ADFACTORS PR
Reputation & Critical Issues Advisory

HR Dashboard

Home Page | HR_Summary | Headcount | Exit | CV_Ranking

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HR Dashboard

Home... | HR_Sum... | Headco... | Exit | CV_Rank...

HeadCount 102

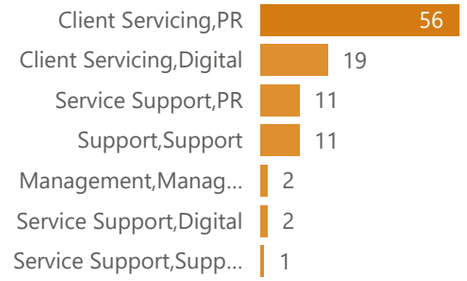
YTD Hiring 8

YTD Exits 80

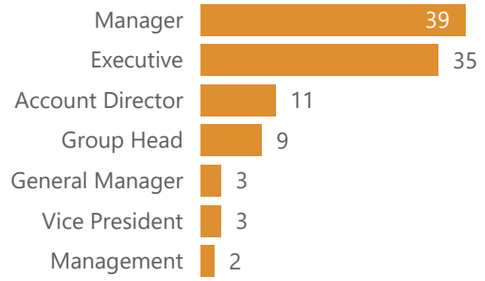
Avg Tenure 5.6

Female% 39%

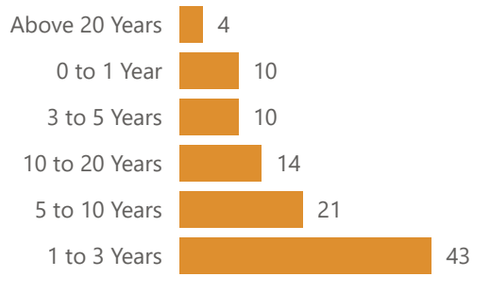
Active Emp by CS Functions



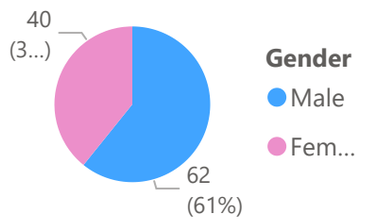
Active Emp by Band



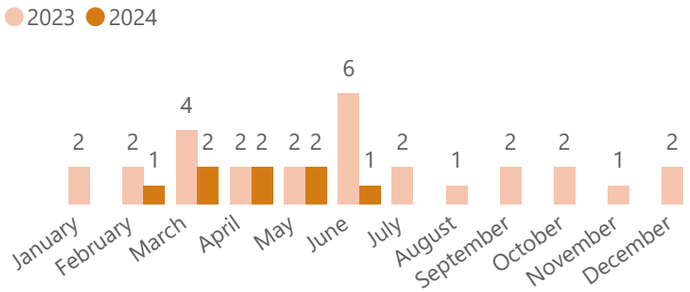
Active Emp by Tenure in Yrs



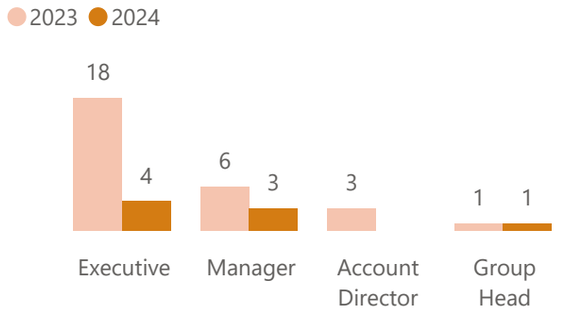
Active Emp by Gender



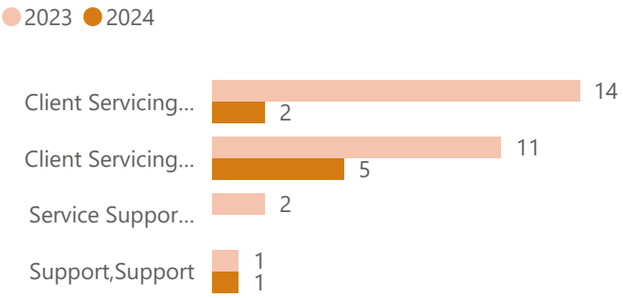
Hiring by Month



Hiring by Band



Hiring by Function

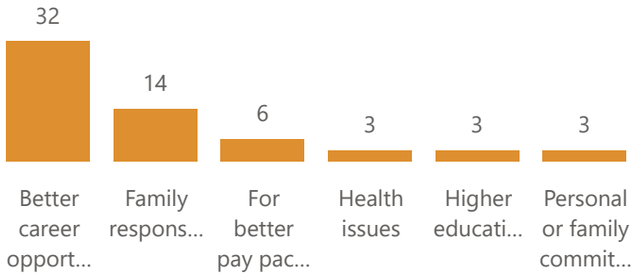


CS Funct... All

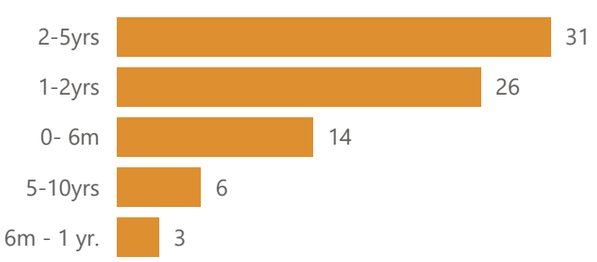
Band All

Type Of ... All

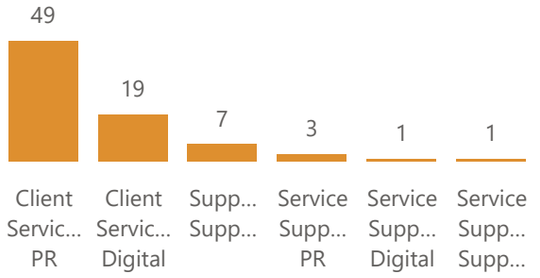
