HIRING PROCESS ANALYTICS

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PROJECT DESCRIPTION

This project involves analyzing the hiring process data of a multinational company to derive meaningful insights that can help improve the company's hiring process. The objectives include determining gender distribution among hires, analyzing salary statistics, understanding salary distribution, departmental analysis, and analyzing position tiers within the company.

TECH-STACK USED

Software: Microsoft Excel

Purpose: Microsoft Excel is used for data analysis, manipulation, and visualisation due to its powerful features and user familiarity. It provides functions for statistical calculations, charting tools for visualisation, and flexibility in handling various data formats.

APPROACH

1 Data Preparation: Importing the dataset into Microsoft Excel and preparing it for analysis by handling missing values, clubbing columns if necessary, and detecting and handling outliers.

2 Data Analysis: Using Excel for gender distribution, average salary calculation, salary intervals, departmental analysis, and position tier analysis.

3 Visualization: Creating suitable visualizations such as pie charts, bar graphs, or charts to represent the analyzed data effectively.
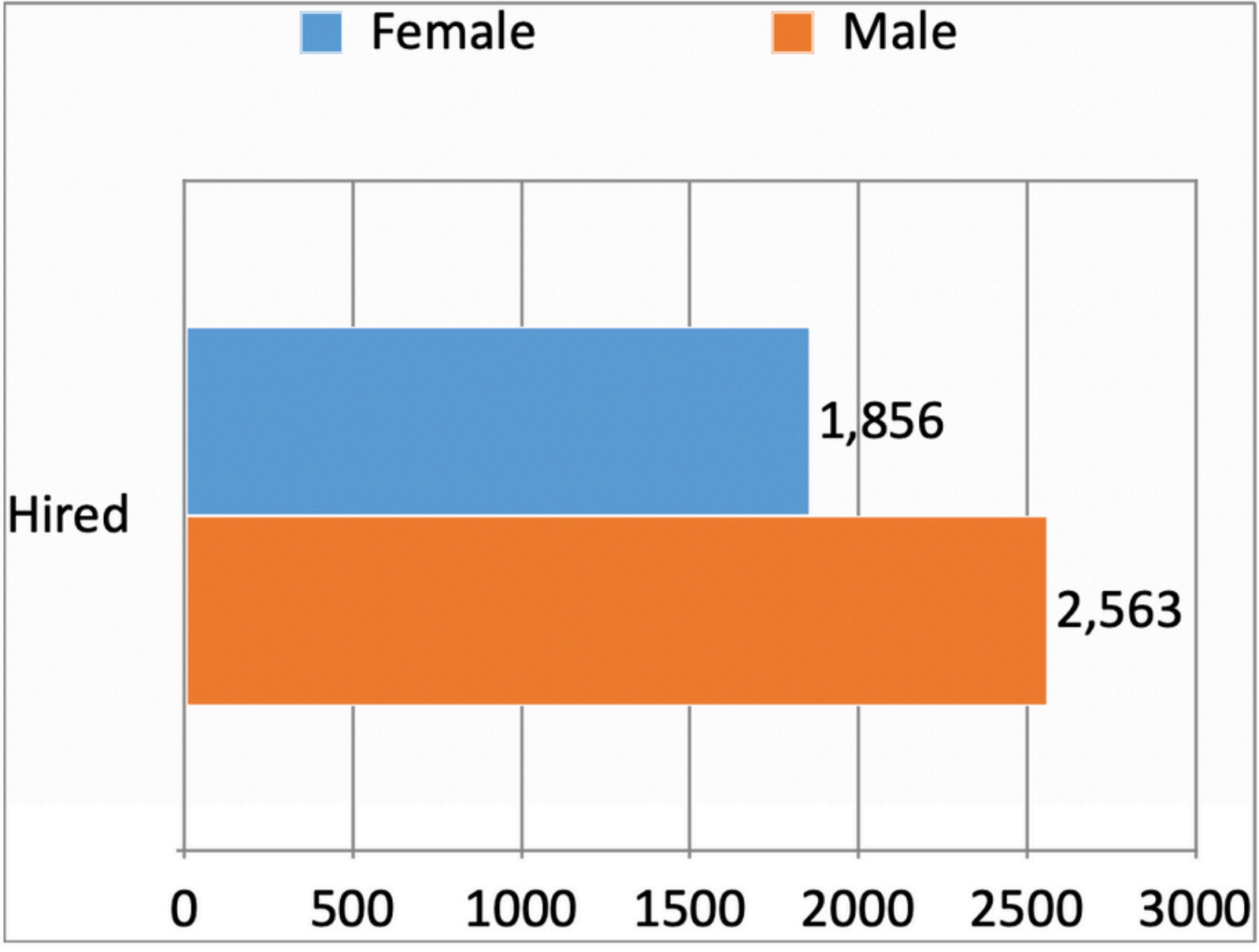
4 Report Generation: Summarizing the findings, insights, and recommendations in a report format suitable for presentation to the leadership team.

