



HR

RECRUITMENT

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Reading Data

Reading the Data in Python

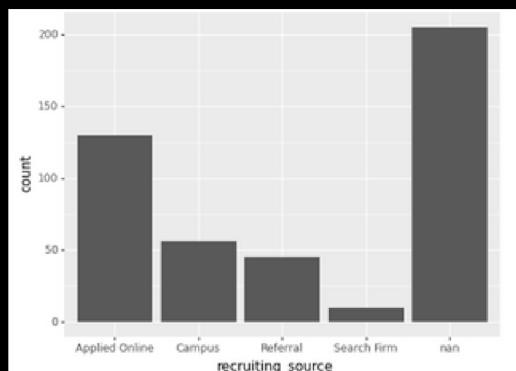
```
#importing the required libraries
import pandas as pd
from plotnine import ggplot
import matplotlib.pyplot as plt
import seaborn as sns
import warnings
warnings.filterwarnings('ignore')

#using pandas library and 'read_csv' function to read csv file
dataf=pd.read_csv("Recruitment_Data.csv")
#examine head
dataf.head()

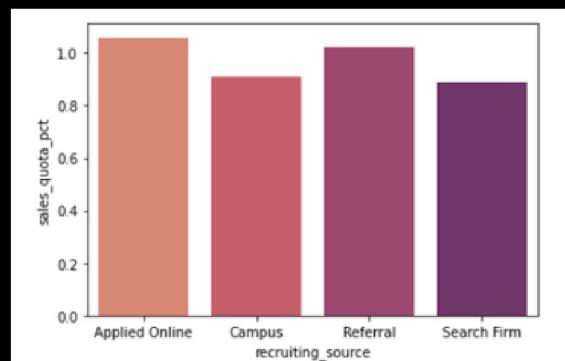
amition performance_rating sales_quota_pct recruiting_source
0 1 3 1.080190 Applied Online
1 0 3 2.394173 NaN
2 1 2 0.497530 Campus
3 0 2 2.513958 NaN
4 0 3 1.424789 Applied Online
```

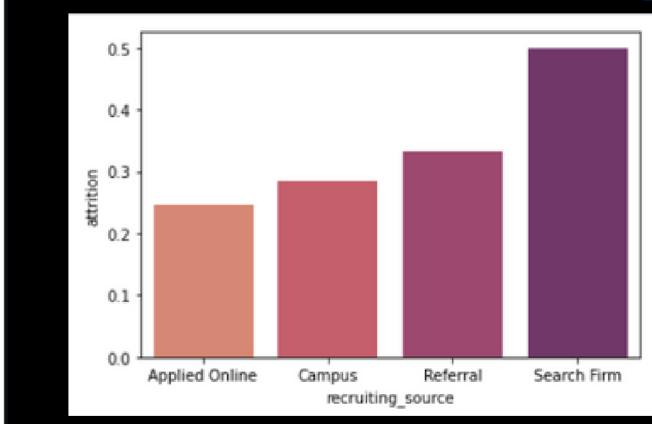
Recruitment Analysis

Applied online is the most common way of recruitment.

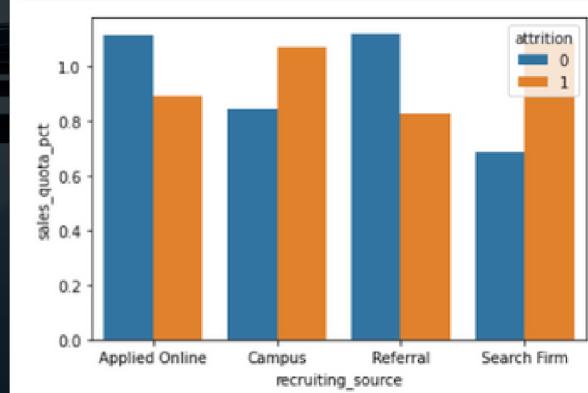


Grouping sales number by the recruiting source

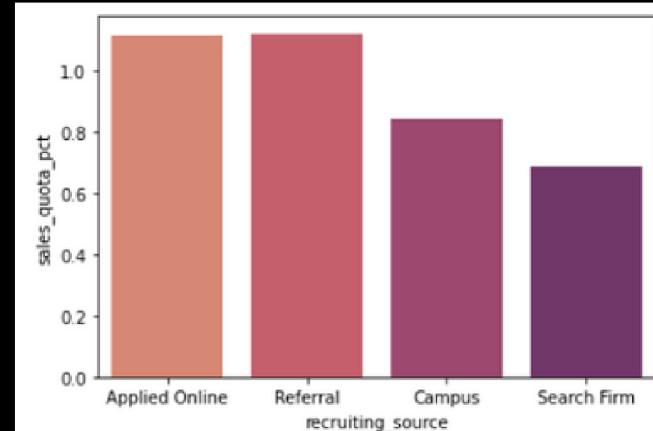




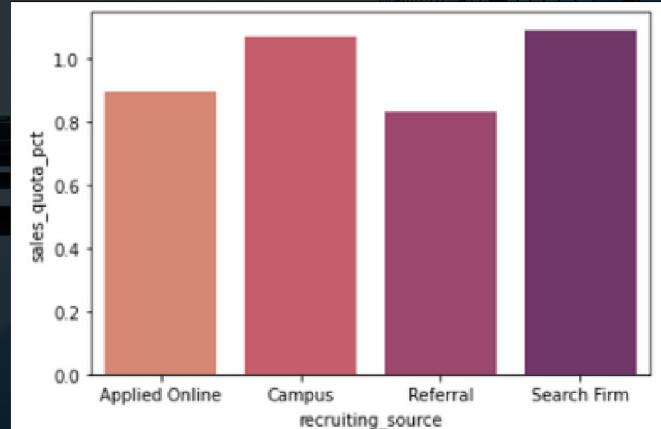
**Recruiting sources that have
high Sales numbers and low
Attrition numbers**



