PROJECT-4
HIRING PROCESS ANALYTICS

DESCRIPTION:-

Hiring is an important aspect of any company. In this project, data is to be analysed to uncover trends and insights. Metrics like rejections, interviews, job types, and vacancies are examined to identify patterns that can help improve the hiring- process.

APPROACH:-

- ➢ Downloaded the statistics datasets.
- ➢ Used MS-Excel tools to examine metrics
- ➢ Took the help of 'PIVOT TABLE' tool to derive insights
- ➢ Conclusions from the derived insights.

TECH STACK USED:-

Microsoft Excel 2013.

MS Excel is a great data cleaning, handling and visualization tool, as it is easy to understand and use.

Pivot tables help in deriving insights quickly which saves lot of time and provide accuracy.

DATA ANALYTICS TASKS:-

1. Hiring Analysis: The hiring process involves bringing new individuals into the organization for various roles.
   Your Task: Determine the gender distribution of hires. How many males and females have been hired by the company?

Count of Status	Column Labels		
Row Labels	Female	Male	Grand Total
Hired	1856	2563	4419
Rejected	819	1522	2341
Grand Total	2675	4085	6760

Hiring Analysis

	Hired	Rejected
Female	1856	819
Male	2563	1522
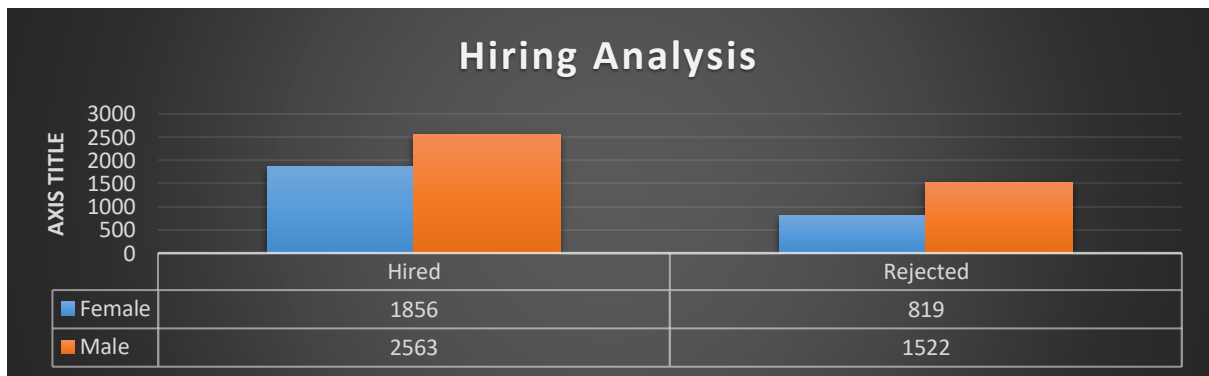
INSIGHTS:
Number of males hired by the company is 2563.
Number of females hired by the company is 1856.
From this it can be inferred that Number males hired by the company is more than that of females.

