

Hiring Process Analytics

- **Project Description:** This project aimed to evaluate the efficiency and effectiveness of the recruitment process by analyzing key data points, including Hiring Analysis, Salary Analysis, Salary Distribution, Departmental Analysis, and Position Tier Analysis. This analysis provides insights into worker dispersion, pay scales, hiring patterns, and process optimization. The project's objectives are to improve decision-making, expedite hiring procedures, and ensure equitable compensation practices across departments and position tiers.

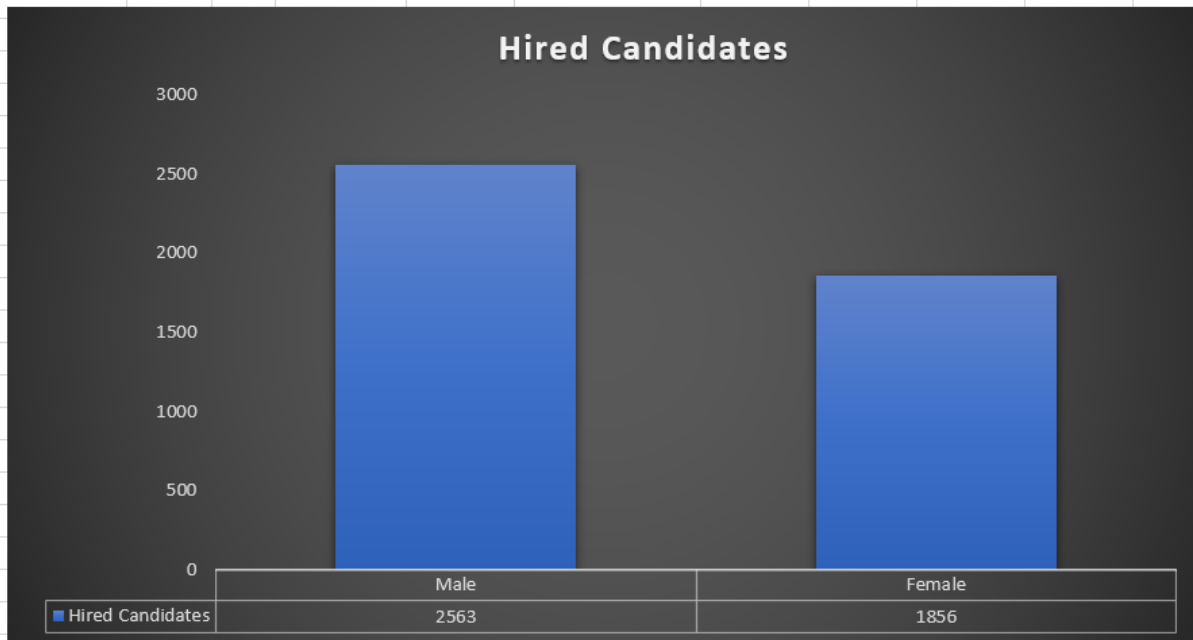
A. Hiring Analysis:

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

- **Approach:** To analyze the gender distribution of hires, I used the COUNTIFS function in Excel. Based on the 'Hired' status, I filtered the data and counted the occurrences of each gender category.
- **Insights:**
 - The analysis revealed the proportion of male and female hires, helping to understand gender diversity in the workplace.
 - In the case of a significant imbalance, the company may need to reevaluate its hiring strategy in order to make sure that it includes and promotes diversity.

- **Result:** The company had a **higher number of male hires** compared to female hires.

	Hired Candidates
Male	2563
Female	1856



B. Salary Analysis:

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

- **Approach:** I calculated the average salary offered to employees using the AVERAGE() function in Excel. This provides insight into the overall compensation trend within the company.
- **Insights:** The average salary reflects the compensation structure for the company, which shows whether the company offers competitive salaries in the market.

