

Using R to Analyze Recruiting Pipelines

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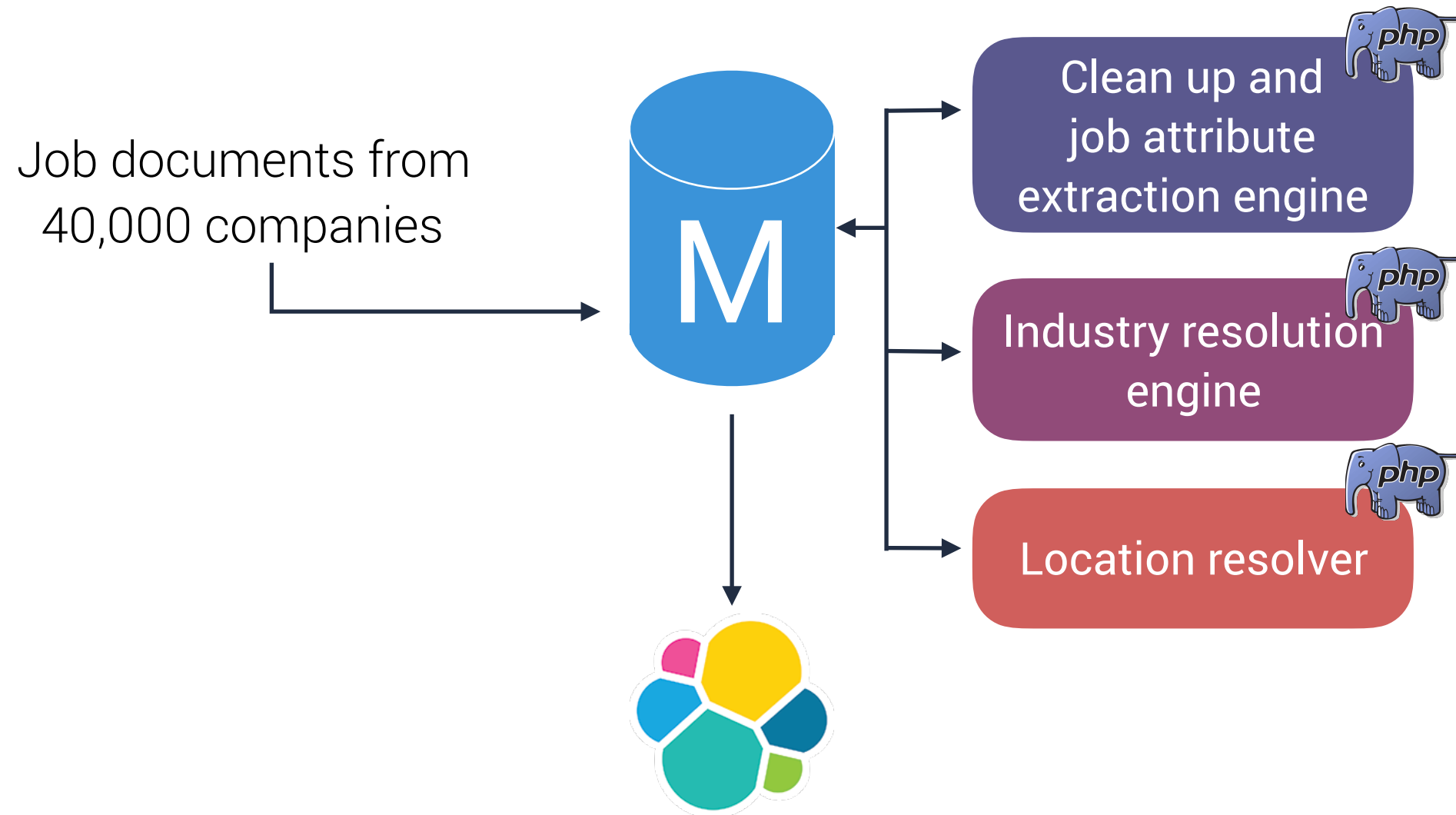
Jenny Dearborn @DearbornJenny

If you were to ask your CFO to make a decision, she would rely on facts, not opinions. In contrast, for years, the HR function has been asked to resolve some of the thorniest problems in the organization **without the clarity of meaningful data analytics.**