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

Row Labels	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**
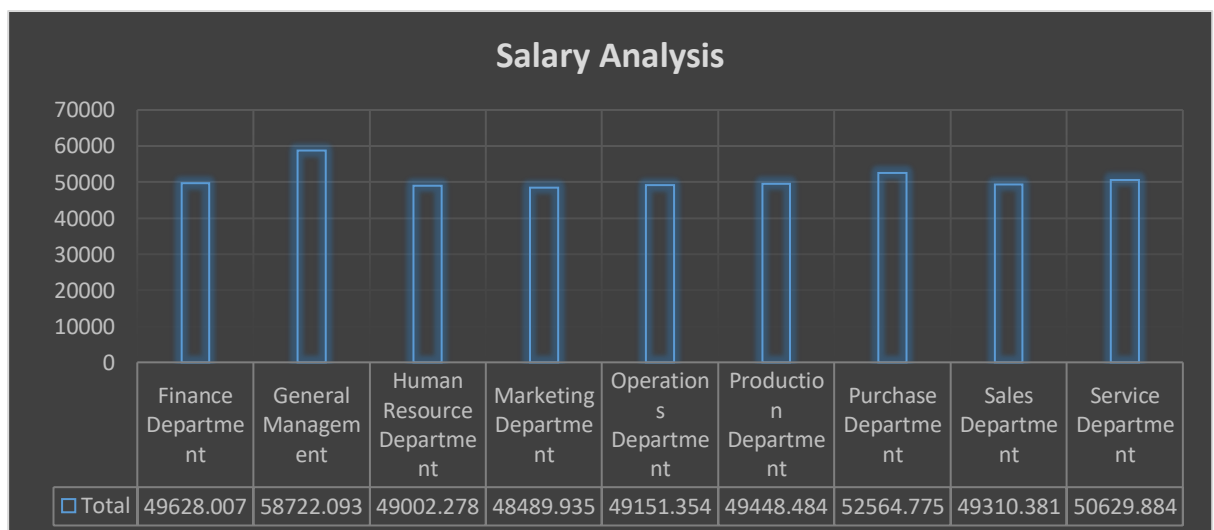
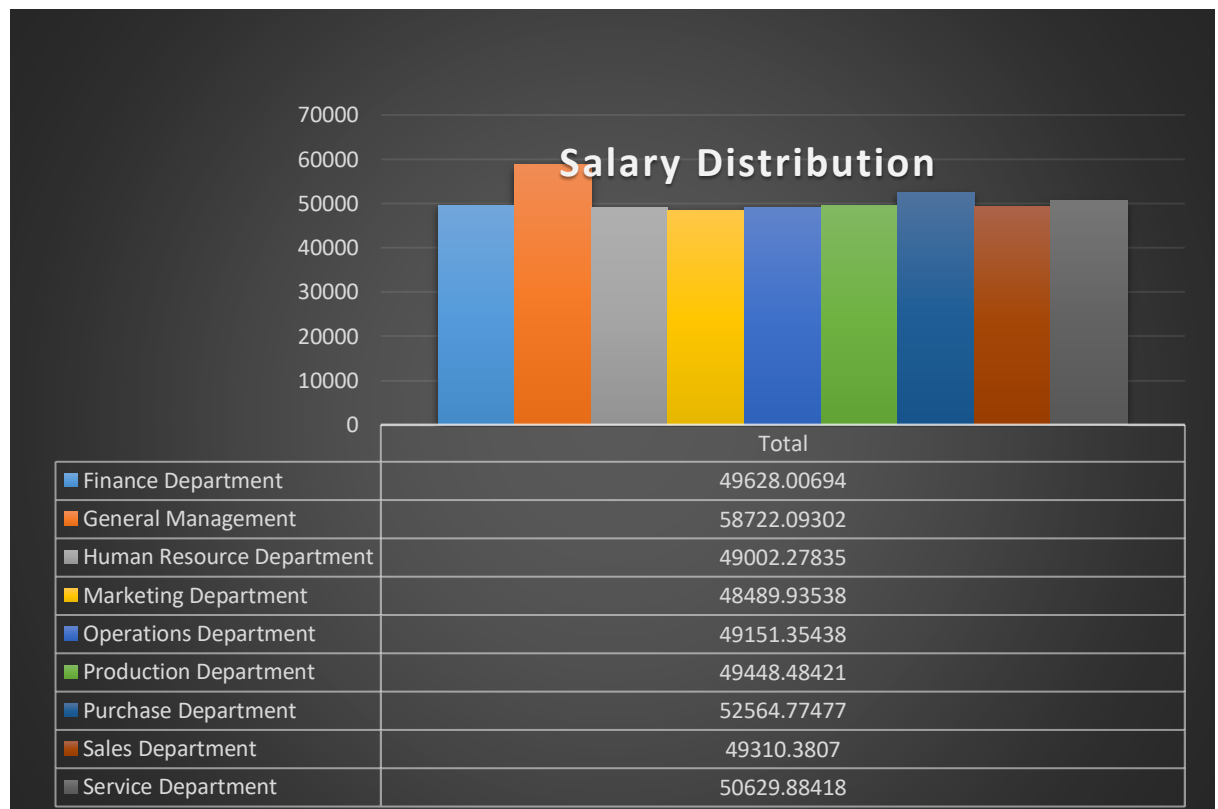# INSIGHTS:

This company offers the overall average salary of **49983.02902** to the employees.

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

Salary Distribution

|	Total
■ 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

INSIGHTS:

The departments which gets the maximum salary is General management, followed by Purchase department, followed by Service department.
And the department which gets the least salary is marketing department.