Top 5 Reason Exits



Exits by Tenure



Exits by CS Functions



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HeadCount 102

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Avg Tenure 5.6

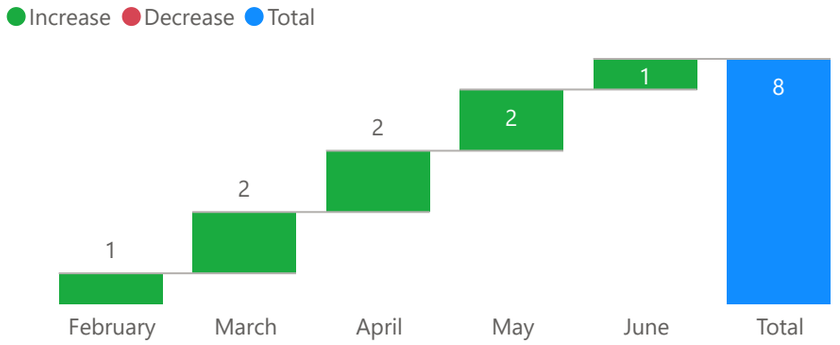
Female% 39%

CS Funct... All

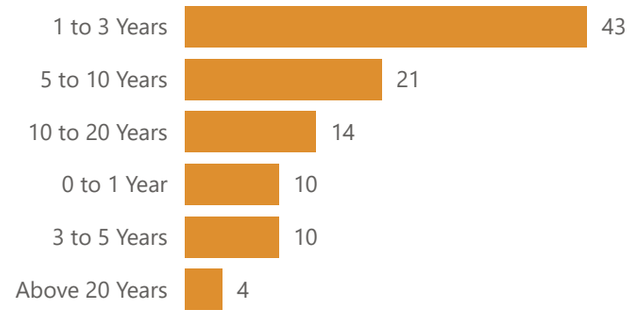
Band All

Type Of ... All

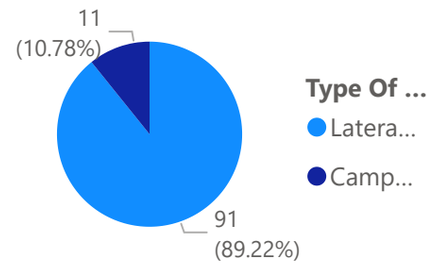
Hiring by Month



Headcount by Tenure



Headcount Lateral/Camp



Office City	Active Emp	Female%	Avg Tenure	YTD Hiring	LY Hiring
Mumbai	58	38%	5	3	19
Delhi	21	43%	5	3	3
Bengaluru	6	67%	3	1	1
Kolkata	4	25%	13		
Ahmedabad	2		9		
Bhubaneswar	2		6		1
Chennai	2	100%	5		1
Hyderabad	2		10		1
Indore	1	100%	2		1
Jaipur	1	100%	1	1	
Surat	1		12		
Goa	1		2		1
Visakhapatnam	1		16		
Total	**102**	**39%**	**6**	**8**	**28**

Headcount by Location

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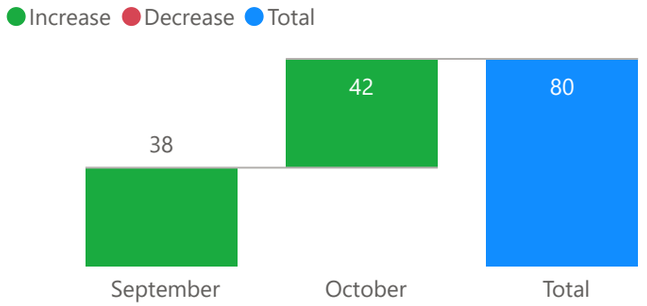
CS Funct... All

