

Candidate Journey Overview

Candidate Journey Overview



Extract data from Success Factor or SAP S/4HANA.



Transform and model data in Datasphere for consistency.



Create interactive stories in SAC for insightful analysis

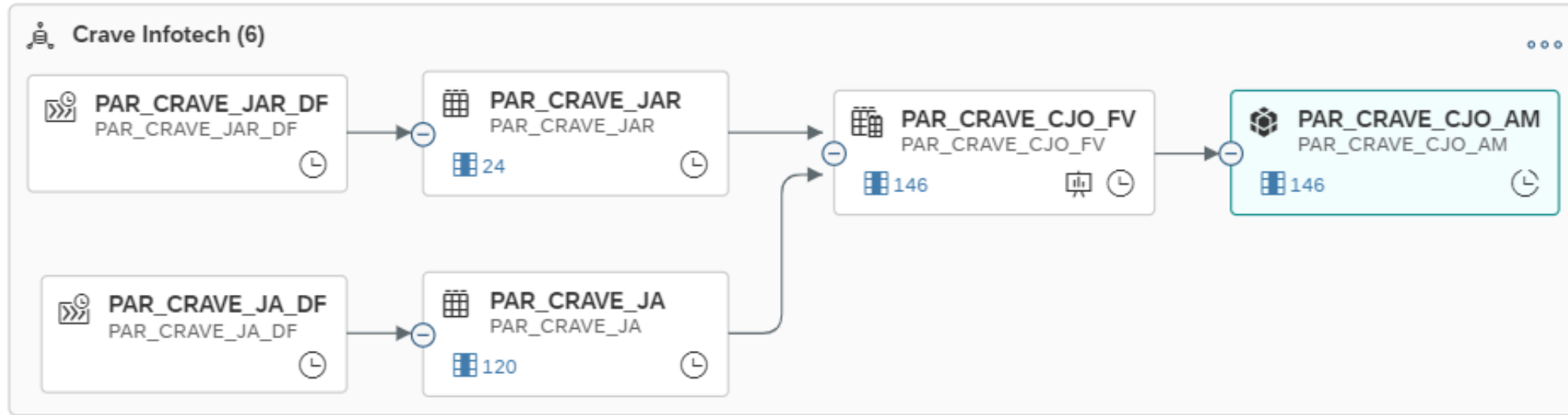
Candidate Journey Overview dashboard provides a detailed analysis of recruitment metrics, including candidate applications, sources, skill profiles, and predicted salaries. It enables businesses to track the effectiveness of recruitment channels and job positions, analyze trends, and monitor hiring costs. By offering both high-level summaries and detailed breakdowns, this dashboard supports strategic recruitment decisions and talent management.

- Tracks candidate applications by gender, country, and title.
- Provides insights into recruitment sources (corporate site, job boards, etc.) and their effectiveness.
- Analyzes predicted salaries based on skills and titles for better cost estimation.
- Offers interactive visualizations for dynamic exploration of trends in hiring and talent acquisition.

Key Performance Indicator

- Total Application Count
- Candidate Count per Current Title
- Candidate Count per Recruitment Source
- Predicted Salary per skill Set
- Predicted Salary per Title
- Application Count per Country
- Salary Range(High, Low, Predicted) Comparison

Datasphere Modelling





Candidate Journey Overview

Year
(All)

