Project 4

Hiring Process Analytics

Project Description - This Project is designed to conduct the data analytics on hiring process within the company. hiring process is the most important part of any company. At the end of the day growth of any company depends upon the employee.so these hiring analysis will provide the company insight about the no of employee hired and rejected, their salary, department and various level within department with the help of charts and graphs. The aim of the project is providing the organization dynamics and hiring pattern.

Approach – Created the table using Microsoft excel 2016

Used pivot table for Analysis and distribution.

Used pivot chart for graphical representation of data.

Tech-Stack Used – Tech stack used in this project is Microsoft Excel 2016. We used the different functions of excel for analysis and distribution like pivot table, charts and statistics which provide us the clear understanding of hiring trend.

Insight – through is data analysis process several insights uncovered

- It provides the insight about the gender distribution
- It provides the salary analysis and its distribution
- It gives the insight about the department wise tier distribution.

Statistics_AnushaTrainity.xlsx

- These insight also present in excel sheet -

https://docs.google.com/spreadsheets/d/1Jt1attjx5Gkk6tnADNqJn73-p9bLtFXU/edit?usp=sharing&ouid=106400539088845607831&rtpof=true&sd=true

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

Result: the gender distribution of hires, no of males and females have been hired by the company

| Status	Female	Male	Grand Total
Hired	1856	2563	4419
Rejected	819	1521	2340
Grand Total	2675	4084	6759
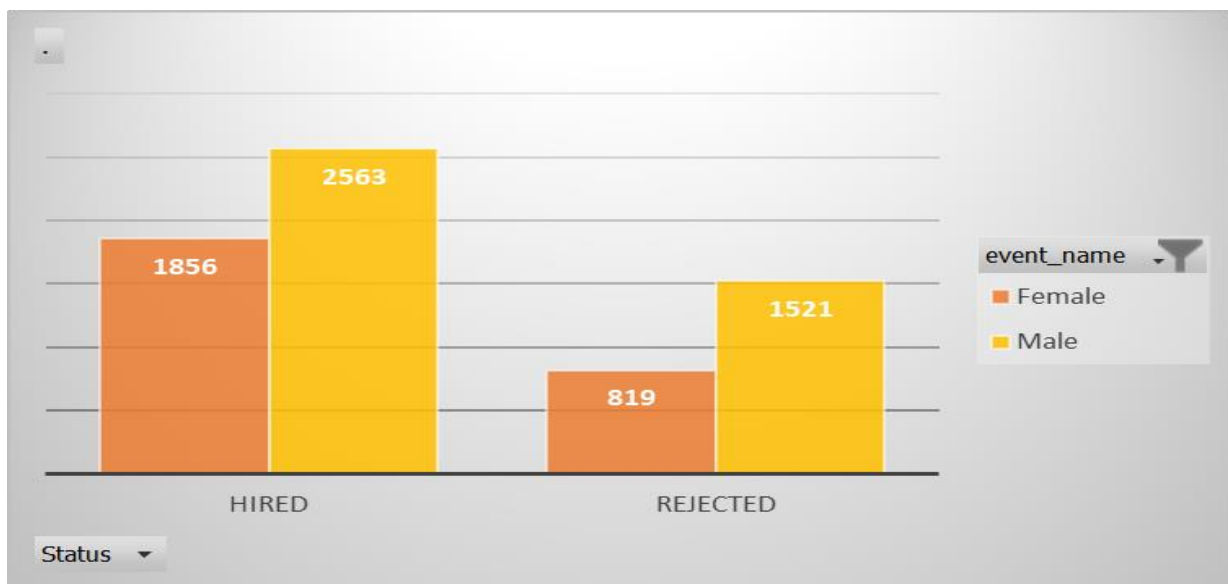
B. Salary Analysis: The average salary is calculated by adding up the salaries of a group of employees and then dividing the total by the number of employees.