4

A. HIRING ANALYSIS

Column D	Female	Male	Grand Total
Column C	Column A (Count All)		
Hired	1856	2563	4419
Grand Total	1856	2563	4419

B. SALARY ANALYSIS

To determine the average salary offered within this company, we will adhere to the following steps:

Initiate by eliminating outliers from the salary dataset, specifically removing salaries below 1000 and above 100000.
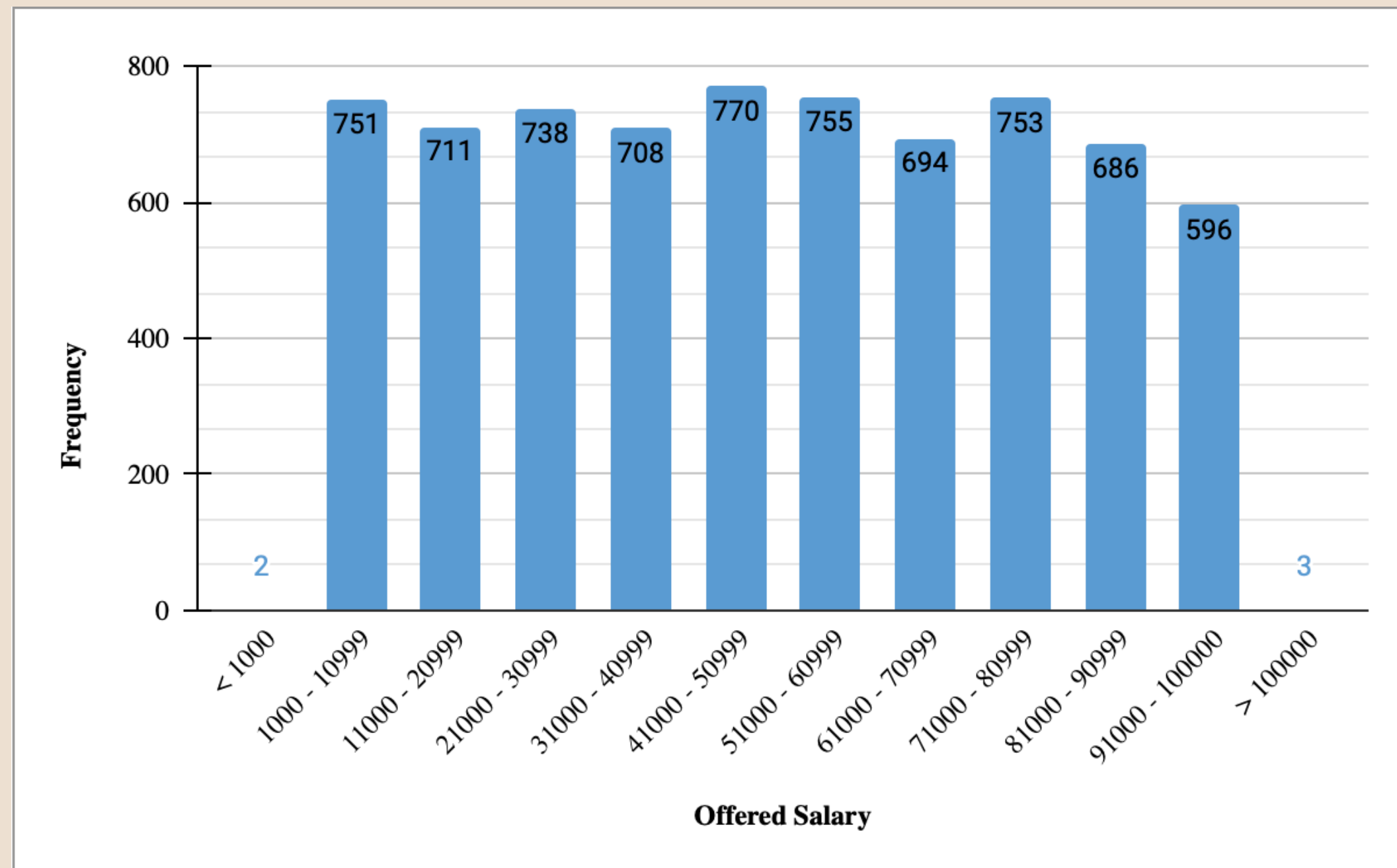
Subsequently, calculate the average salary using the formula:

