Project 4: Hiring Process Analytics

Tech-Stack Used:

Microsoft Excel 2021 MSO (Version 2312 Build 16.0.17126.20126) 64-bit.

Microsoft Excel is a widely used tool for data analysis and some of its features include:Data Organization, Data Cleaning and Preprocessing, Basic Analysis and Visualization, Filtering and Sorting, Calculating Metrics, Conditional Formatting, Data Validation and Scenario Analysis.

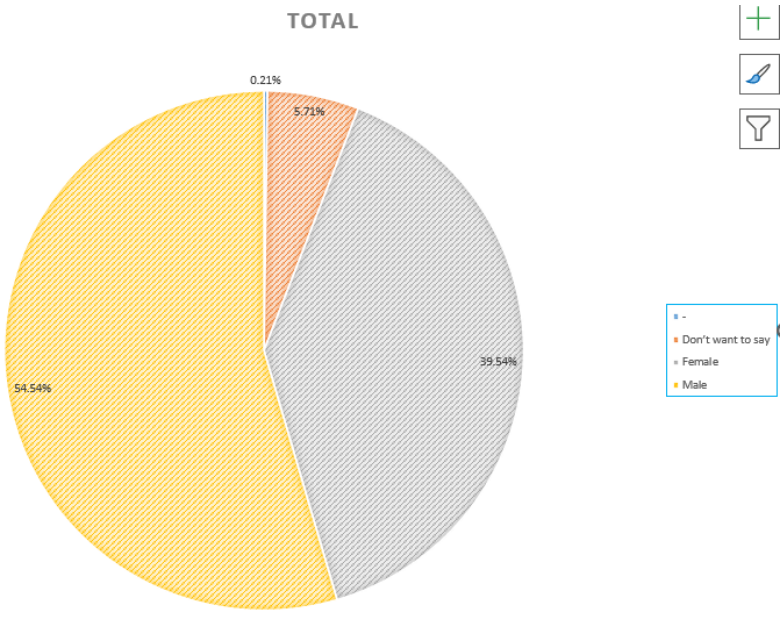
Problem Description and Result:

A. Hiring Analysis: The hiring process involves bringing new individuals into the organization for various roles.

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

TASK 1- Gender Distribution

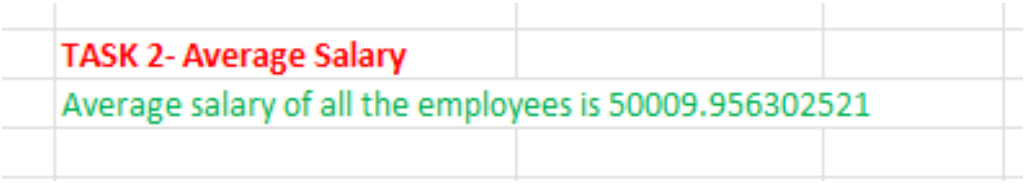
Gender	Status	Count
Male	Hired	2552
Female	Hired	1850
-	Hired	10
Don't want to say	Hired	267



From the above pie chart it can be seen that, the number of male employees who got hired by the company is more than female employees and the employees who chose not to disclose their gender.

B. 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.

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



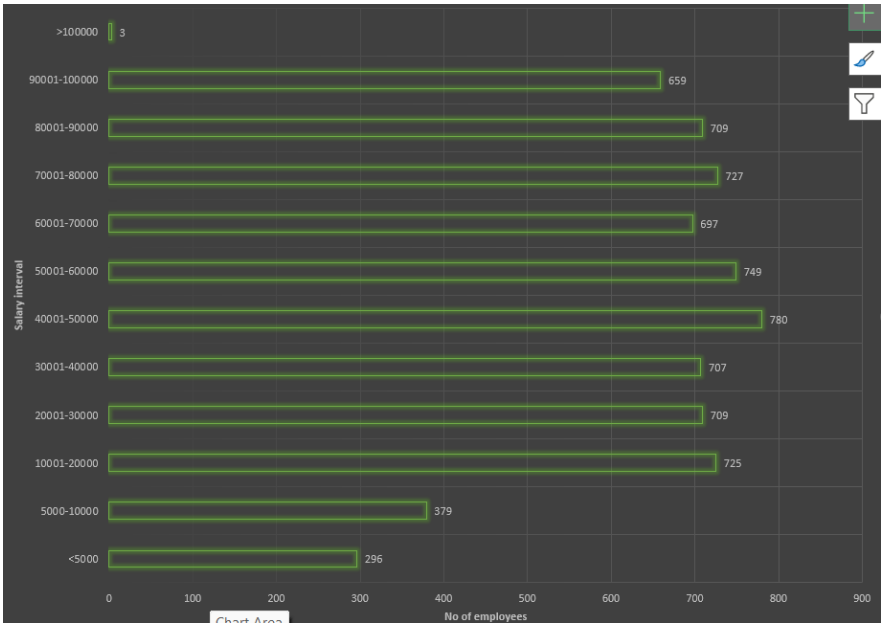
C. Salary Distribution: Class intervals represent ranges of values, in this case, salary ranges. The class interval is the difference between the upper and lower limits of a class.