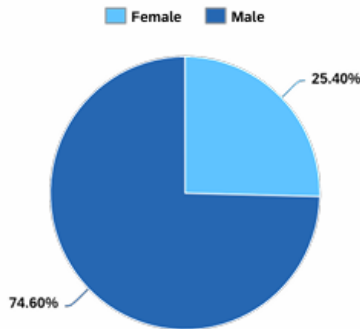
Application count

1,768

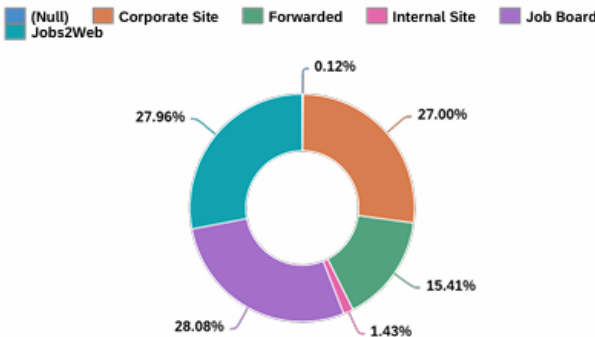
candidate count

521

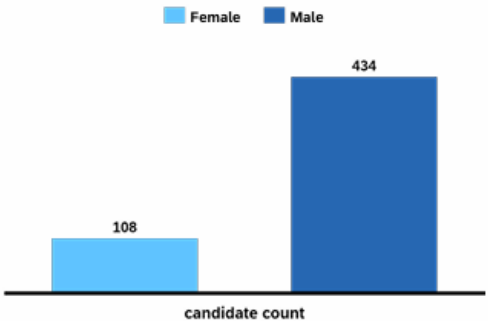
Application count per Gender



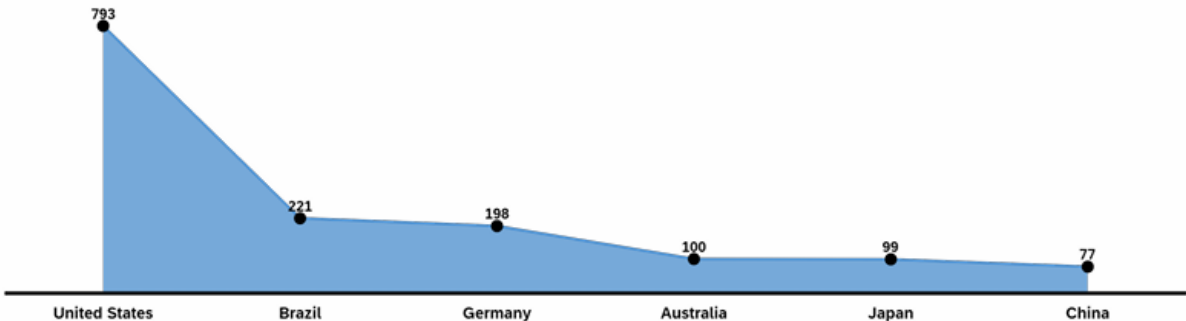
candidate count per Source Label



candidate count per Gender



Application count per Country



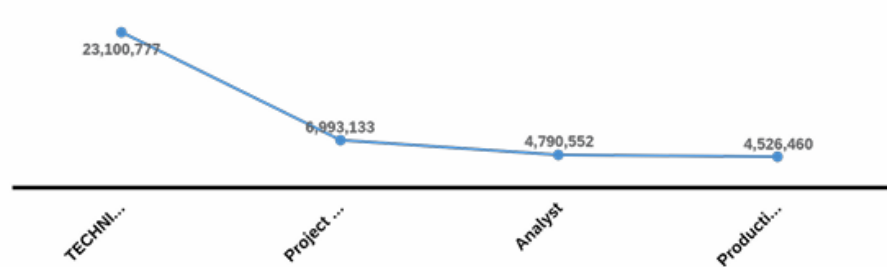
SAC Dashboard



Predicted Salary per Detected Skills



Predicted Salary per Current Title



Candidate count per Current Title

TECHNICAL MARKETING ENGINEER	319
Analyst	37
Project Manager	37
Project Coordinator	15
Market Analyst-Production	12

Candidate count per Detected Skills

Sales, Communication	453
Research, Manufacturing	76
Design, Research and development	50
Schedule, Management, Communication	50
Schedule, Management	33

Salary Comparison

Current Title	Account Manager	Analyst	Digital Expert	Director of Solution Services Sales	Engineer	HR Project Manager	IT Consultant	Market Analyst-Production	Mechanical Engineer	Office Staff/ Researcher	PHF
Measures											
predictedSalary	297,561	4,790,552	243,284	149,212	167,222	128,812	1,809,507	835,449	1,570,408	167,222	
salaryRangeHigh	424,600	4,050,326	389,392	202,000	180,000	118,986	1,817,421	606,110	1,620,000	180,000	
salaryRangeLow	229,920	1,612,305	93,600	77,520	58,500	46,800	734,720	421,730	526,500	58,500	



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