- **Result:**

Average Salary Offered By Company
49983.02902

C. Salary Distribution:

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

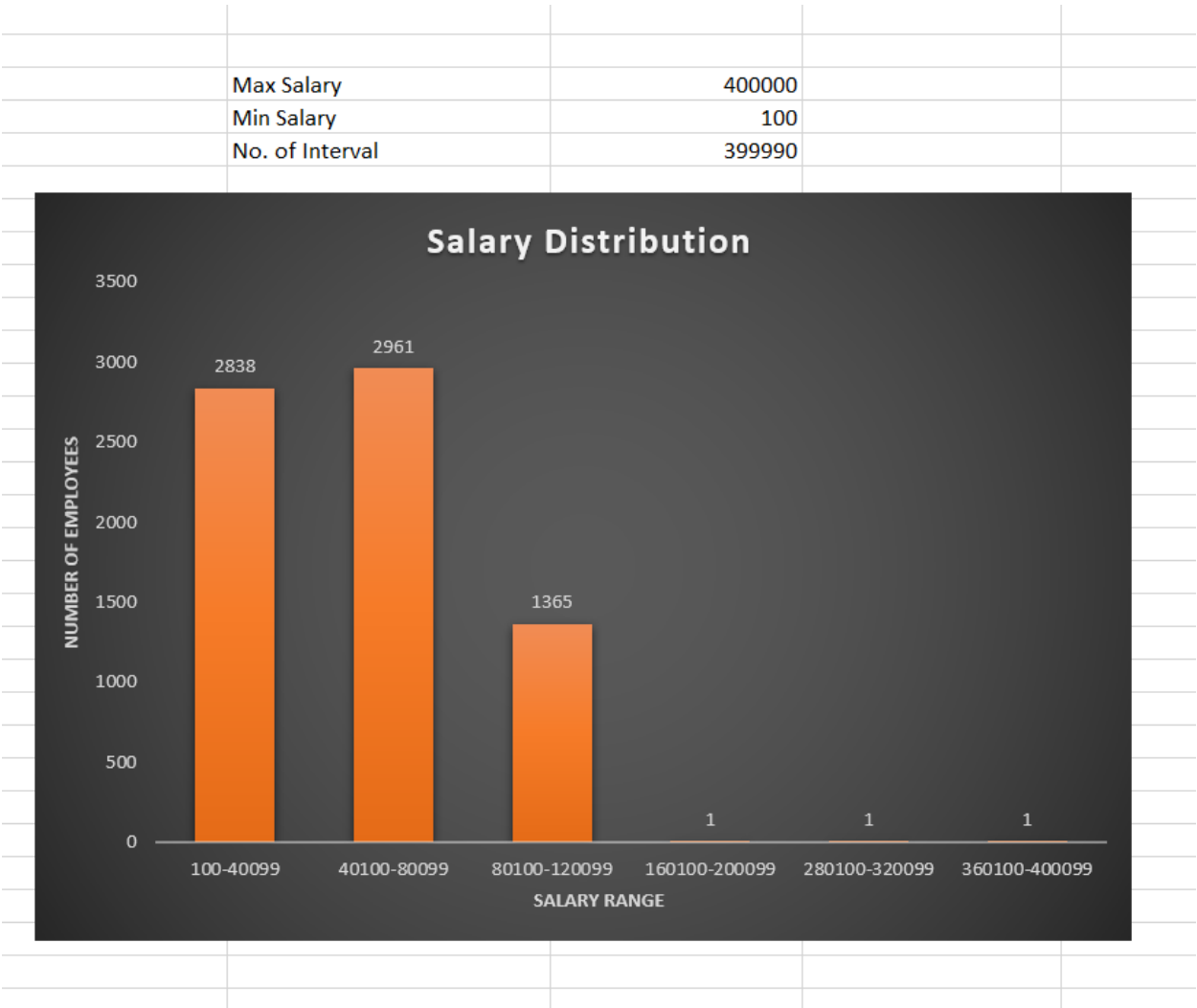
- **Approach:**

- Determined the minimum and maximum salaries.
- Created class intervals using Excel's Grouping feature in Pivot Tables, setting an interval of 40,000.