Task: Create class intervals for the salaries in the company. This will help you understand the salary distribution.

TASK 3- Salary Distribution

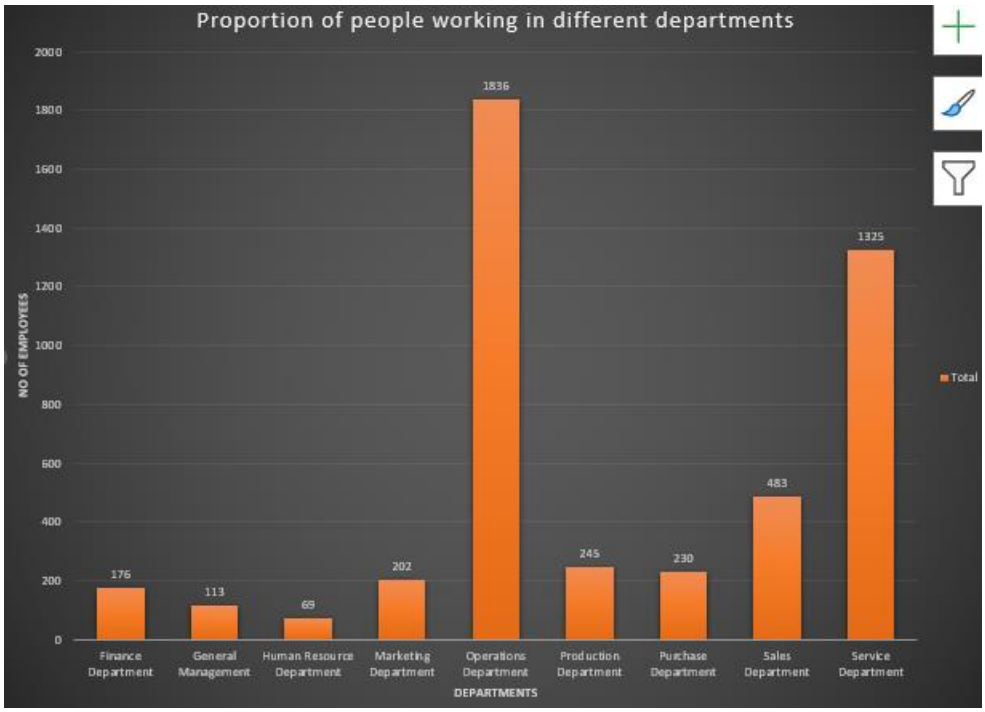
Salary interval	Count
<5000	296
5000-10000	379
10001-20000	725
20001-30000	709
30001-40000	707
40001-50000	780
50001-60000	749
60001-70000	697
70001-80000	727
80001-90000	709
90001-100000	659
>100000	3

