

HIRING PROCESS ANALYSIS

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trainity

Company Statistics

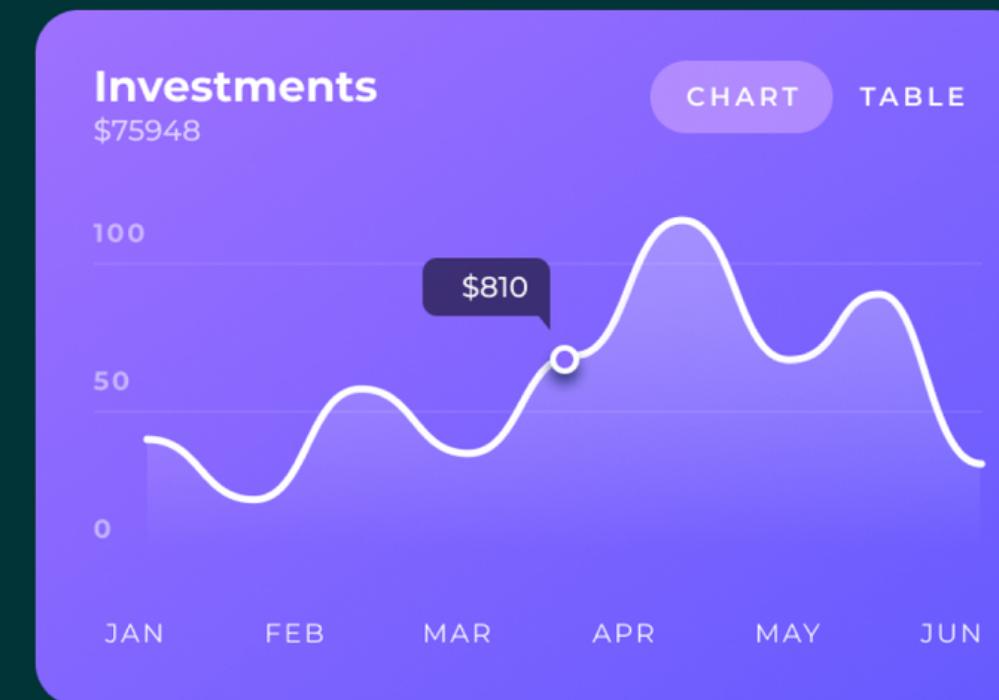


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PROJECT DESCRIPTION

The Trainity project conducted detailed data analytics on hiring, emphasizing gender distribution, salary analysis, department composition, and position tiers. Its goal was to uncover insights into hiring patterns, aiding decision-making and optimizing recruitment. The analysis aimed to identify trends, biases, and areas for improvement, enhancing efficiency and promoting diversity.



APPROACH

- Utilize MS Excel for data analysis.
- Create pivot tables and charts to visualize key metrics like gender distribution, salary analysis, and departmental composition.
- Leverage Excel's functions and features to identify hiring patterns, biases, and areas for improvement, aiding informed decision-making and optimizing the recruitment process.

TECH-STACK USED:



INSIGHTS

01. Hiring Analysis

Identified disparities in gender representation across departments



02. Salary Analysis

Revealed salary discrepancies based on gender, department, and position, prompting reviews of compensation structures for fairness.