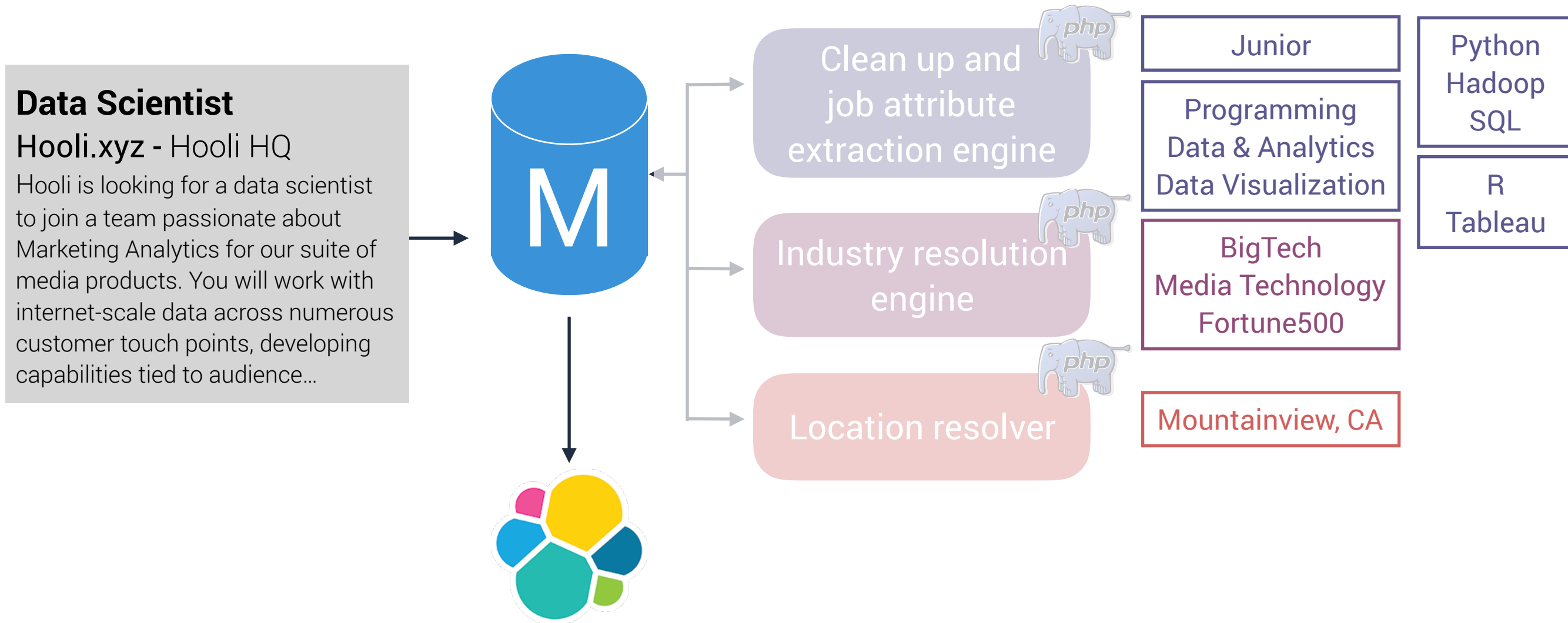
The TapRecruit Hierarchy of Recruiting Needs



