

ANUSHKA GHARAGE

PROJECT 4: Hiring Process Analytics

Project Description:

The project involved analyzing a multinational company's hiring process data to gain valuable insights and improve the hiring process. The objectives were to understand the company's gender distribution, salary distribution, department-wise distribution, position tier distribution, and overall trends in the hiring process.

Approach:

The approach involved handling missing values, creating visualizations in Excel, and conducting various analyses to extract meaningful insights.

Techniques like data filtering, aggregation, and visualization were employed to explore the data comprehensively.

Tech-Stack Used:

Software: Microsoft Excel 2016

Purpose: Excel was used for data cleaning, handling missing values, creating class intervals, and generating visualizations.

Insights:

Hiring Analysis: The company hired a higher number of males compared to females, indicating a gender imbalance in the workforce.

Salary Analysis and Distribution: The salary distribution revealed that most employees fell within range 100-100075unit salary, with a very few outliers earning higher salaries.

Departmental Analysis: The Operations department had the highest number of employees, followed closely by the Service and Sales departments.

Position Tier Analysis: The majority of employees were in c5 and c9 posts and very few in m & n posts.

Result:

Through the project, we gained insights into the company's hiring process, identifying areas for improvement and understanding the current workforce composition. The project enhanced my understanding of hiring process analytics, showcasing the significance of data-driven decision-making in human resources. It provided actionable insights for the company to focus on gender diversity initiatives, optimize salary structures, and assess departmental needs for a more balanced and efficient workforce.

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

J	K	L
Hired Status	Males	Females
1	2573	1856
1	Task 1	
0		
0		
1		
1		
0		
0		
1		
0		
0		
1		
1		
1		
1		
1		
1		
0		
1		
0		
0		
0		
0		
1		
0		
1		
0		
1		
0		
0		
0		

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

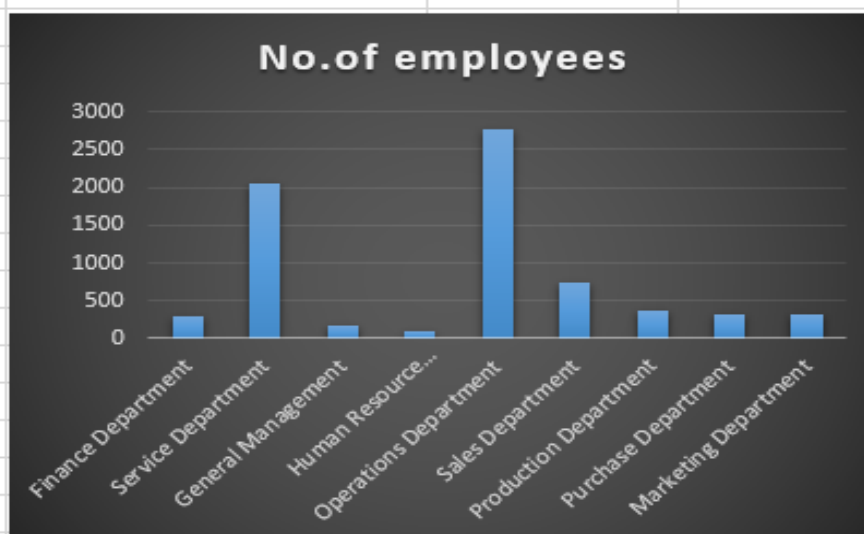
N
Average Salary
49983.02902
Task 2

Task-3: Create class intervals for the salaries in the company.

P	Q	R	S	T	U
Min salary	Max salary	Limit width	Lower limit	Upper limit	No.of employees
100	400000	49987.5	100	50087.5	3614
			50087.5	100075	3551
			100075	150062.5	0
			150062.5	200050	1
			200050	250037.5	0
			250037.5	300025	1
			300025	350012.5	0
			350012.5	400000	0
					7167
Task 3					

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

W	X	Y
Various depts.	No.of employees	
Finance Department	288	
Service Department	2055	
General Management	172	
Human Resource Department	97	
Operations Department	2771	
Sales Department	747	
Production Department	380	
Purchase Department	333	
Marketing Department	325	
Task 4		



Task-5: Use a chart or graph to represent the different position tiers within the company.

Z	AA	AB	AC	AD
Various posts	No.of employees			
b9	463			
c-10	232			
c5	1748			
c8	320			
c9	1792			
i1	222			
i4	88			
i5	787			
i6	527			
i7	982			
m6	3			
m7	1			
n10	1			
n6	1			
n9	1			
Task 5				