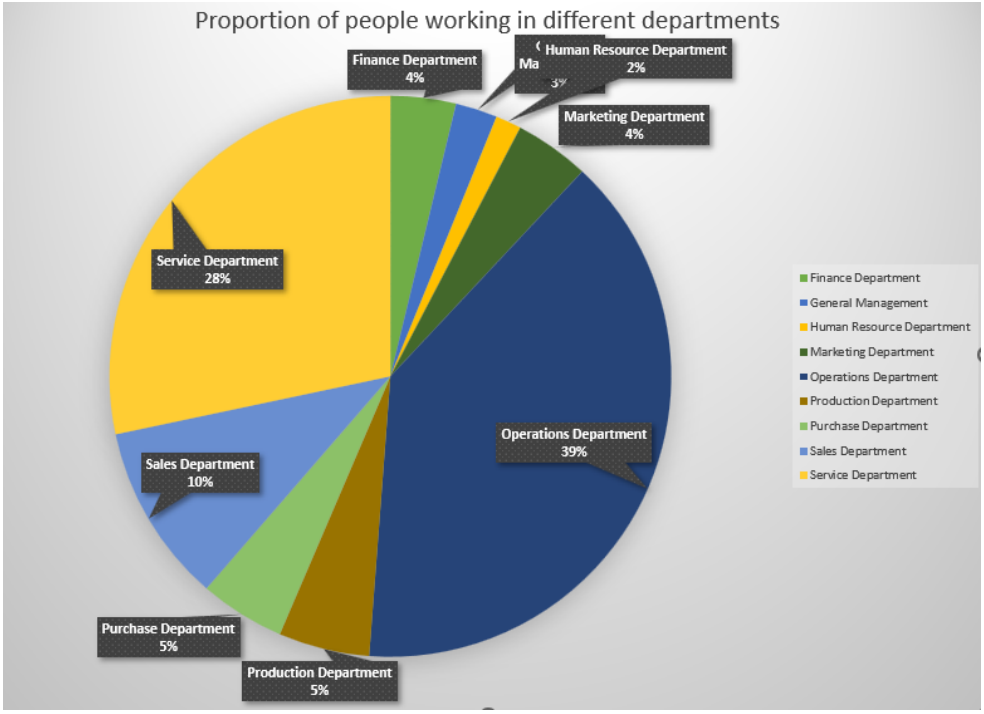
The above table depicts that maximum employees earn between 40,000 to 50,000 and only 3 employees earn above 1 lakh. Graphically, the above table is shown as below:



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

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

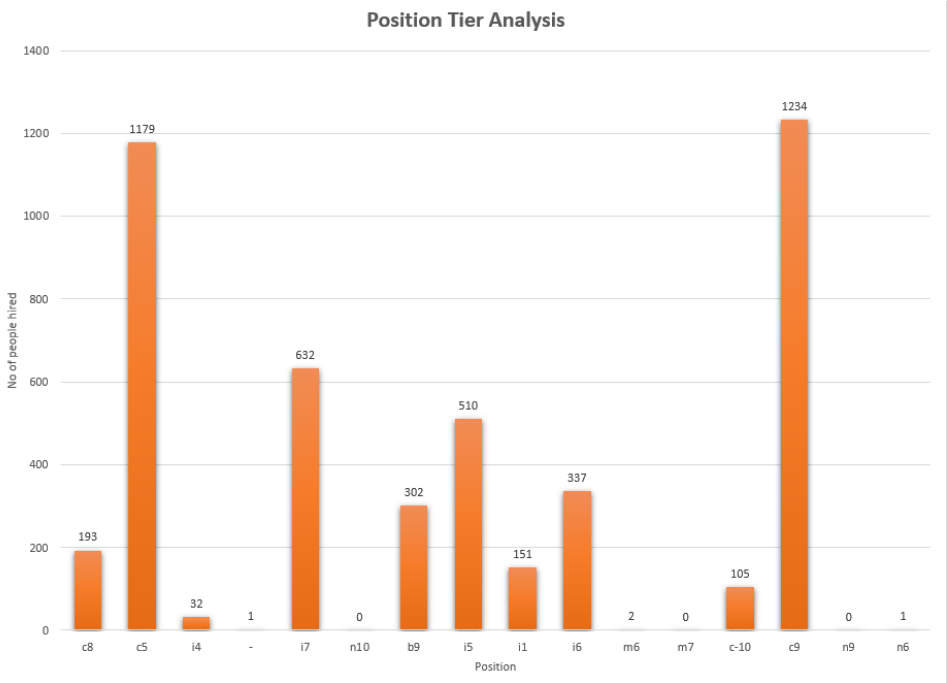




The above two charts conclude that the Operations department has the maximum number of employees; whereas the HR department has the least.

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

Task: 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.



Link to excel sheet: click to open excel sheet

Conclusion:

The Excel project focused on deriving valuable insights from the hiring process, shedding light on the dynamics of employee selection, salaries, positions, and departmental assignments. The findings provide a data-driven foundation for optimizing recruitment strategies and making informed decisions.