

Hiring Process Analytics

By: Aishwarya Ganapat Desai

Project Description

The Hiring Process is process of in taking of people into an organization for various kinds of positions. The hiring process is a crucial function of any company.

The primary objective revolves around grasping patterns such as the quantity of declined candidates, interviews conducted, job categories, and available job openings, all of which can furnish valuable discernments for the recruitment department.

Approach

1. Download Dataset
2. Understand data
3. Check for missing values
4. Detecting outliers
5. Visualizations
6. Analysis of data

Tech Stack Used

- Microsoft Excel 2016 (for analysis purpose)
- Jupyter notebook (for analysis and presentation)

Using above two updated versions helped me to analyze and visualize data effectively.

Insights

A. Hiring Analysis: To determine the gender distribution of hires. To determine how many males and females have been hired by the company.

Row Labels	Count of event_name
-	15
Donâ€™t want to say	393
Female	2675
Male	4085
(blank)	0
Grand Total	7168

It suggest that out of total candidates 2675 females while 4085 males were hired by the company.

B. Salary Analysis: To determine the average salary offered by this company

Row Labels	Average of Offered Salary
Finance Department	49628.00694
General Management	58722.09302
Human Resource Department	49002.27835
Marketing Department	48489.93538
Operations Department	49151.35438
Production Department	49448.48421
Purchase Department	52564.77477
Sales Department	49310.3807
Service Department	50629.88418
(blank)	
Grand Total	49983.02902

The overall average salary is **49983.02902**

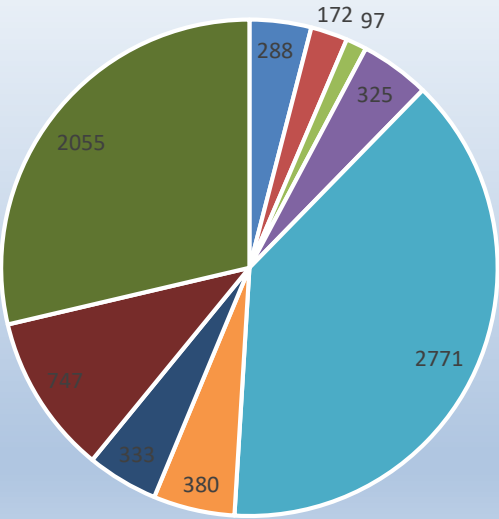
C.Salary Distribution: To Create class intervals for the salaries in the company. This will help you understand the salary distribution.

Class Interval for Salary	No. of Employees
1-50000	3613
50001-100000	3552
100001-150000	0
150001-200000	1
200001-250000	0
250001-300000	1
300001-350000	0
350001-400000	1

D. Departmental Analysis: To use the charts to show the proportion of people working in different departments.

Row Labels	Count of Post Name
Finance Department	288
General Management	172
Human Resource Department	97
Marketing Department	325
Operations Department	2771
Production Department	380
Purchase Department	333
Sales Department	747
Service Department	2055
(blank)	
Grand Total	7168

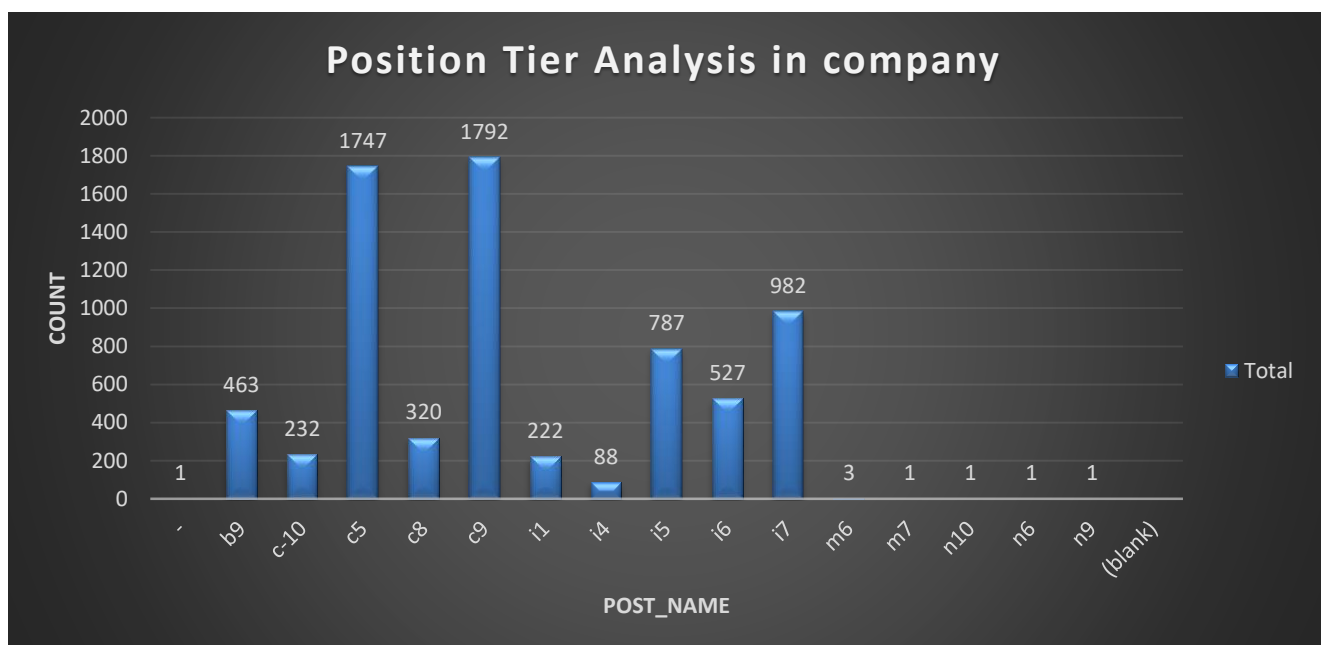
Total



- Finance Department
- General Management
- Human Resource Department
- Marketing Department
- Operations Department
- Production Department
- Purchase Department
- Sales Department
- Service Department
- (blank)

E. Position Tier Analysis: To use suitable visualizations to represent the different position tiers within the company.

Row Labels	Count of Post Name
-	1
b9	463
c-10	232
c5	1747
c8	320
c9	1792
i1	222
i4	88
i5	787
i6	527
i7	982
m6	3
m7	1
n10	1
n6	1
n9	1
(blank)	
Grand Total	7168



Results

1. From the total employees, 2675 females while 4085 males are hired.
2. The General Management Department has the highest salary 58722.09302 and the Marketingdepartment has lowest salary.
3. Most of the employees are in the salary interval 1-50000.
4. Most of the Employees are in the post tier of c9 i.e. 1792.