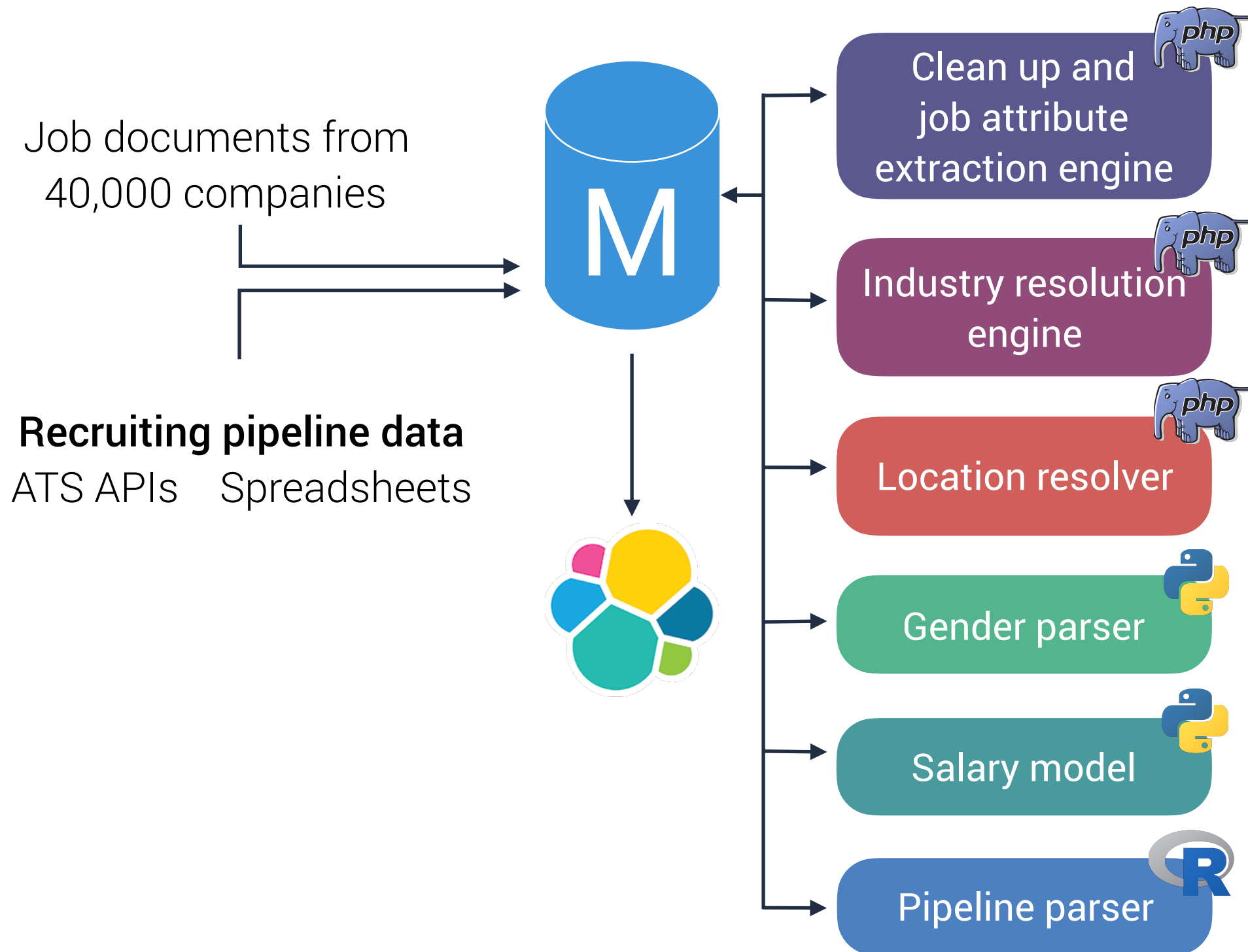
Transforming unstructured corpuses to structured taxonomies



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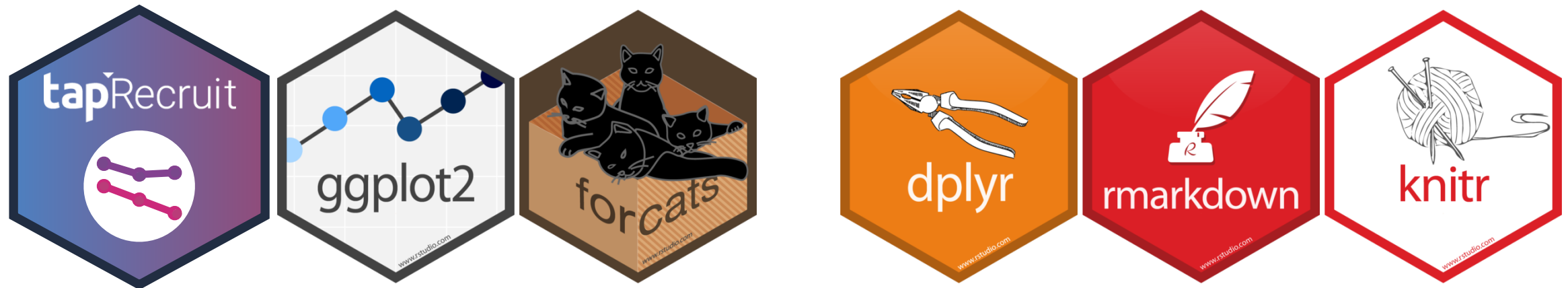


