



HEALTHCARE COMPANY



BEST SOURCE OF RECRUITMENT FOR A TECH STARTUP

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Agenda

In this Presentation , we'll be going over the following:



01

Introduction

02

Business Understanding

03

Procedure

04

Finding

05

Conclusion



INTRODUCTION

This mentornship project is an exploratory data analysis using python in the domain of human resource. Human resource analytics is the approach of using data analytics in the domain of human resource. The project aims to find out the best recruiting source for a tech startup company. The data taken for this project is the previous dataset about recruited candidates and recruitment strategies. The data contains four columns such as attrition, performance_rating, sales_quota_pct and recruiting_source. There are four recruiting sources given in the data such as 'Applied Online', 'Search Firm', 'Referral' and Campus'. Our aim is to find which one of the four is the best recruiting source by analyzing the features given such as the attrition, performance and sales of the employees.

BUSINESS UNDERSTANDING



Practo is the world's leading healthcare platform that connects millions of patients with hundreds of thousands of healthcare providers around the world and helps people make better healthcare decisions. Practo provides a singular platform that helps consumers with all their healthcare requirements from finding the healthcare provider to booking an appointment, online doctor consultation, getting their tests done and even ordering medicines. Practo also makes software products that help healthcare providers ranging from clinics to hospitals digitise and deliver more efficient and higher quality healthcare to millions of patients around the world every day. Practo continues to be dedicated to centering healthcare around the consumer and helping billions of people live healthier longer lives.

