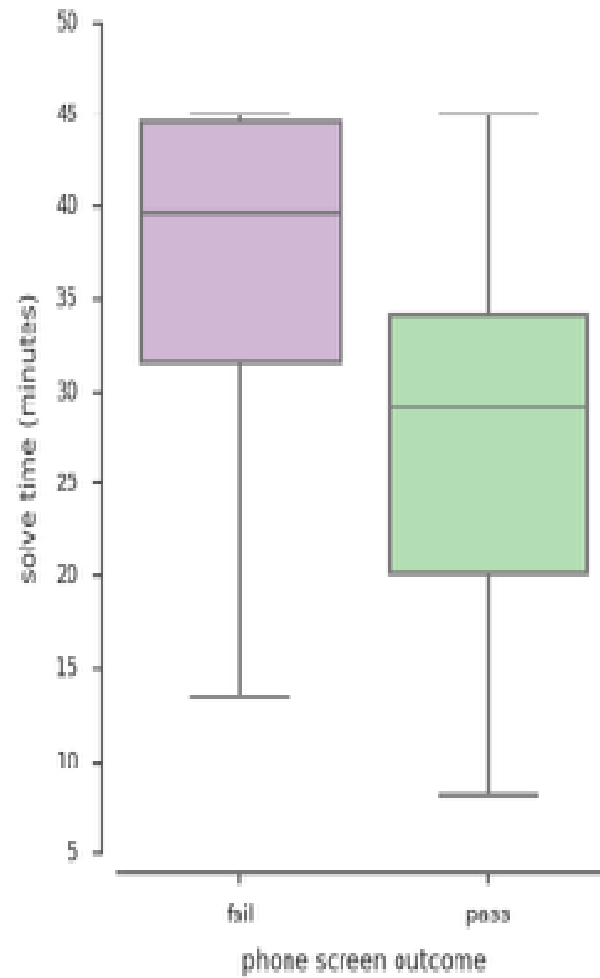## Removing Tests with Custom Questions

Passed Candidates

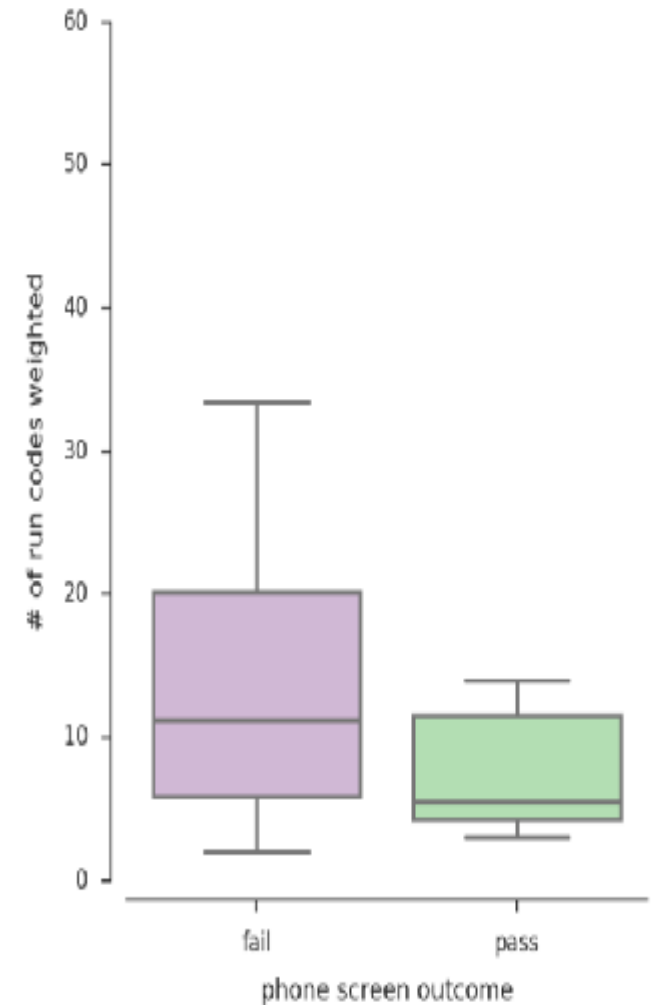**Failed Candidates**

All Test (Library + Custom Questions)

Looks better!

Feature Engineering

Model

Performance

Features
- test_scores
- test-cases_cleared
- run_count
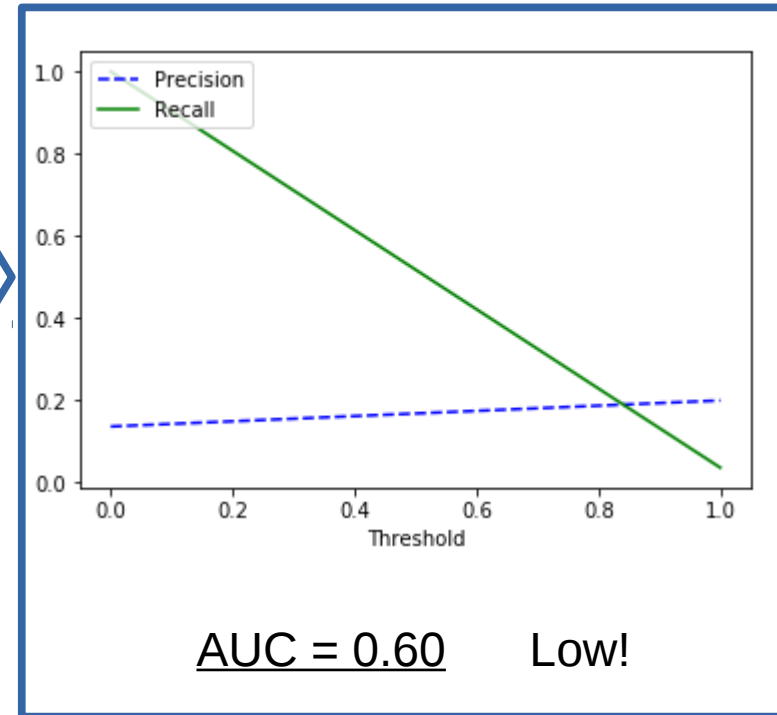- solve_time
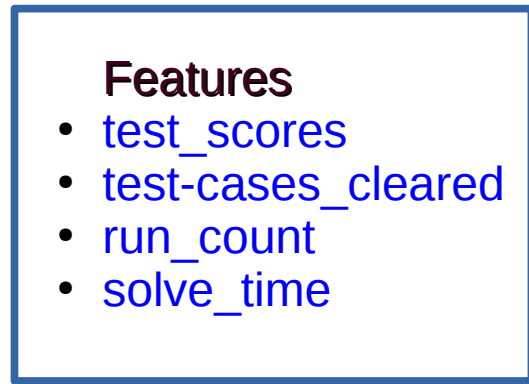
Model

Random Forest

AUC = 0.60   Low!

CONCLUSION: Model can be used to create a list of ordered recommended candidates

For More Information Visit:

About Me

University of Alabama at Birmingham, *Alabama USA*

- PhD – Physics

- MS – Physics

Nation Institute of Technology, *Jharkhand India*

- BTech – Civil Engineering

Email:
ketangoyal1988@gmail.com

LinkdIn:
https://www.linkedin.com/in/ketan-goyal-4202351a

Github:
https://github.com/ketangoyal1988