- **Insights:**

- The analysis of salary distribution showed how employee salaries are distributed.
- This helps HR in determining if pay scales are fair and in line with job role and experience.

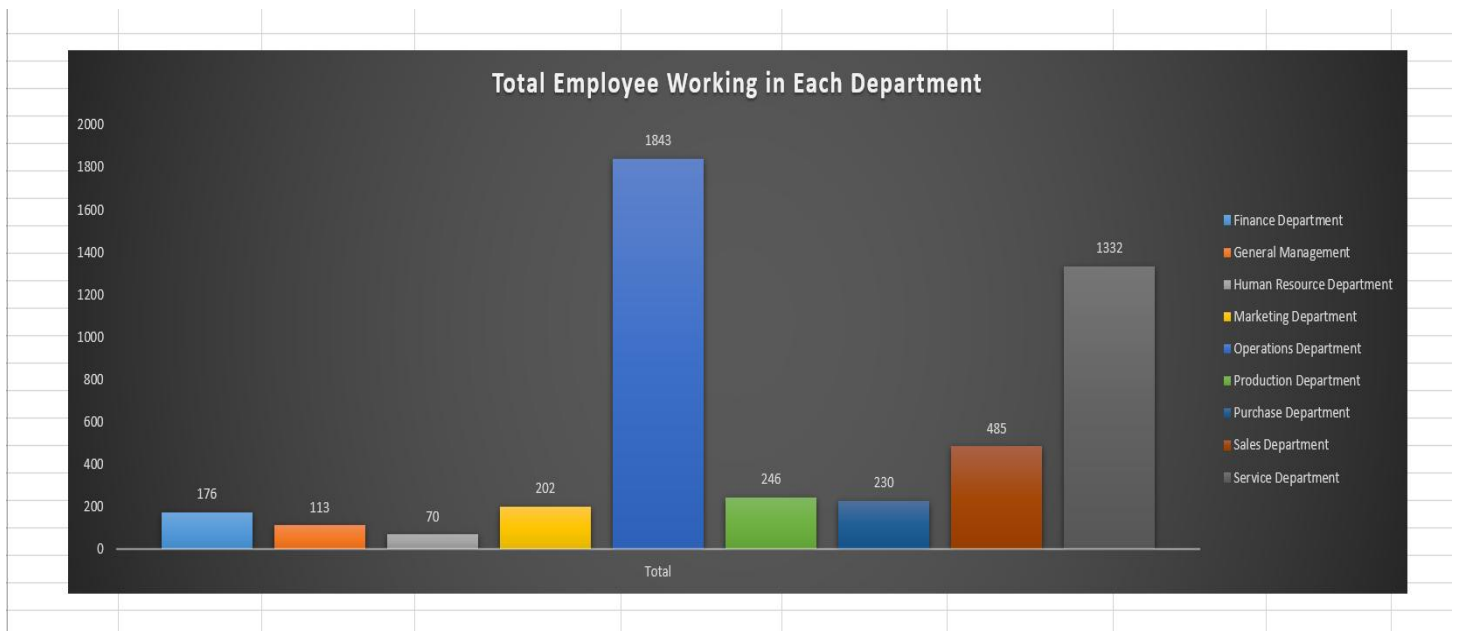
• **Result:**



D. Departmental Analysis:

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

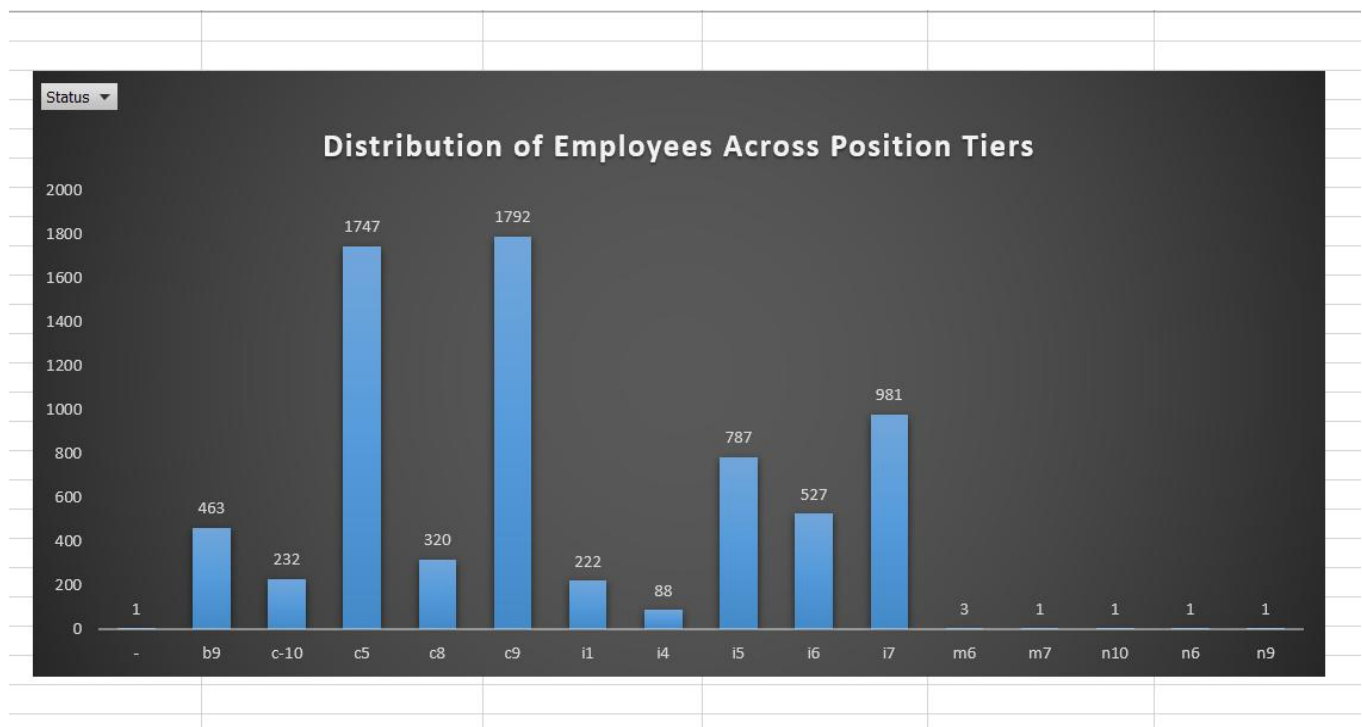
- **Approach:** I created a bar chart to show the distribution of employees across different departments. By counting the number of employees in each department, I was able to visualize the proportion of people working in each department.
- **Insights:** This analysis helps identify potential overstaffed or understaffed departments by highlighting which departments have the highest and lowest employee counts.
- **Result:**



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.

- **Approach:** I represented the various position tiers inside the organization using a bar chart, showing how many employees are in each tier. The data was structured using a Pivot Table
- **Insights:**
 - This analysis helps in understanding the organizational structure of the company's various levels of staff.
 - HR can plan recruiting or promotions if a certain tier has too few or too many workers in order to balance the workforce.
- **Result:**



- **Tech-Stack Used:**

Microsoft Excel 2019: Used for Data exploration, cleaning, and visualization (pivot tables, charts, and statistical functions).

- **Drive Link:**

Project Link:

https://drive.google.com/drive/folders/1Mvylil10BmA0m27yCfR_tVnE0grqQRSD?usp=sharing

Excel File:

https://docs.google.com/spreadsheets/d/13E4YFxnF-faK_jB_oBM0l4O-liaBfhRA/edit?usp=sharing&oid=116931277368003559920&rtpof=true&sd=true