Result: the average salary offered by this company.

		formula
Average	49983.03	=sum/count
Sum	358228369	
Count	7167	

Department	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
Grand Total	**49983.02902**
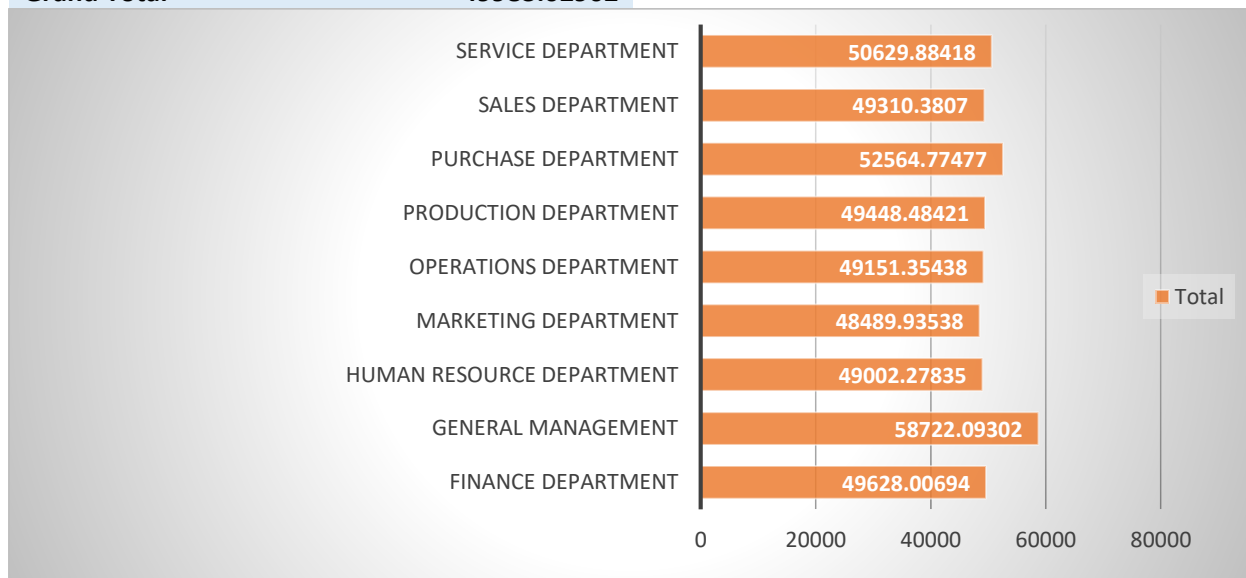
C. Salary Distribution: Class intervals represent ranges of values, in this case, salary ranges. The class interval is the difference between the upper and lower limits of a class.

Result: class intervals for the salaries in the company it will help us to understand the salary distribution.

Class Interval	Frequency
100-6993	468
6994-13987	499
13988-20981	497

|	
20982-27975	513
27976-34969	473
34970-41963	541
41964-48957	550
48958-55951	528
55952-62945	497
62946-69939	489
69940-76933	506
76934-83927	519
83928-90921	483
90922-97915	458
97916-104909	143
195832-202825	1
293748-300741	1
398658-405651	1
Grand Total	**7167**

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

Result: Using a pie chart visualization to show the proportion of people working in different departments.

