1. Merging data from sample dataset. -

a. Candidates that had a different email in applicants and suited sheets were merged by using their first name, last name, and school.

**The schools did not always align so some data cleaning was done using Excel to ensure school names were consistent across the 2 sheets.**

2. Analysis

a. ECA scores that were 0 were dropped.

**Proportion of candidates that received a job offer, rejected after round 1, and rejected after round 2.**

Received Job Offer 0.21

Rejected after 1st Round 0.64

Rejected after 2nd Round 0.15

c. Suited ECAs are better than GPA at predicting if a candidate will get rejected at the first round but neither are sufficient when taken by themselves to predict performance at later stages. When combined, they are effective.

d. Suited ECAs can generate a similar distribution with respect to candidate schools among those offered the job.

e. There is a negative correlation between behavioral score and the other ECAs, most predominantly felt among candidates that were offered the job.

3. Notebook has been attached. The last 3 charts are the ones, supported by previous analysis, that I used to answer the question.

GPA and Suited combined go a long way in determining if a candidate gets the job

A high or medium GPA is not sufficient, but when augmented with

1. 99th percentile in one ECA and 50th - 95th percentile in another or

2. 50th - 95th percentile in at least 3 ECAs, there is an extremely high possibility of at least reaching the 2nd round

Is the algorithm working? -

Yes, the ECA scores + GPA, do provide insight into whether a candidate reaches later rounds. Moreover, performing poorly in the ECAs is a good indicator that the candidate will be rejected in the 1st round itself, regardless of GPA. This is further supported with the absence of individuals that received a job offer while falling below the average value of each ECA.

What is a good score? –

Placing in the 99th percentile for 2 ECAs or 95th percentile across all ECAs coupled with a GPA > 3.0 is a good score 48 out of 54 (89%) candidates reach atleast the 2nd round with the above conditions