Pipeline Analytics involves deep integration of multiple resolution engines



Making Recruiting Reproducible (Again?)

requires Reproducible Workflows



Data cleanup scripts

- Integrity checking

Basic data transformation

- Appropriate factor levels

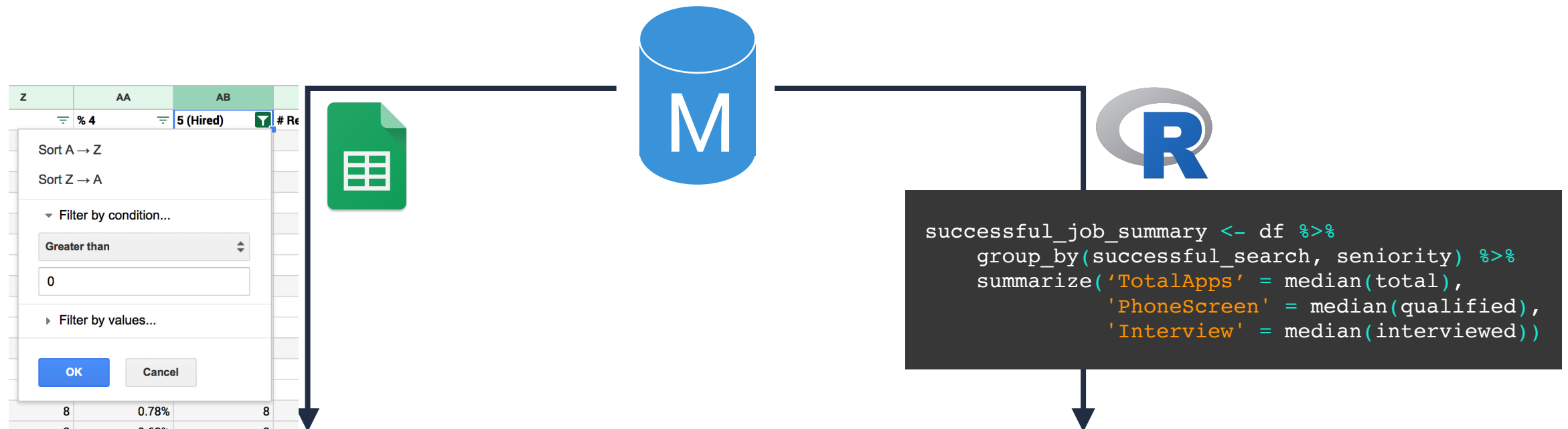
Graph templates

R Markdown notebooks

- Visualizing distributions
- Company-specific data transformations

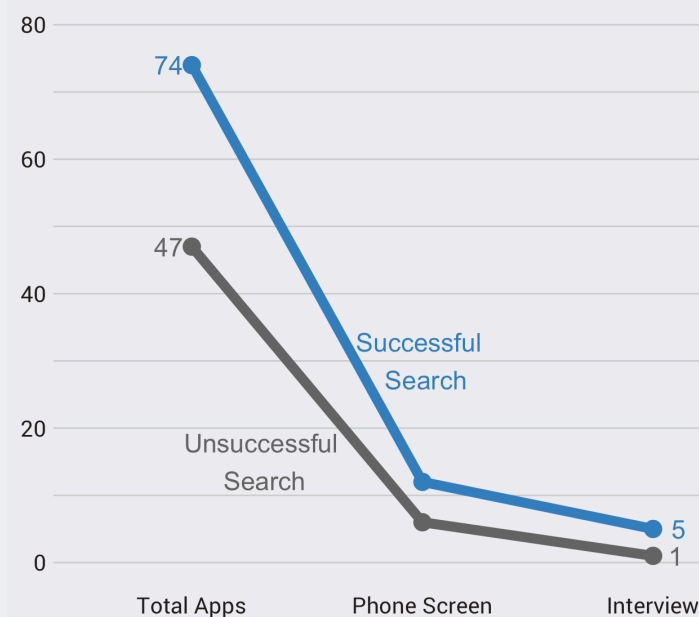
Graphs for reporting

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Applicants by Stage

Jobs that do not result in an offer start with fewer candidates at the start of the funnel.



Female Applicants by Stage

Jobs without offers to female applicants show female representation issues throughout the funnel.