Department Name	NO of Employee

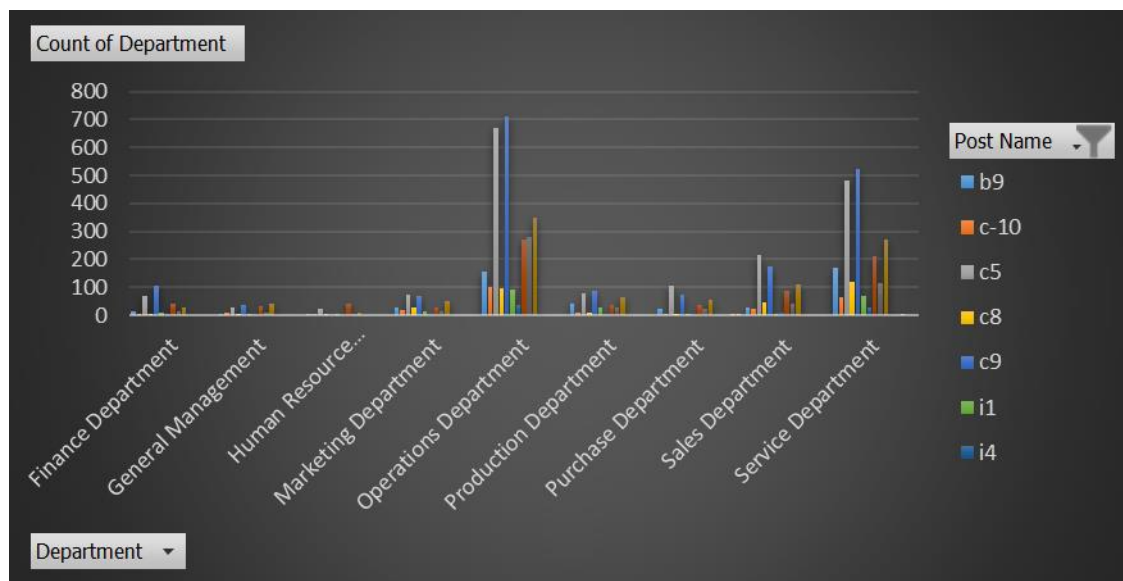|	
Finance Department	288
General Management	172
Human Resource Department	97
Marketing Department	325
Operations Department	2771
Production Department	380
Purchase Department	333
Sales Department	746
Service Department	2055
Grand Total	**7167**
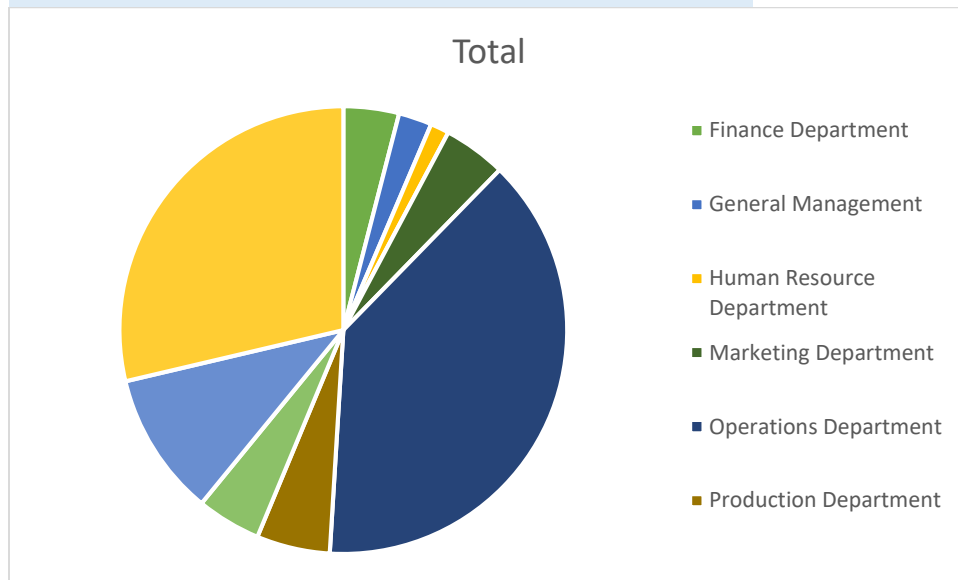
E. Position Tier Analysis: Different positions within a company often have different tiers or levels.

Result: Using a graph to represent the different position tiers within the company. This will help us understand the distribution of positions across different tiers.

Department Wise Tier Distribution

Count of Department	Column Labels

Department	b9	c-10	c5	c8	c9	i1	i4	i5	i6	i7	m6	m7	n10	n6	n9	Grand Total
Finance					10											
Department	13	4	68	4	7	9	3	41	12	27						288
General																
Management	2	10	29	7	39	1	1	31	9	43						172
Human Resource																
Department	2	2	21	6	7	2		42	6	9						97
Marketing																
Department	28	18	74	26	70	13	1	30	15	50						325
Operations	15		67		71		3	27	27	35						
Department	8	99	1	98	1	94	8	2	8	1	1					2771
Production																
Department	40	8	79	8	87	28	3	37	26	64						380
Purchase		10														
Department	22	5	7	4	74	2	3	36	23	55				1	1	333
Sales			21		17		1			11						
Department	28	23	6	48	5	2	0	88	43	2						745
Service	17		48	11	52		2	21	11	27						
Department	0	63	2	9	2	71	9	0	5	0	2	1	1			2055
Grand Total	463	232	1747	320	1792	222	88	787	527	981	3	1	1	1	1	7166

Count of Department — clustered column chart by Department and Post Name (b9, c-10, c5, c8, c9, i1, i4)

Result – these analyses tell us that no of male hired employee – 2563 and number of female hired is 1856 which is lower than male.

- Total average salary is 49983.3 and General Management department has highest average salary and human resource have minimum.
- total number of employee is 7167 and out of those employee maximum 2771 employee working in operation department and minimum 97 working in human resource department.
- Different company have different position/tier. there are total 15 tier/position and these tier is distributed in various department.