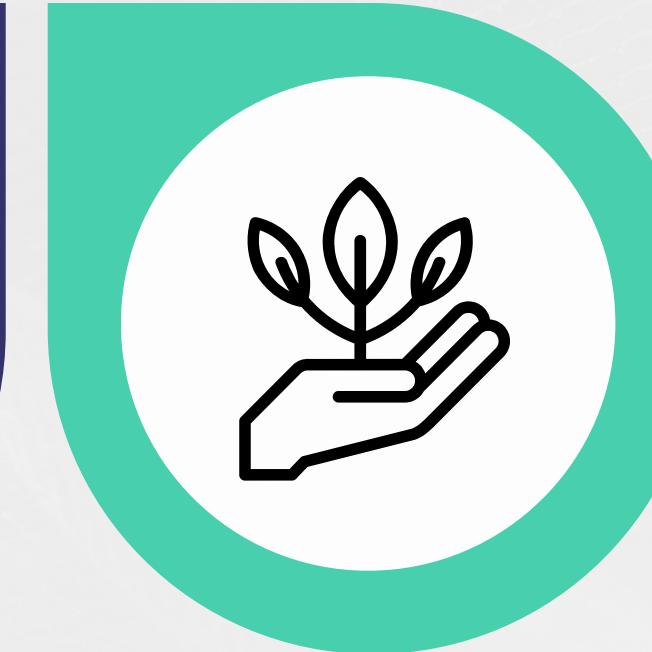
03. Department Analysis

Utilizing a bar graph, we depicted the proportion of employees across various departments within the organization.



04. Position-Tier Analysis

Create a hierarchical chart or graph to visualize the distribution of positions across different tiers within the company, facilitating a clear understanding of the organizational structure and hierarchy.

