Hiring Process Analytics Project

Project Description:

The hiring process is a crucial function of any company, and understanding trends such as the number of rejections, interviews, job types, and vacancies can provide valuable insights for the hiring department.
These insights are then used by the hiring team to know how many candidates are hired/rejected from the process and how many are working in various departments across the company.

Approach:

I went through the datasets provided by the Trainity Hiring Process Analytics project and understood that there were 7 columns in the dataset. Further, I understood the columns and their respective constraints to do the analysis. I was given a set of questions to solve as part of the analysis. By using the Microsoft Excel, I did solve the queries and provided the result as expected.

Tech-Stack Used:

Microsoft Excel 2021 – To answer the queries with the help of Excel formulas in the tool.

Insights:

With the help of the Excel formulas, I found out many insights which include –

Task A - Hiring Analysis:

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

With the help of the Excel formula “countifs”, found the count of hired people for Male as well as Female. And the total number of people hired was calculated by the “sum” formula.

=COUNTIFS('Raw Data'!C2:C7169,"Hired",'Raw Data'!D2:D7169,"Male")

=COUNTIFS('Raw Data'!C4:C7171,"Hired",'Raw Data'!D4:D7171,"Female")

=SUM('Tasks 1,2,3'!C4,'Tasks 1,2,3'!C6)

Male Hired - 2562

Female Hired - 1855

Total Hired - 4417

Task B - Salary Analysis:

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

The average of the salaries was found by using the Excel formula “average”.

=AVERAGE('Raw Data'!G2:G7169)

Average Salary - 49978.1486

Task C - Salary Distribution:

Create class intervals for the salaries in the company. This will help you understand the salary distribution.

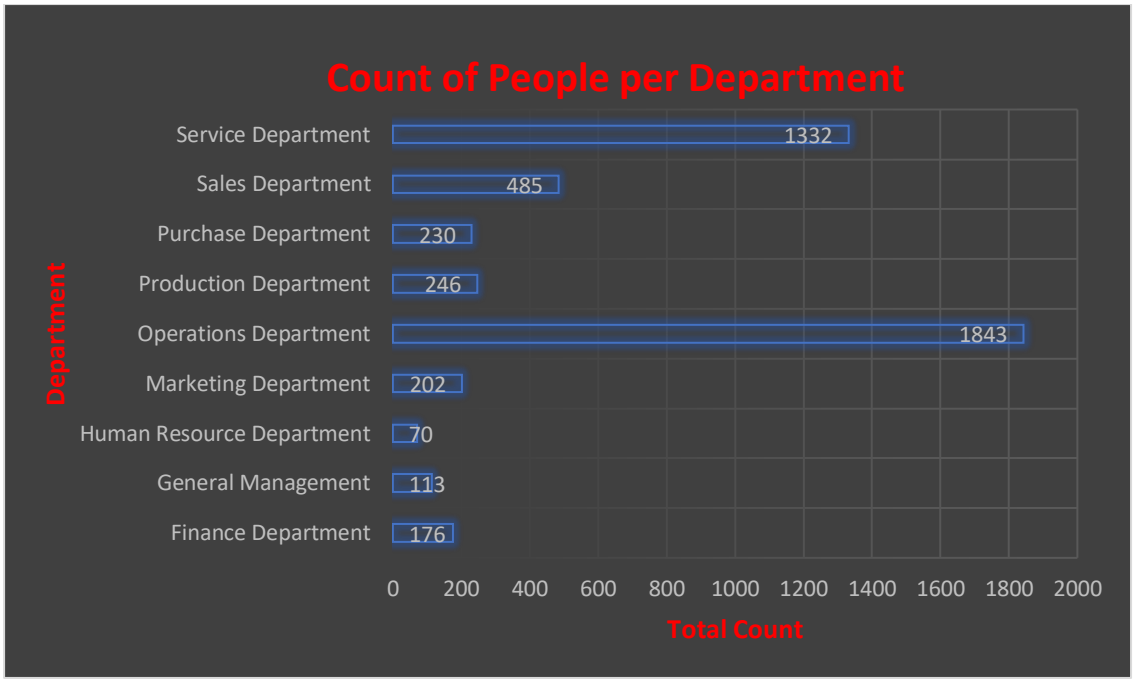
Got the count of the people who falls in the category by “countifs” formula as used below: =COUNTIFS('Raw Data'!$G$2:$G$7169,">99",'Raw Data'!$G$2:$G$7169,"<10000")