=AVERAGE(IF(AND(G:G>=1000, G:G<=100000), G:G, ""))

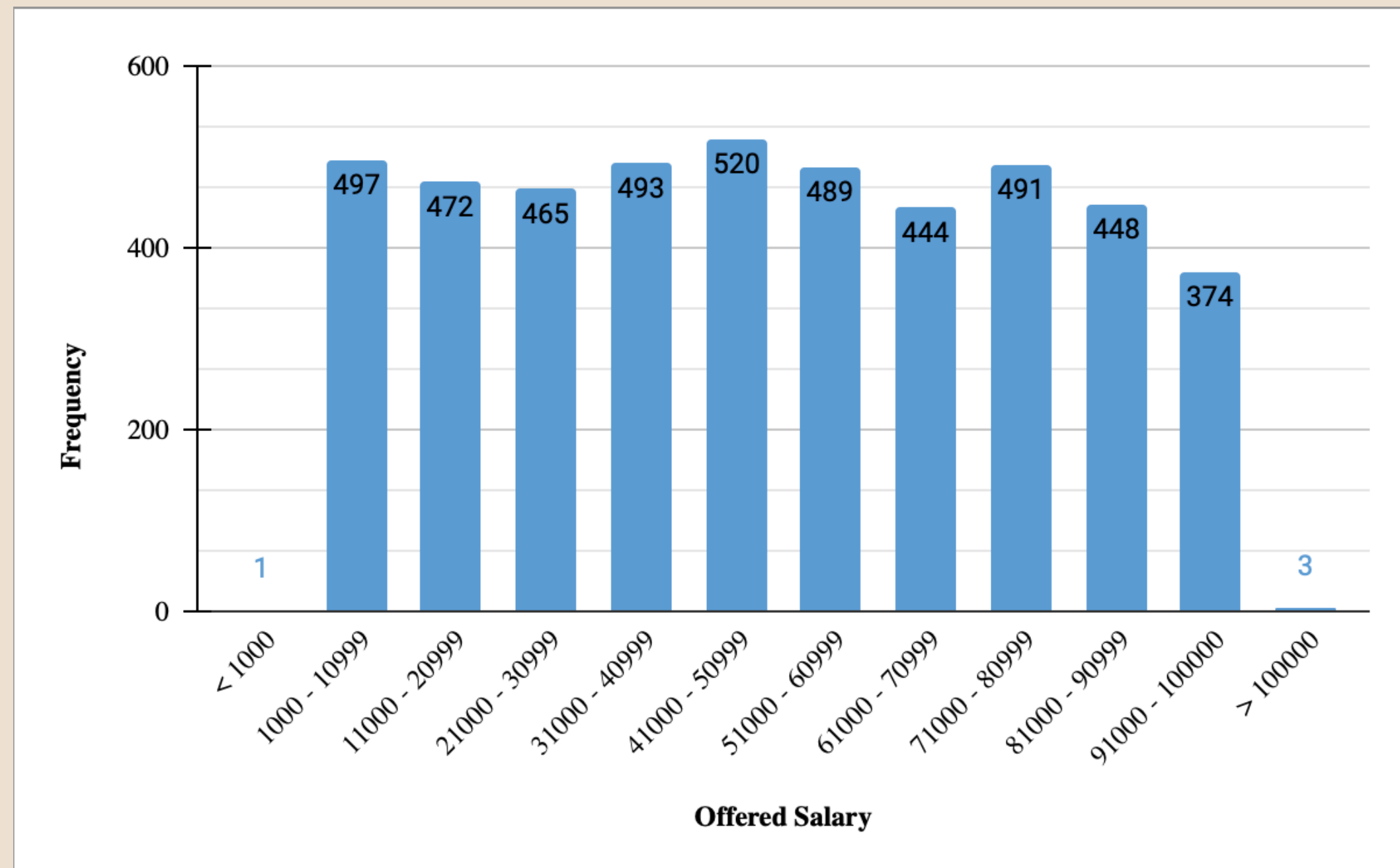| Column G (Average) |
| --- |
| 49892.1347388997 |