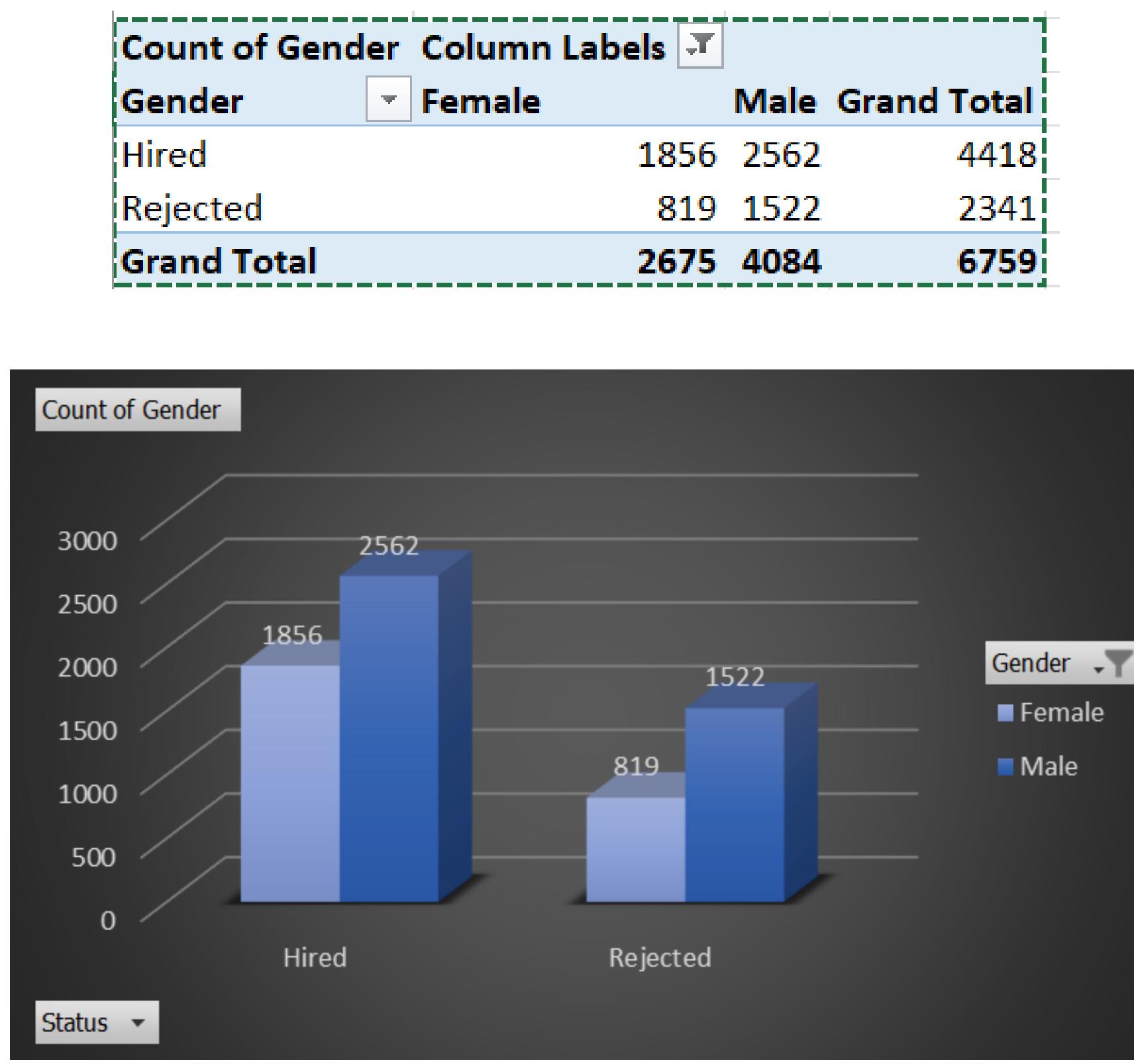


TASKS

A. 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?



TASKS

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.

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

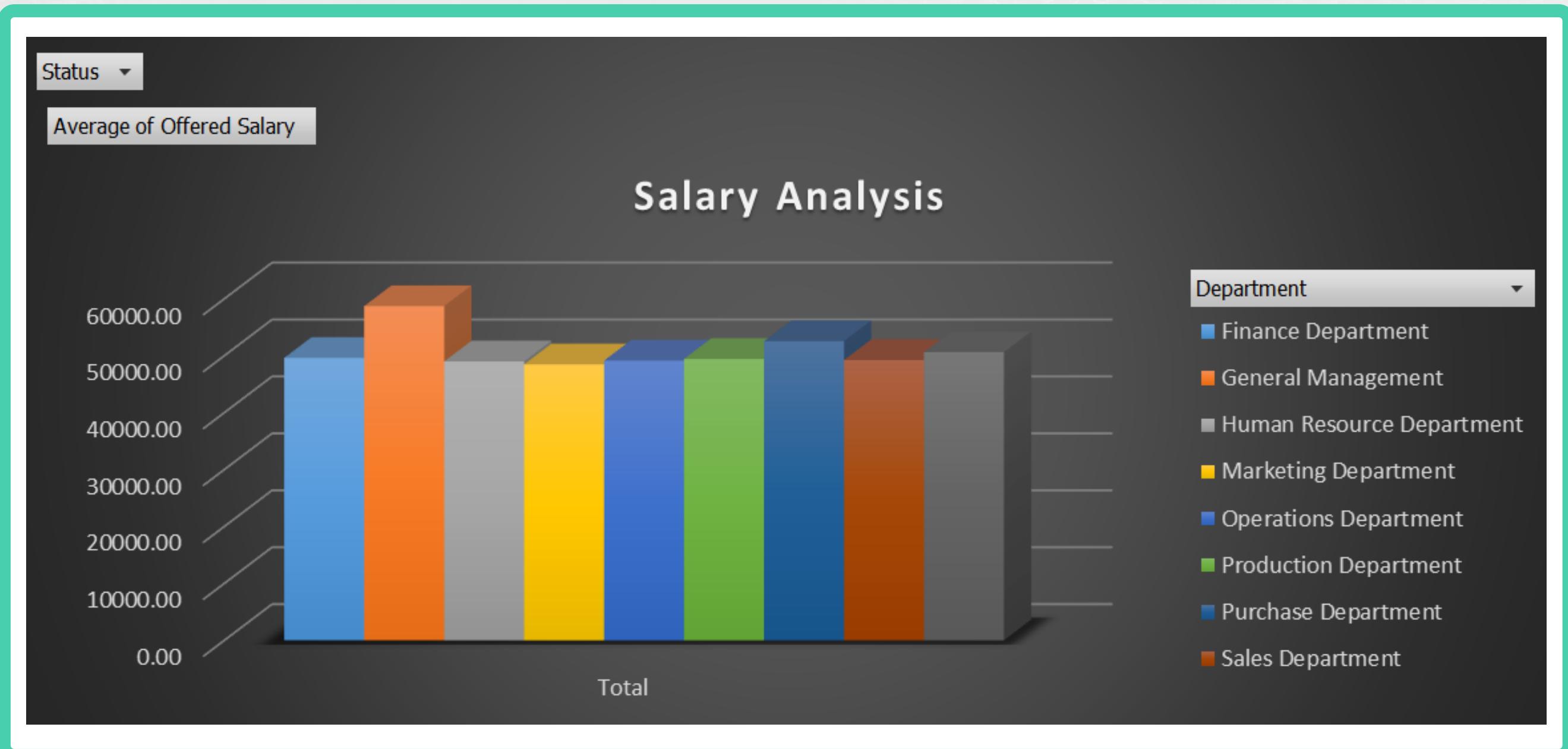
The Average Salary Offered By this company is \$49971.04

