PROJECT 4

Hiring Process Analytics

Project Overview: This project focuses on performing a detailed data analysis of a company's hiring process. The main goal was to explore various factors such as gender representation, salary structure, departmental breakdown, and position hierarchy. The analysis aimed to reveal hiring trends and the organizational framework.

Approach: A systematic approach was adopted to meet the project's goals. A dataset containing information about hires, including gender, salary, department, and position, was obtained. Microsoft Excel 2022 was chosen for data analysis because of its flexibility and strength in managing tabular data. Techniques such as pivot tables, charts, and formulas were used to examine the data and derive key insights.

Tools Used:

- **Software:** Microsoft Excel 2022
- **Purpose:** Excel was employed for its comprehensive data analysis features, including pivot tables, charts, and statistical tools. This facilitated an in-depth review and visualization of the hiring data, leading to better understanding of trends and patterns.

Insights Uncovered:

- Gender distribution analysis provided a deeper understanding of the workforce composition.
- Salary analysis revealed important patterns regarding pay distribution.
- Departmental breakdown highlighted the composition of the workforce.
- Position tier analysis illustrated the distribution of roles within various levels.

These insights helped identify meaningful trends, shedding light on the hiring process and organizational dynamics.
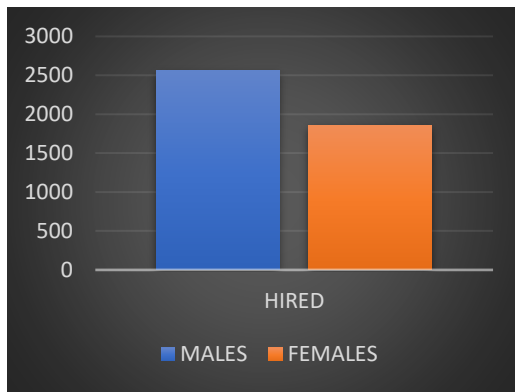
TASK 1- Hiring Analysis: The hiring process involves bringing new individuals into the organization for various roles.

OBJECTIVE- Determine the gender distribution of hires. How many males and females have been hired by the company?

RESULTS-

GENDER	HIRED
MALES	2561
FEMALES	1856

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TASK 2- Salary Analysis: The average salary is calculated by adding up the salaries of a group of employees and then dividing the total by the number of employees.

OBJECTIVE- What is the average salary offered by this company? Use Excel functions to calculate this.

RESULTS-

Average salary offered by the company =49983

Formula Used =Average(G:G).

TASK 3- Salary Distribution: Class intervals represent ranges of values, in this case, salary ranges. The class interval is the difference between the upper and lower limits of a class.

OBJECTIVE- Create class intervals for the salaries in the company. This will help you understand the salary distribution**.**

RESULTS-

| DEPARTMENT	AVERAGE SALARY OFFERED
Operatonal Deparment	49151
Finanace Department	49628
General Management	58722
Service Department	50630
Production Department	49448
Sales Department	49310
Marketing Department	48490
Purchase Department	52565
Human Resource Department	49002
Overall Average	49983

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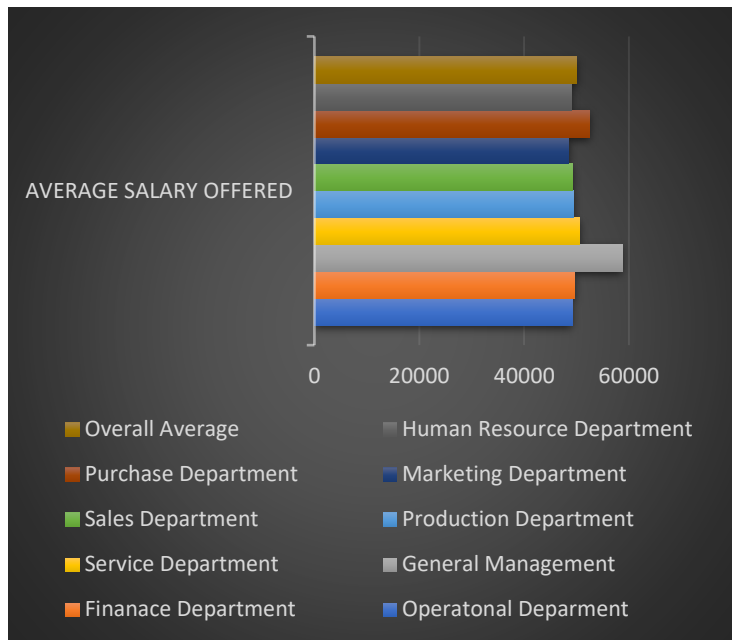
TASK 4- Departmental Analysis: Visualizing data through charts and plots is a crucial part of data analysis.