PROCEDURE

01
DATA
UNDERSTANDING

02
DATA
PREPARATION

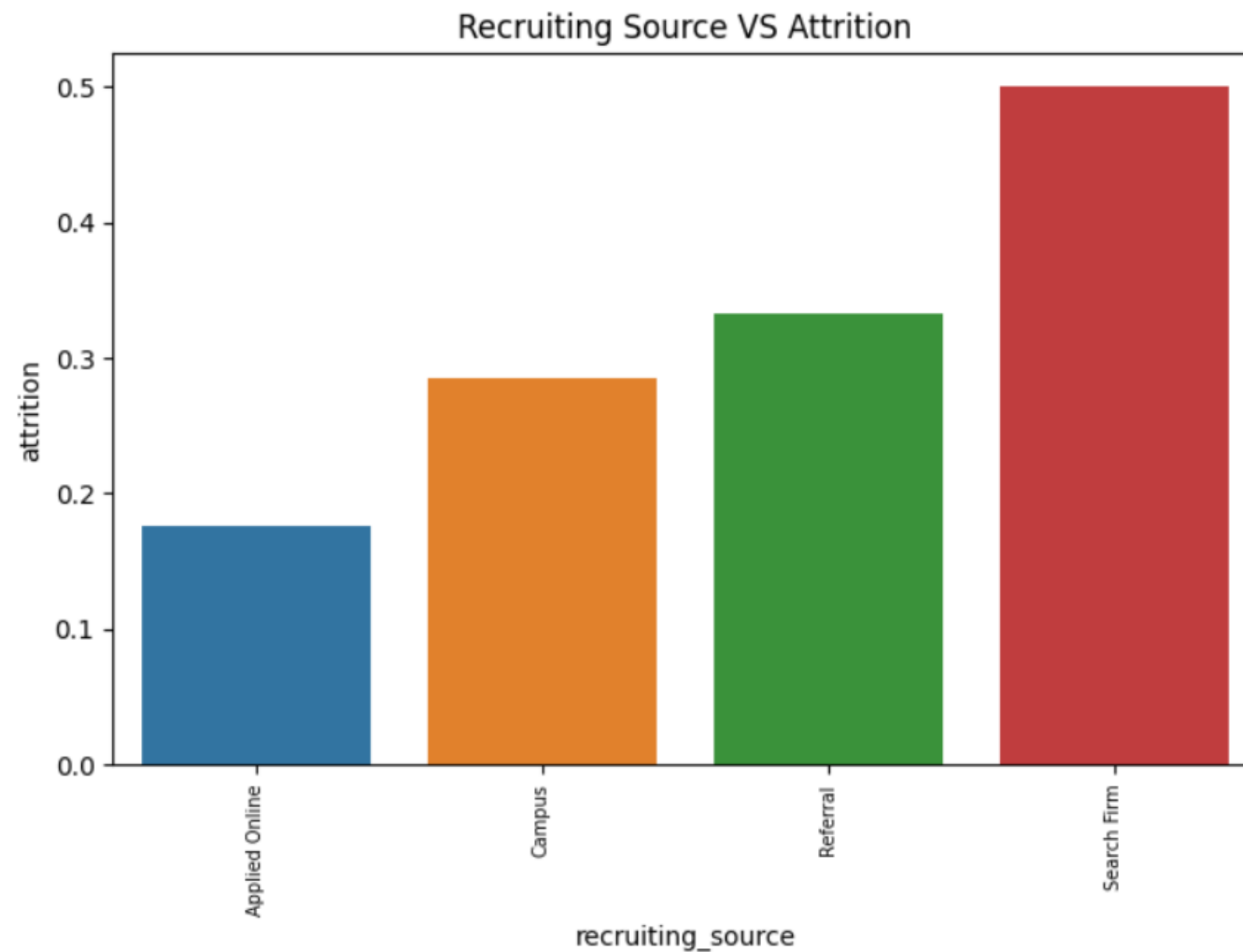
03
ANALYSIS

04
DATA
VISUALISATION

05
CONCLUSION

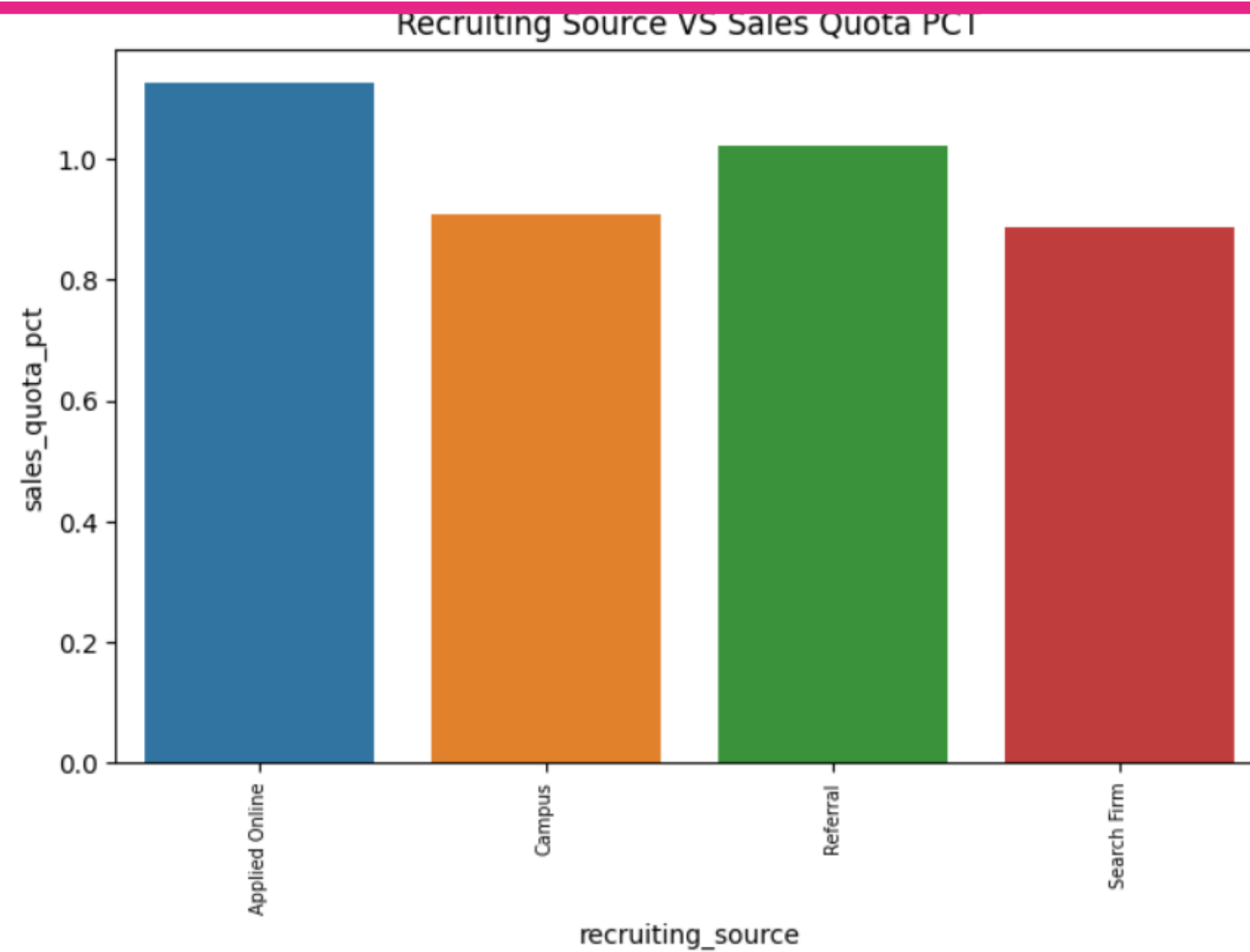
FINDINGS





ATTRITION RATE

The bar graph shows that "Applied Online" candidates have a low attrition rate, that they are indicating more productive candidates. As a result, "Applied Online" is the most effective recruitment channel. While "Search Firm" choices have a high attrition rate, and they are not a good source of hiring.



SALES RATE

The employees hired through "Applied Online" have enhanced the company's earnings compared as to employees hired through other channels.



PERFORMANCE RATING

Employees from 'Applied Online' and 'Campus' have high performance ratings, however employees from 'Search Firm' have the lowest performance ratings when compared to other sources.


CONCLUSION

The best way for our tech startup to find new employees seems to be through online applications.

Why? Because people we hire online tend to stick around longer and perform better in terms of sales.

So, it's a smart move to put more focus on online recruitment to build a strong team and keep our business thriving.





Thank you very much!

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