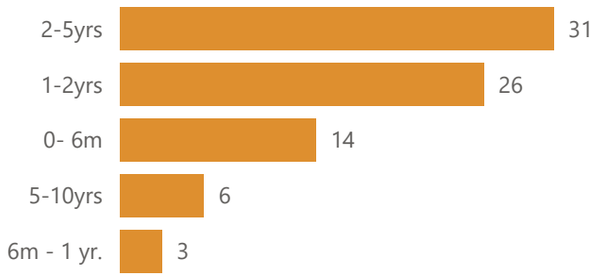
Band All

Type Of ... All

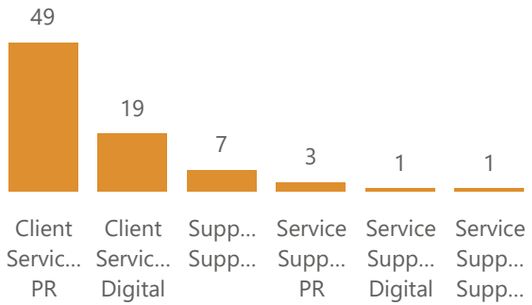
Exit by Month



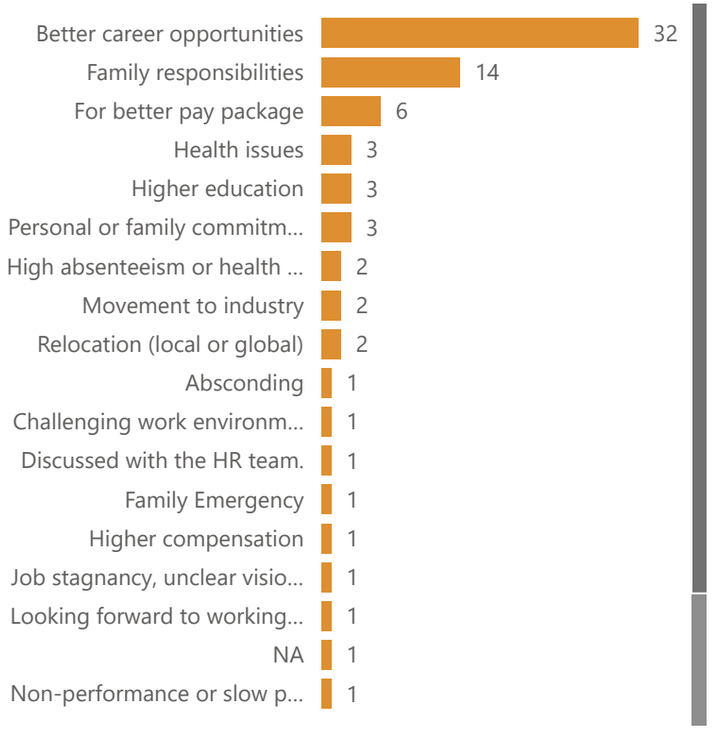
Exits by Tenure



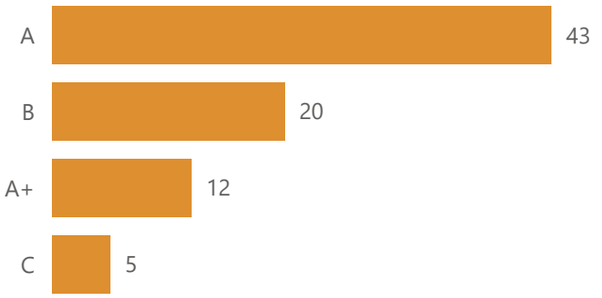
Exits by CS Functions



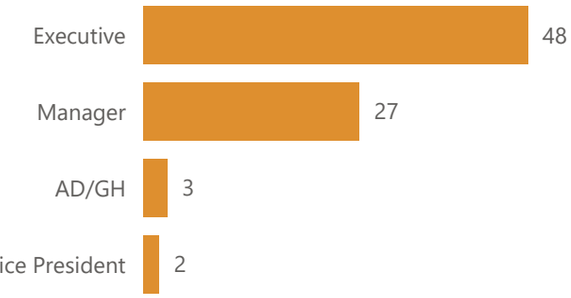
Top 10 Reason Exits



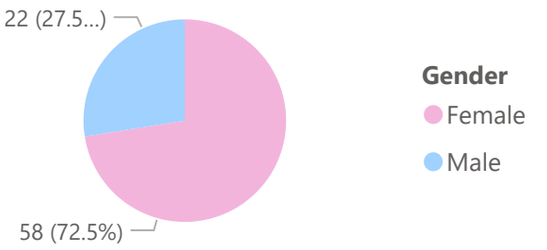
Exits by Cat Performance



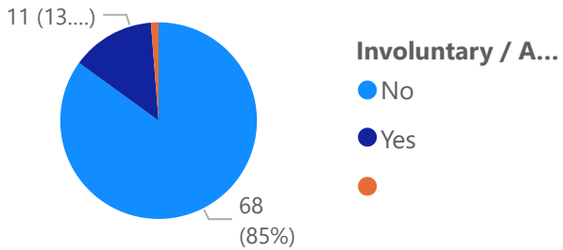
Exits by Grade



Exits by Gender



Exits by Gender



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Problem Statement : CV Rating

Review a set of 45 CVs and rank them from highest to lowest based on the following shortlisting parameters:

a) Content Writing
b) Presentation Skills
c) Influencer Marketing
d) Media Outreach
e) Digital/Social Media

2) **Sector Segregation:** Arrange or categorize the CVs based on brands from the following sectors:

a) Consumer/Lifestyle/Hospitality
b) BFSI/FinTech
c) Technology
d) Corporate/Real Estate/Infrastructure
e) Energy/Oil & Gas/Manufacturing/Steel/Mining

Solution : CV Rating

The system begins by collecting resumes in .docx or .pdf formats from a specified folder and extracting their text content using appropriate parsers.
Each resume is classified into predefined sectors (e.g., Technology, BFSI) using a two-step process: keyword matching followed by BERT-based similarity if no keywords are found.
A BERT model generates embeddings for the job description and each resume, and cosine similarity is calculated to rank resumes based on relevance.
The results, including the resume name, similarity score, and classified sector, are sorted in descending order of scores for prioritization.
Finally, the ranked resumes and sector classifications are exported to an Excel file for easy review and further analysis.

