BUSINESS GOALS

Organization Structure background Info

Manager Name: Prof Chandrashekar Ramanathan
BU of interest: Recruitment Dept
Procure members: Priya Ranjan Sinha (MT2015082), Saurabh Devgun (MT2015101),
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Business Problem

Problem Description- To help the recruitment process in the market/industry with better guidelines for employers and employees.
Problem Area- Marketing
Status Quo- It's a new venture of Stack Overflow- there is a little effort put in this direction.

Document Key objectives

Our Proposed Solution-
- Employer- Better suggestion to recruit most suitable job candidates.
- Employee- Help the developers choose career path and take informed decisions

Success Criteria

- Personal feedback from those who have been given a recommendation should show that their skillset is being utilized in the recommended domain.
- Employers exhibit better decision making based on results (trends, summarization, etc.) revealed by analysis.

ASSESSING THE SITUATION

Resources Available

Hardware- 8 RAM, Windows/ LINUX OS, etc.

Data- Survey Data of registered users of Stack Overflow (for recent 2 years)

Personnel- DB Administrator (for data cleaning)

Risk Factors

Factor1- Timely Finish of Project

Contingency Plan- In case, time falls short, the scope can be reduced.

Factor2- Project finished within budget

Contingency Plan- In case, budget falls short, the scope can be reduced.

Liabilities

Requirements- The survey necessitates that no confidential/ proprietary information of any company is elicited.

Assumptions-

- Consulting Fees- $50000
- Data Quality Assumptions- data is obtained from reliable source and has no repetitive submission of data.
- Results or methods- Stack Overflow is only interested in results and not in methodology used.
- Constraints-
  - Financial- The budget of expenditure is $500 per person per week.
  - Legal- The terms and conditions are agreed with Stack overflow.

Terminology

- Compensation-midpoint- it is the midpoint of salary range.
- Purchasing Power- The power that employee has in the company- can he make his own decisions for or he has to depend on other
- Remote Status- Willingness of an employee to work at various locations (like office, home, etc.)

Cost Benefit Analysis

The estimated investment on the part of stack overflow is $50000. Stack overflow is expected to get a new market share in becoming a middleman for recruitment processes. So, it seems worth the investment.

DATA MINING GOALS

DM Goals-

Descriptive-

- Distribution of candidates taking different online training programs.
- Distribution of people according to salary range.
- Percentage of candidates working in different domains.
- Domain-wise average salary.
- Technology trending in different countries in different age groups.

Classification- To predict best domain suited for a candidate possessing a skillset. We will consider details like IDE, technologies, programming languages, etc. to classify candidates (helps employee).

Clustering- Form a community of related employees so that they can mutually grow in their craft (helps employee).

Association Rules-

1. Determining correlation between Salary and job satisfaction (helps employer).
2. Association between age group and online courses.

PROJECT TIMELINE

Phase	Time	Resources	Risks
Business Understanding	1 week	All Analysts	Economic change
Data Understanding	1 weeks	All Analysts	Data problems, Technology problems
Data Preparation	2 weeks	DM Consultant, DB analyst	Data problems, Technology problems
Modeling	2 weeks	DM Consultant, DB analyst	Technology problems, inability to find adequate model
Evaluation	1 week	All Analysts	Economic change, Inability to Implement Results
Deployment	1 week	DM Consultant, DB analyst	Economic change, Inability to Implement Results