6

C. SALARY DISTRIBUTION

Class intervals for the salaries in the company for hired as well as rejected:

C. SALARY DISTRIBUTION

**Class intervals for the salaries in the company for the hired:**

D. DEPARTMENTAL ANALYSIS

Column E	Column E (Count
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

D. DEPARTMENTAL ANALYSIS

Finance Department
General Management
Human Resource Department
Marketing Department
Operations Department
Production Department
Purchase Department
Sales Department
Service Department

2%
4%
1%
5%
29%
39%
10%
5%
5%
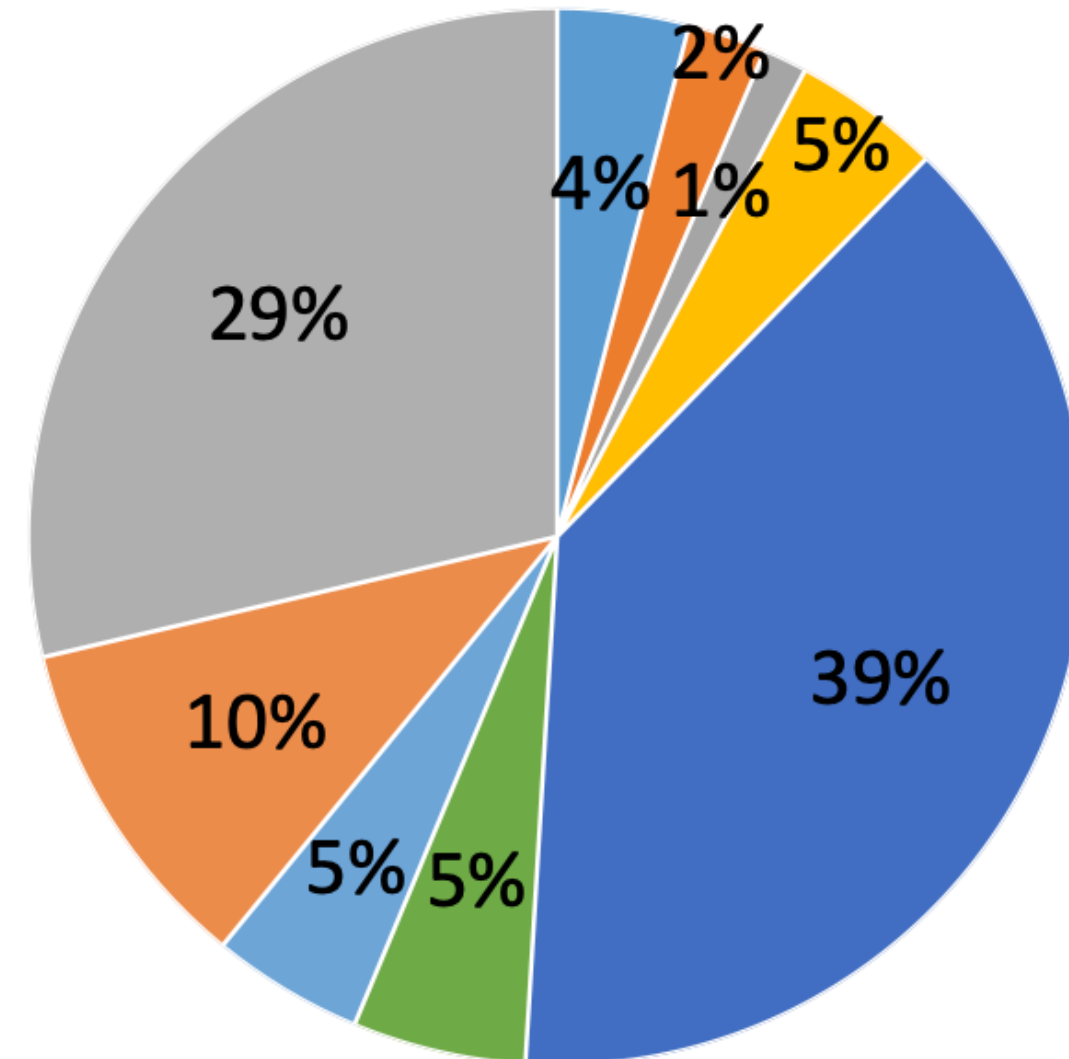
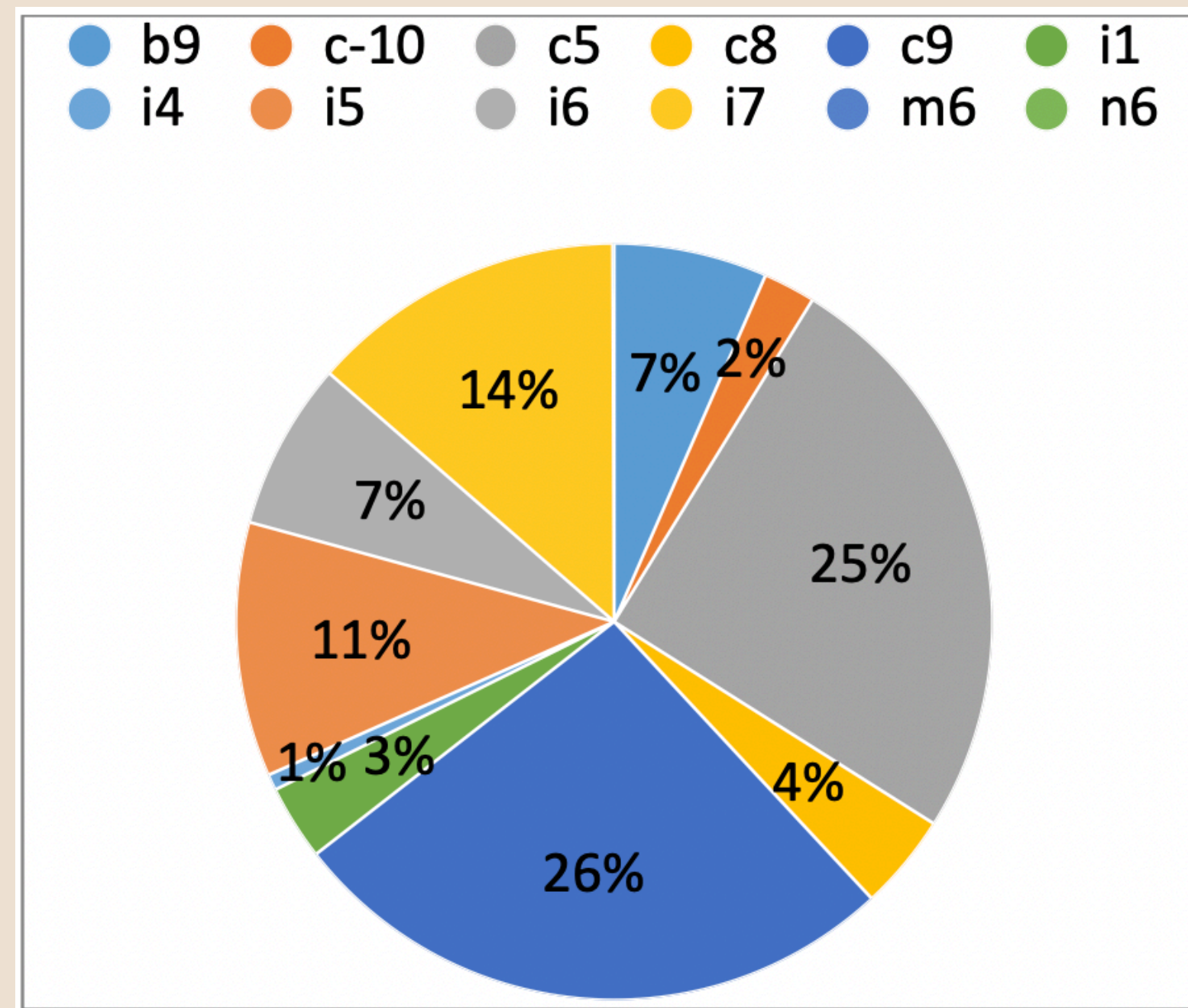# D. DEPARTMENTAL ANALYSIS
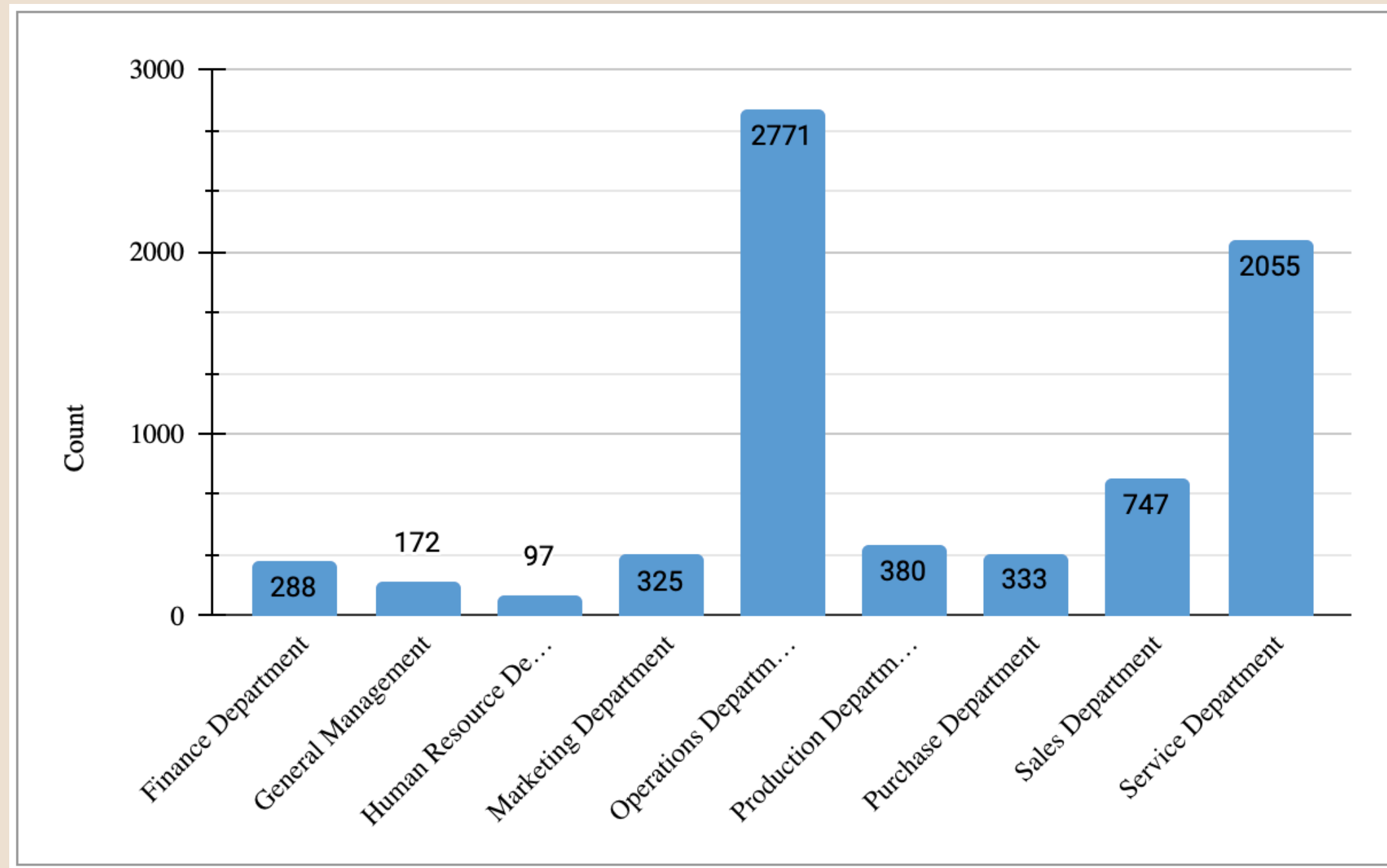
E. POSITION TIER ANALYSIS