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

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

Count of Status	Column Labels	
Row Labels	Hired	Grand Total
Finance Department	176	176
General Management	113	113
Human Resource Department	70	70
Marketing Department	202	202
Operations Department	1843	1843
Production Department	246	246
Purchase Department	230	230
Sales Department	485	485
Service Department	1332	1332
Grand Total	4697	4697

Proportion of people department-wise

- Finance Department — 4%
- General Management — 3%
- Human Resource Department — 2%
- Marketing Department — 4%
- Operations Department — 39%
- Production Department — 5%
- Purchase Department — 5%
- Sales Department — 10%
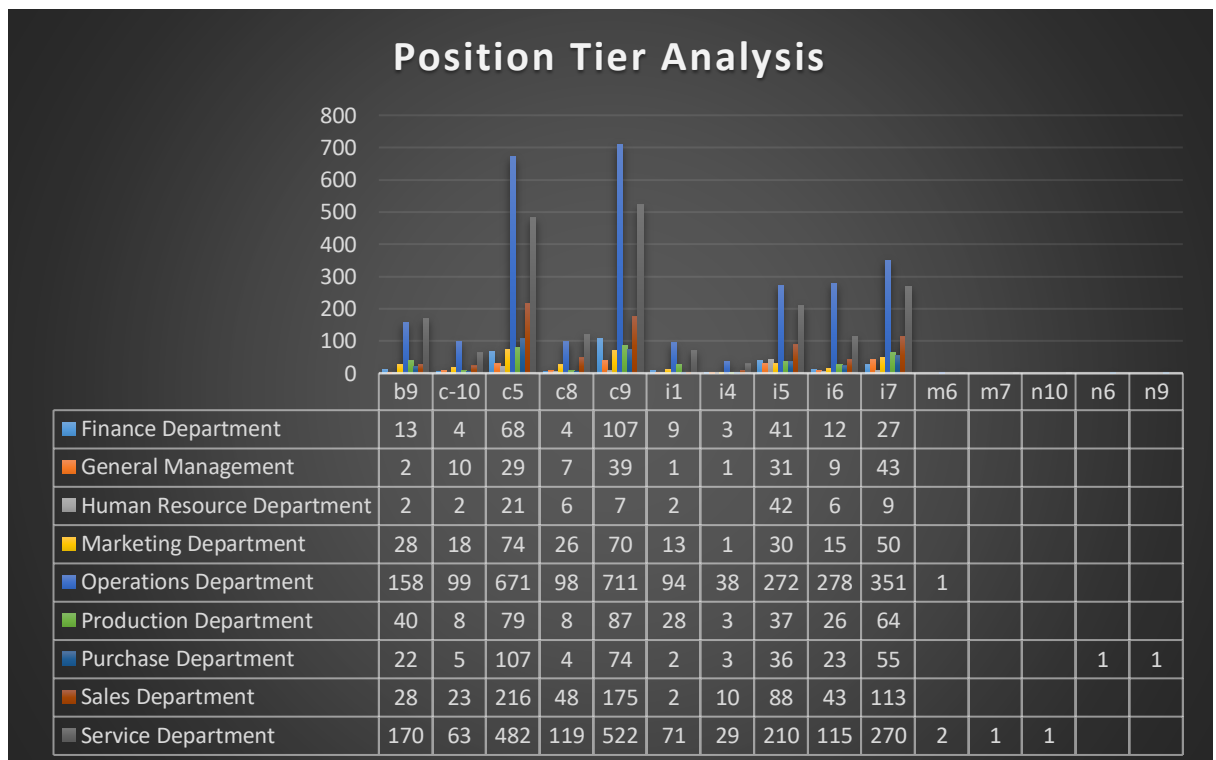- Service Department — 28%
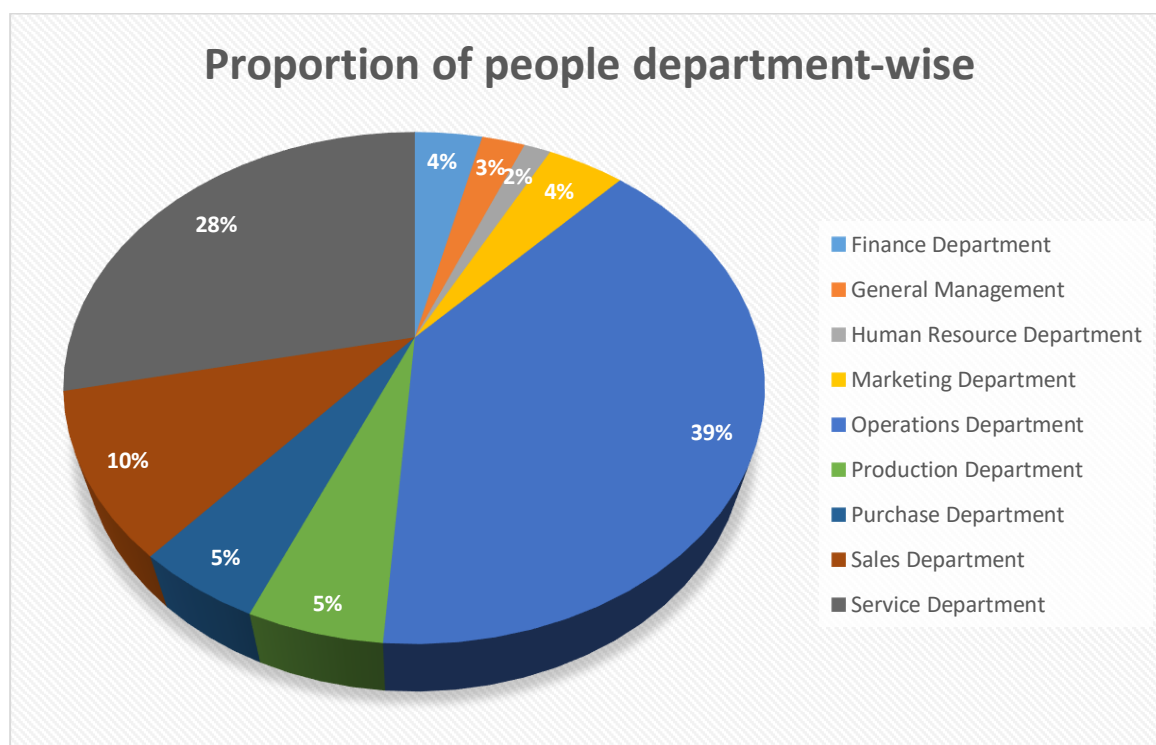
INSIGHTS:

The company has maximum number of employees in "Purchase Department", followed by "Service Department", and least number of employees in "Human Resource Department".

5. Position Tier Analysis: Different positions within a company often have different tiers or levels.
   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.

Position Tier Analysis

	b9	c-10	c5	c8	c9	i1	i4	i5	i6	i7	m6	m7	n10	n6	n9
Finance Department	13	4	68	4	107	9	3	41	12	27					
General Management	2	10	29	7	39	1	1	31	9	43					
Human Resource Department	2	2	21	6	7	2		42	6	9					
Marketing Department	28	18	74	26	70	13	1	30	15	50					
Operations Department	158	99	671	98	711	94	38	272	278	351	1				
Production Department	40	8	79	8	87	28	3	37	26	64					
Purchase Department	22	5	107	4	74	2	3	36	23	55				1	1
Sales Department	28	23	216	48	175	2	10	88	43	113					
Service Department	170	63	482	119	522	71	29	210	115	270	2	1	1		

INSIGHTS:

From the graph it can be inferred that the maximum positions are allotted to tier c9 in "Operations department" and least number of positions are in m7, n10, n6 and n9.

Position Tier Analysis
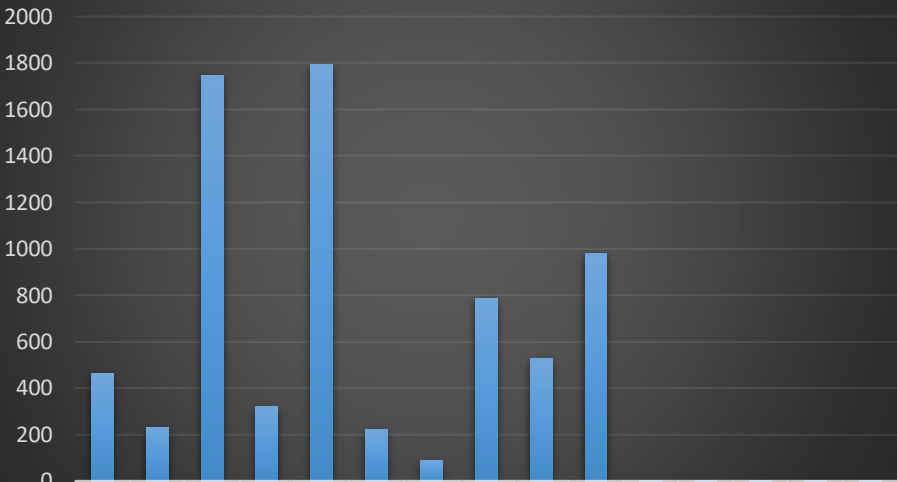
	b9	c-10	c5	c8	c9	i1	i4	i5	i6	i7	m6	m7	n10	n6	n9
Total	463	232	1747	320	1792	222	88	787	527	982	3	1	1	1	1