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=Average(G:G)
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Average Salary Offered
49971.04158

TASKS

C. SALARY DISTRIBUTION



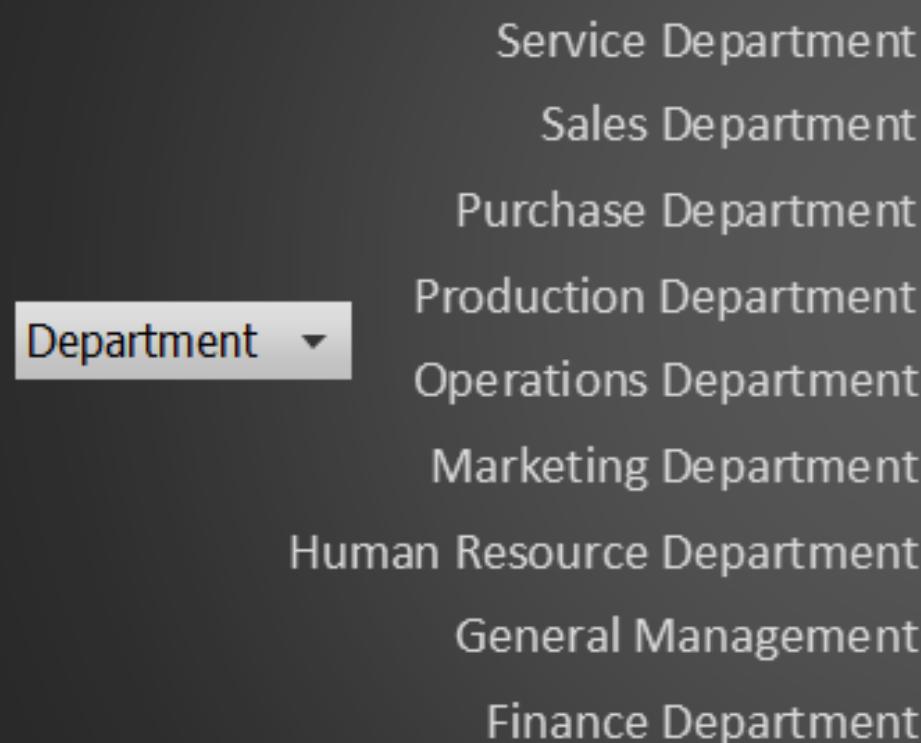
Task:
Create class intervals for the salaries in company.