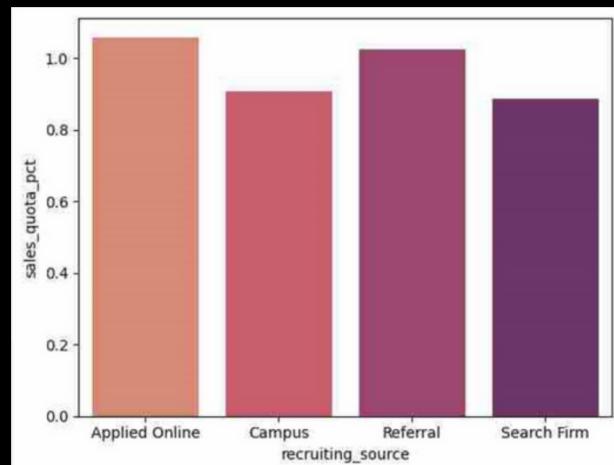
Attrition number 0 :- Average sales by the recruiting source



Attrition number 1 :- Average sales by the recruiting source



Sales differences by recruiting source



Recruiting Sources

The number of individuals who applied online is 130



The recruitment process from campus has resulted in the hiring of 56 candidates

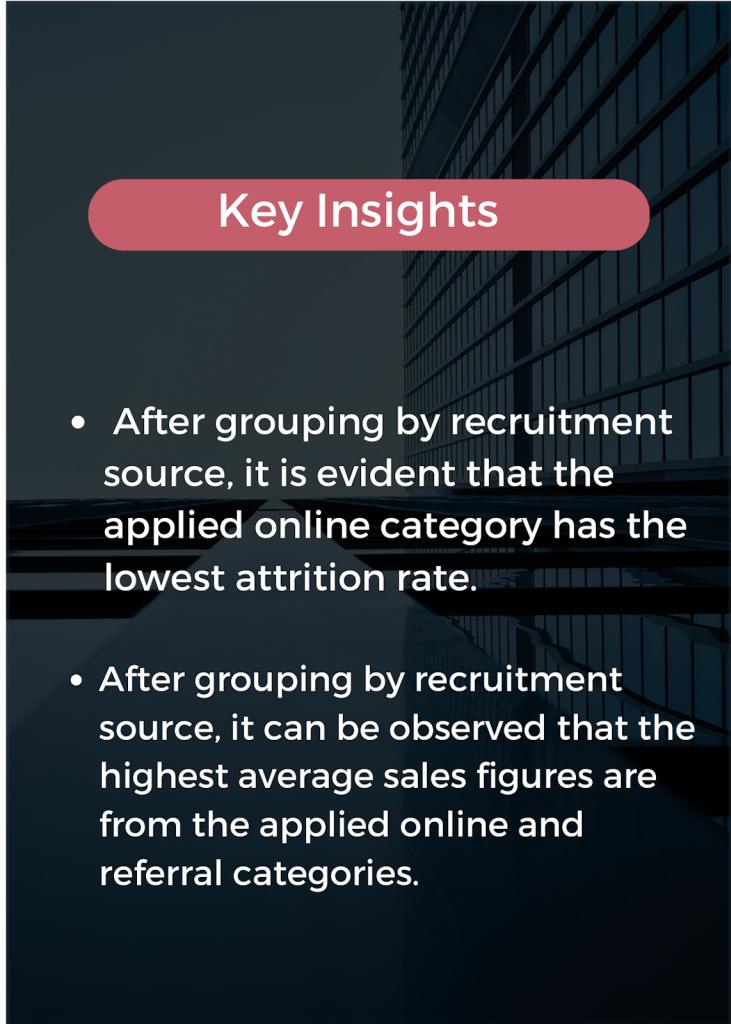


A total of 45 individuals have been hired through the process of referrals



The number of individuals hired through a search firm is 10





Key Insights

- After grouping by recruitment source, it is evident that the applied online category has the lowest attrition rate.
- After grouping by recruitment source, it can be observed that the highest average sales figures are from the applied online and referral categories.



Recommendation

- The recruitment sources of applied online and referrals have exhibited high sales numbers coupled with low attrition rates.
- For a tech startup, the most effective recruitment source is through online applications.

Conclusion

we can conclude that the applied online method is the most popular recruitment source as it attracted the highest number of candidates (130). However, the campus recruitment method seems to be the most effective as it resulted in the highest number of hires (56) compared to the referral (44) and search firm (10) methods. It is important to note that the effectiveness of a recruitment method depends on various factors such as the job requirements, industry, and the targeted talent pool. Therefore, it is advisable to analyze the effectiveness of recruitment methods on a case-by-case basis to determine the best approach for a specific organization or position.