Different position tiers of the hired employees:

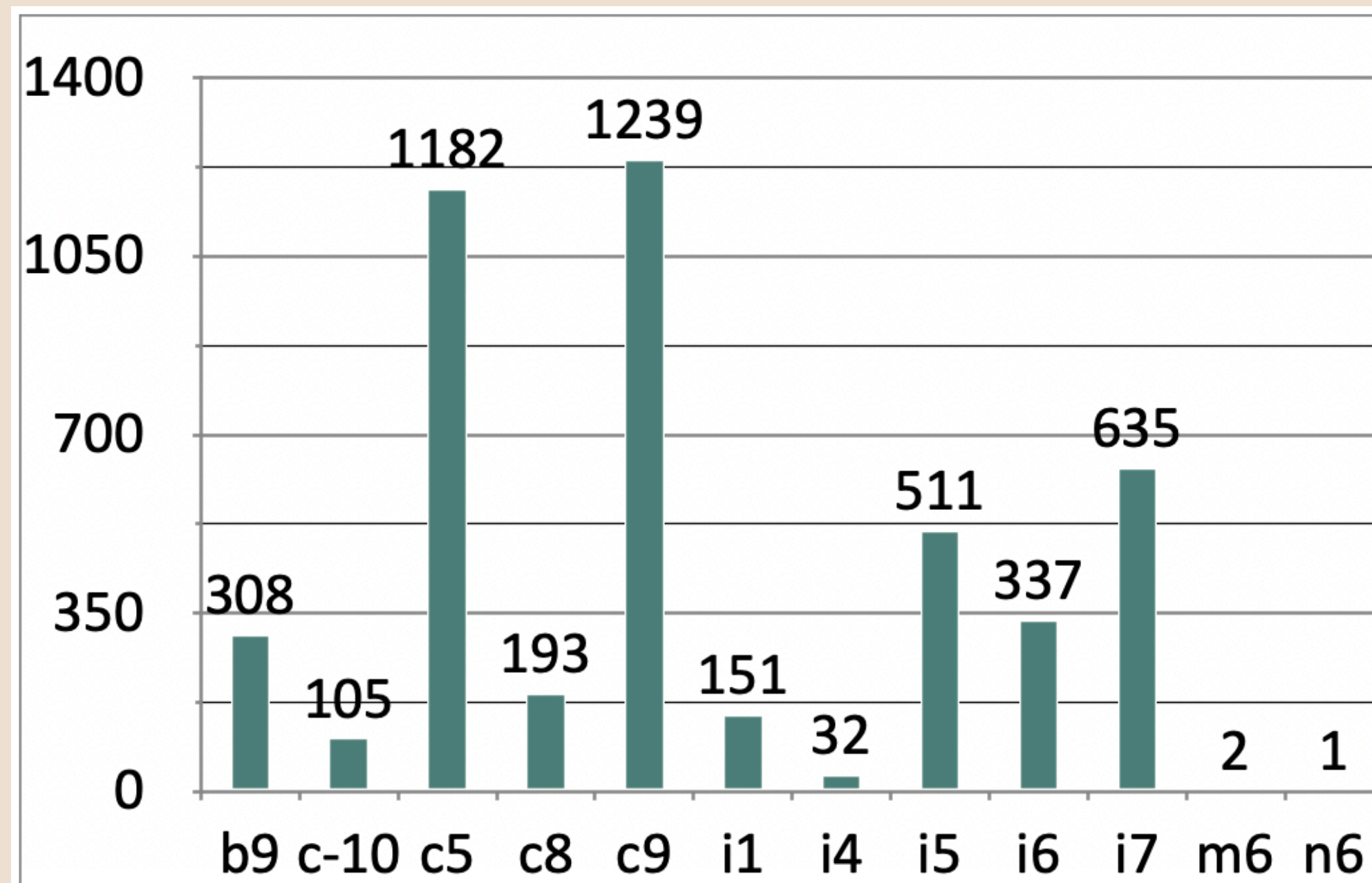| Column F	Column F (Count
b9	308
c-10	105
c5	1182
c8	193
c9	1239
i1	151
i4	32
i5	511
i6	337
i7	635
m6	2
n6	1
Grand Total	4696

E. POSITION TIER ANALYSIS

Different position tiers of the hired employees:

E. POSITION TIER ANALYSIS

Different position tiers of the hired employees:

INSIGHTS

1. <u>Gender Distribution</u>: Understanding the gender distribution among hires can help assess the company's diversity and inclusion efforts.
2. <u>Average Salary</u>: Calculating the average salary provides insights into the company's compensation structure and competitiveness in the market.
3. <u>Salary Distribution</u>: Creating class intervals for salary distribution helps visualise the spread of salaries across different ranges, aiding in understanding the company's salary structure.
4. <u>Departmental Analysis</u>: Visualizing the proportion of employees in different departments helps identify areas of focus for talent acquisition and resource allocation.
5. <u>Position Tier Analysis</u>: Analyzing position tiers provides insights into the hierarchical structure of the company and the distribution of roles across different levels.

RESULT

Through this project, we have gained valuable insights into the company's hiring process analytics. By analysing gender distribution, average salary, salary distribution, departmental composition, and position tiers, we have identified areas for improvement and optimization in the hiring process. These insights can inform strategic decision-making and contribute to the company's efforts to attract, retain, and develop top talent effectively.

HYPERLINK

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THANK YOU

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