Salary Range	Count of Salary Provided
100 - 10000	678
10000 - 20000	732
20000 - 30000	711
30000 - 40000	709
40000 - 50000	781
50000 - 60000	752
60000 - 70000	698
70000 - 80000	734
80000 - 90000	710
90000 - 100000	659
100000 - 200000	0
200000 - 300000	1
300000 - 400000	1
400000 - 500000	1

From the Above table, it is evident that a greater number of people fall in the Salary category 40,000 to 50,000. And the least number of people fall above 1,00,000.

Task D – Departmental Analysis:

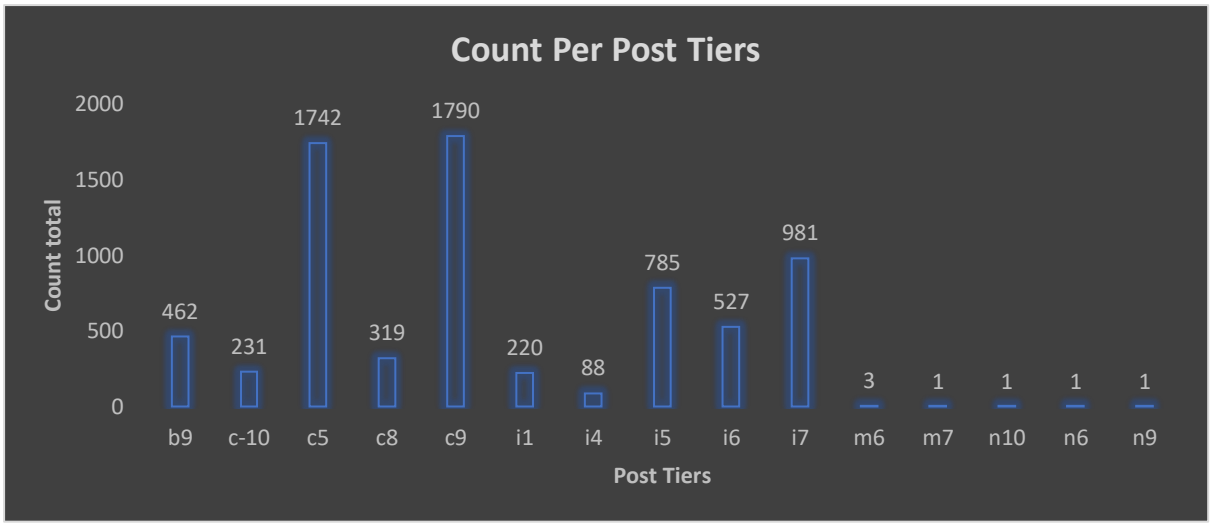
Use a pie chart, bar graph, or any other suitable visualization to show the proportion of people working in different departments.



From the above Bar Chart, we could see that majority of the people are working in the Operations Department followed by the Service Department and the least number of people are working in the Human Resource Department.

Task E – Position Tier Analysis:

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.



I have used the Column chart to display the number of people who are working in various Position tiers in the Company.

From this it is evident that the more people are working in the Position ties c9 and c5. And the least position tiers with low count are – m6, m7, n10, n6 and n9.

Result:

Through this project I was able to understand the formulas being used in the Excel which can be used to find the Statistical measures such as Mean, Median, mode and so on. I got used to the Excel formulas and how to convert the Raw Data into meaningful insights. And the steps which I used are – cleansing the data and using the formulas to find the desired outcome and also learnt how to convert the data into a visualized chart so that the insights can be drawn within seconds by seeing the graphs instead of searching the whole data.

I have achieved the end result and I think I have contributed my full support into the Analysis. I hope this project helps the Analysis and it achieves what it was tend to achieve.