Resume	Ranking_Score	Sector
Neha Badlani_Resume_2020.docx	0.82	Consumer/Lifestyle/Hospitality
Namrata[8_0].docx	0.82	Technology
abhishek_Resume- 2020 aug.pdf	0.81	Consumer/Lifestyle/Hospitality
ShanuVaid[8_0].pdf	0.81	Consumer/Lifestyle/Hospitality
Riya Bhatia - Resume.pdf	0.79	Consumer/Lifestyle/Hospitality
PratishthaKaura[6_0] (1).pdf	0.79	Consumer/Lifestyle/Hospitality
Kritarth Srivastava - Resume.pdf	0.79	Technology
PriyankaKumari[7_0].pdf	0.79	Consumer/Lifestyle/Hospitality
PriyaSoni[10_0].docx	0.79	Consumer/Lifestyle/Hospitality
AshnaKhanna[2_1].pdf	0.78	Corporate/Real Estate/Infrastructure
MadhuChopra[9_0].pdf	0.78	Technology
RogerRayappan[5_0].pdf	0.78	BFSI/FinTech
DhirajMahindra[10_0] (1).pdf	0.78	Technology
Vaini Mehra_ Resume.pdf	0.77	Consumer/Lifestyle/Hospitality
AashimaB.pdf	0.77	Consumer/Lifestyle/Hospitality
Riya[2_3].pdf	0.76	Technology
Pooja Saha-Resume.pdf	0.76	Consumer/Lifestyle/Hospitality
ShivaniSwaroop[6_1].pdf	0.76	BFSI/FinTech
PriteshR[10_0].pdf	0.76	Technology
RajnigandhaKalra[12_0].pdf	0.75	Technology
Moumita Majumdar CV 2020.pdf	0.75	Consumer/Lifestyle/Hospitality
Resume - Sunakshi Soni (3).pdf	0.75	Consumer/Lifestyle/Hospitality
Saba Gupta_Communications Consultant_Resume.pdf	0.75	Technology
AASTHA CV.pdf	0.75	Consumer/Lifestyle/Hospitality
Niharika Mathur Profile Resume 7+ experience .pdf	0.74	Consumer/Lifestyle/Hospitality
Resume_Bhawana Narula.pdf	0.74	Consumer/Lifestyle/Hospitality
Vishal_Bhalla.pdf	0.73	Consumer/Lifestyle/Hospitality
Divya[2_0].pdf	0.73	Technology
ShradhaNischal[3_2].docx	0.73	BFSI/FinTech
DeekshaBhatnagar2020_Updated.pdf	0.73	Technology
AkshatRaiAngurala[1_0].pdf	0.73	Consumer/Lifestyle/Hospitality
Yash_Sharma.pdf	0.73	Consumer/Lifestyle/Hospitality