

Hiring Process Analytics

Project description:

This project analyzes historical hiring data to uncover trends in rejections, interviews, job types, vacancies, salary distribution, gender representation, and departmental insights. Through Systematic applying data cleaning, summarization, and visualization techniques, the goal is to extract meaningful insights that can optimize the company's recruitment strategy and decision-making process.

Approach:

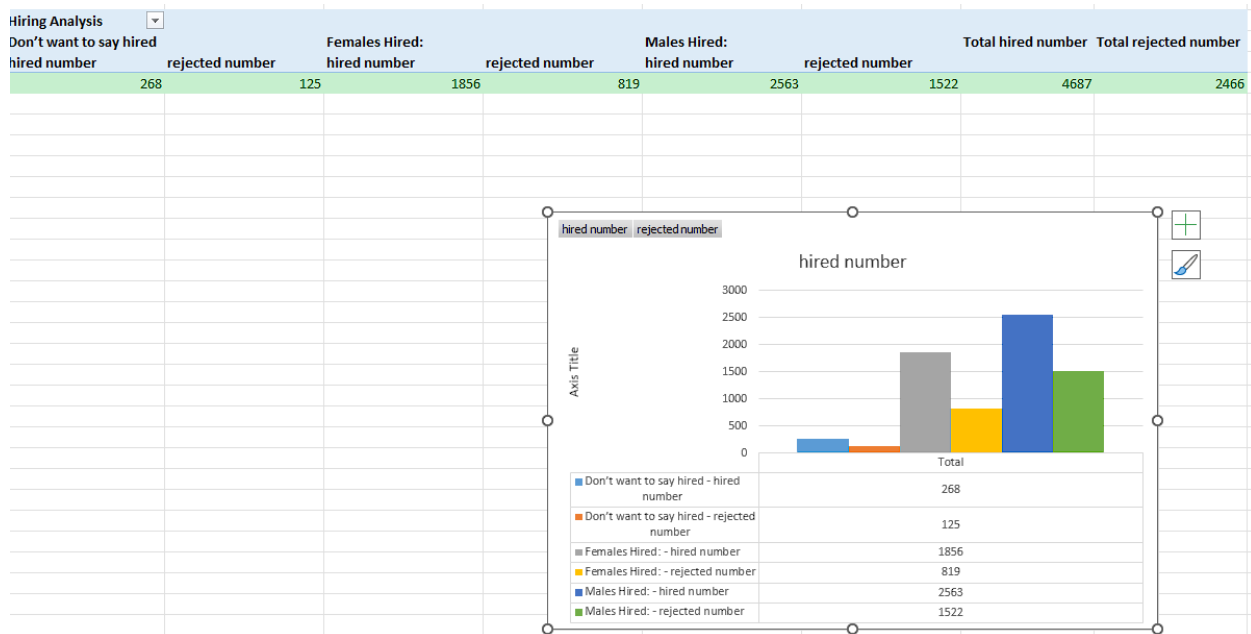
For this project, I employed a structured analytical process using Microsoft Excel 365 as the primary tool. The analysis focused on a comprehensive employee dataset containing gender, salary, department, and position information. I utilized Excel's pivot tables for efficient data aggregation, charting functions for clear visualizations, and statistical formulas to calculate key metrics. This approach transformed raw hiring data into actionable insights that can guide improvements to the company's recruitment processes and workforce planning.

Insights:

- Identified hiring trends between male and female employees, highlighting diversity in recruitment.
- Analyzed average salary distribution, revealing variations across departments and job levels.
- Observed trends in interview success rates, rejections, and job vacancies, helping refine recruitment strategies.
- Identified departments with the highest and lowest hiring rates, providing insights into workforce demand.
- Visualized the distribution of hires across different job tiers, aiding in workforce planning

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

Gender Distribution: Male is **58.03%**. Female is **41.97%**



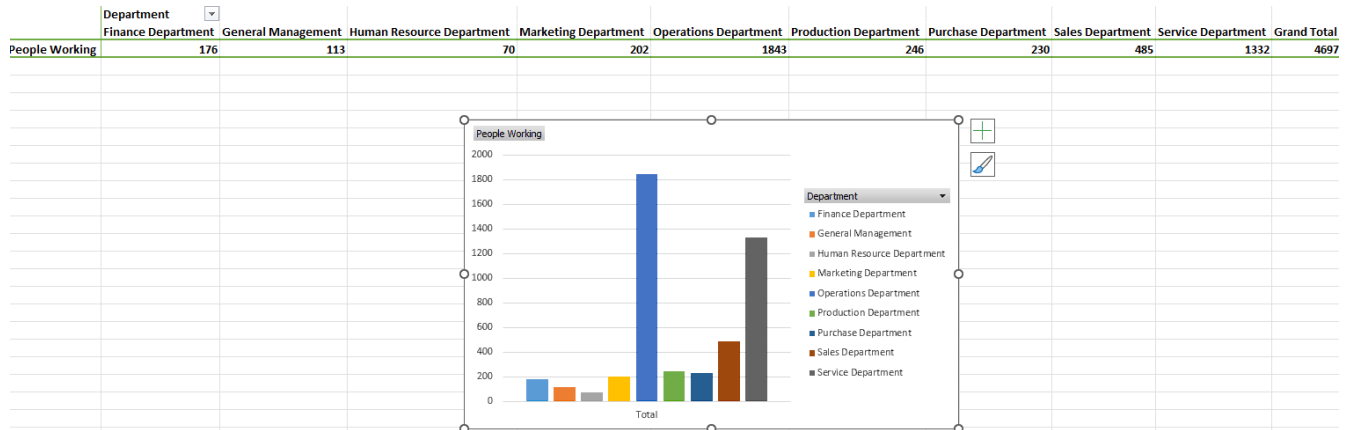
2. **Your Task:** What is the average salary offered by this company? Use Excel functions to calculate this.

Department	Average Salary
1). Service Department	₹ 50,629.88
2).Operations department	₹ 49,151.35
3).Sales Department	₹ 49,310.38
4). Finance Department	₹ 49,628.01
5).Purchase Department	₹ 52,564.77
6).Marketing Department	₹ 48,489.94
7.)Production Department	₹ 49,448.48
8).General Management	₹ 58,722.09
9).Human Resource Department	₹ 49,002.28

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



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



5. **Your 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.