OBJECTIVE- Use a pie chart, bar graph, or any other suitable visualization to show the proportion of people working in different departments.

RESULTS-

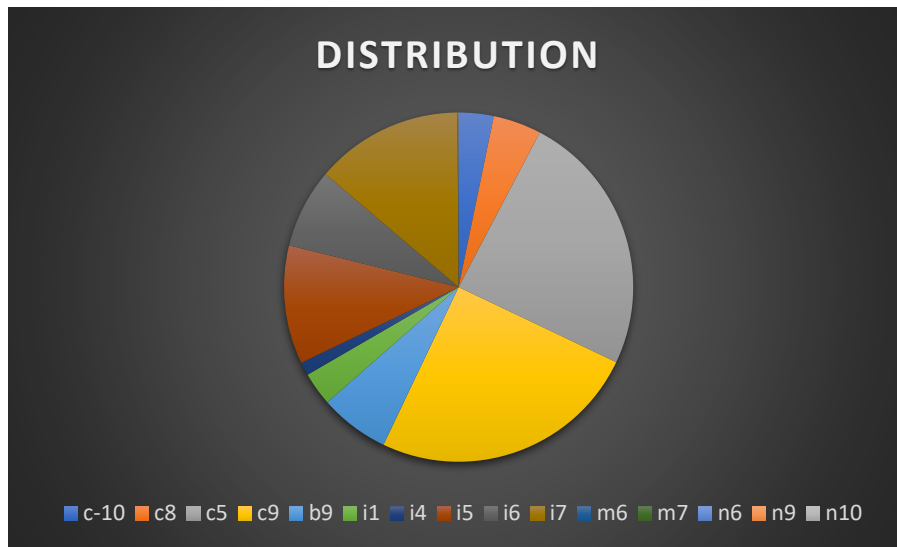| DEPARTMENT	Number Of People Workinhg
Operatonal Deparment	1843
Finanace Department	176
General Management	113
Service Department	1332
Production Department	246
Sales Department	485
Marketing Department	202
Purchase Department	230
Human Resource Department	70

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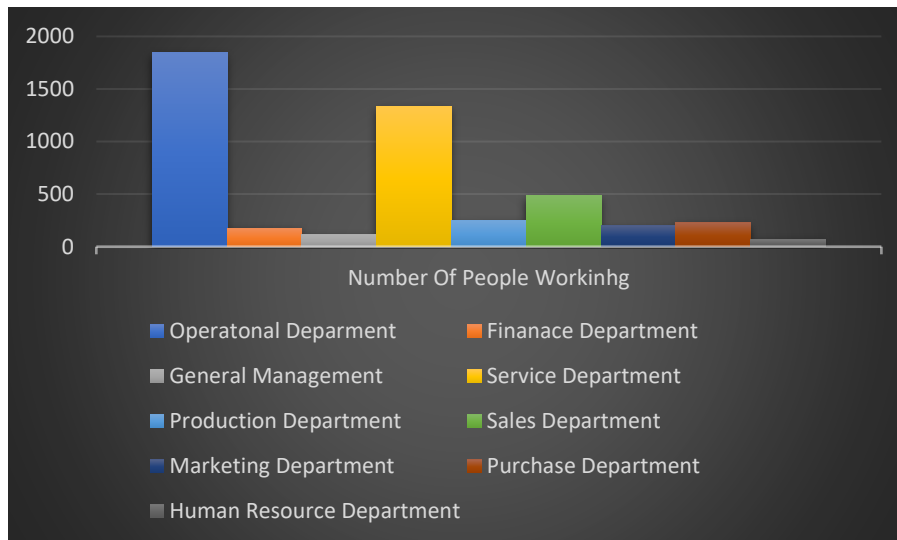
TASK 5- Position Tier Analysis: Different positions within a company often have different tiers or levels.

OBJECTIVE- Use a chart or graph to represent the different position tiers within the company. This will help you understand the distribution of positions across different tiers.

RESULTS-

POSITION TIERS	DISTRIBUTION
c-10	232
c8	320
c5	1747
c9	1792
b9	463
i1	222
i4	88
i5	787
i6	527
i7	982
m6	3
m7	1
n6	1
n9	1
n10	1

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DISTRIBUTION

Legend: c-10, c8, c5, c9, b9, i1, i4, i5, i6, i7, m6, m7, n6, n9, n10

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