Hiring Process Analytics Report

Project Overview :

The goal of this project was to analyze the company's hiring process to understand gender distribution, interview success rates, and other trends.

Dataset: The dataset included records such as application_id, interview dates, statuses (hired/rejected), gender, department, post name, and offered salaries.

Approach Summary: Using statistical and data analytics techniques in Excel to clean, analyze, and derive insights from the data.

EXCEL SHEETD ⬇️

Excel Sheet Link

Approach and Execution

Step 1: Data Cleaning

Handled missing data by checking for empty cells and imputing or removing irrelevant records.

Step 2: Clubbing Columns

Combined certain categories (e.g., job types) for simpler analysis.

Step 3: Outlier Detection and Removal

Identified outliers in salary data using Excel's IQR method.

Step 4: Analysis

Used Excel functions like COUNTIF to calculate gender distribution, total hires, and department-wise trends.

Step 5: Visualization

Generated charts in Excel (bar graphs, pie charts) to visualize hiring trends.

Tech- Stack Used

Microsoft Excel 2022:

Used for data cleaning, analysis, and visualization.

COUNTIF, IQR, and Pivot Tables:

Utilized for counting, outlier detection, and summarizing data.

Excel Charts (Bar, Pie):

To visualize gender distribution and trends.

Insights

- **Gender Distribution:**
1. Males hired: X
2. Females hired: Y
3. Gender gap insights based on total hires.

- **Department-wise Analysis:**
1. Sales Department: Z hires (Male: A, Female: B)
2. Operations Department: C hires (Male: D, Female: E)

- **Salary Trends:**
1. Average salary offered to males: X1
2. Average salary offered to females: Y1
3. Any gender-based salary disparities or trends discovered.

- **Interview Success Rates:**
1. Total interviews conducted: N
2. Success rate: X%

RESULTS

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

Males Hired	Females Hired
4085	2675

RESULTS :

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.

Average Salary
49983.02902

Results

C. <u>Salary Distribution</u>:

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.
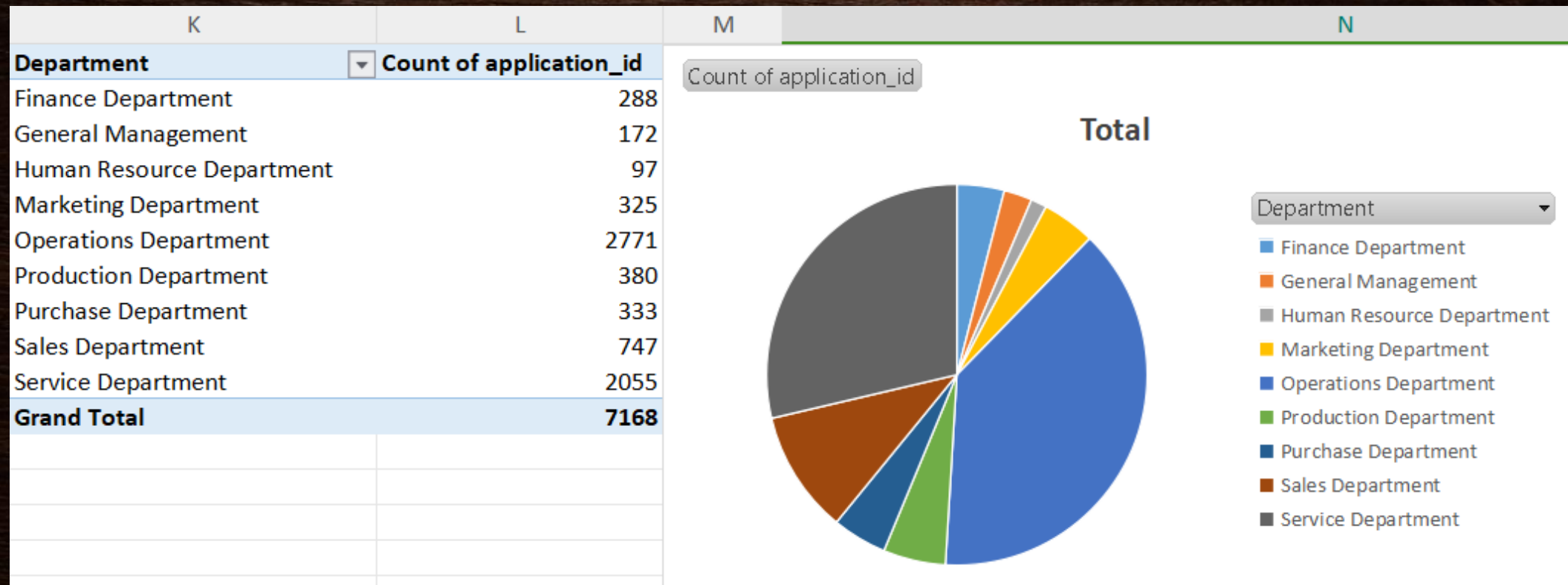
Salaries	Number of Employees
20,000	1410
40000	1421
60000	1432
80000	1370
100000	3

Results

D. Departmental Analysis:

Visualizing data through charts and plots is a crucial part of data analysis.

Department	Count of application_id
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
Grand Total	**7168**

Results

E. Position Tier Analysis:

Different positions within a company often have different tiers or levels.

Post Name	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
Grand Total	**7168**