TASKS

D. DEPARTMENT ANALYSIS

Count Of Gender

Total

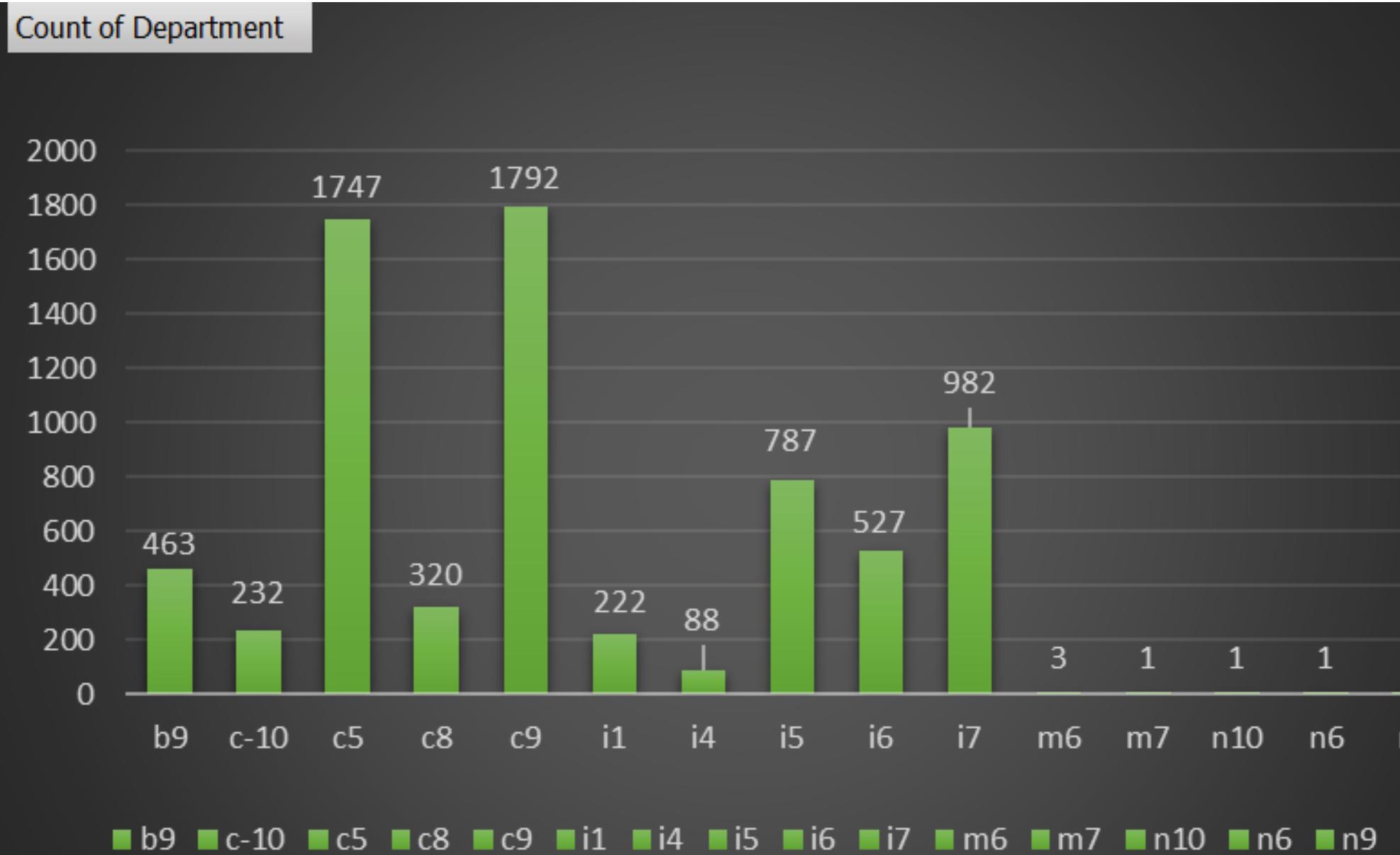


Total

Department	Count Of Gender
Finance Department	288
General Management	172
Human Resource Department	97
Marketing Department	325
Operations Department	2771
Production Department	380
Purchase Department	333
Sales Department	747
Service Department	2055
Grand Total	7168

TASKS

E. POSITION-TIER ANALYSIS:



Post Name ▾

Position_Name	Count of Department
b9	463
c-10	232
c5	1747
c8	320
c9	1792
i1	222
i4	88
i5	787
i6	527
i7	982
m6	3
m7	1
n10	1
n6	1
n9	1
Grand Total	7167

RESULT

- **Departmental Analysis:**

The bar graph visualized the proportion of employees in various departments, aiding resource allocation and workforce diversity strategies.



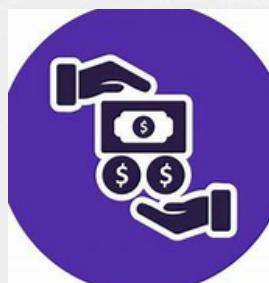
position

- **Position Tier Analysis**

The hierarchical chart displayed the distribution of positions across tiers, facilitating an understanding of organizational structure and talent management.

- **Hiring Analysis:**

Analyzing gender representation revealed disparities and guided initiatives for promoting diversity and inclusivity.



- **Salary Analysis:**

Discrepancies in salaries based on gender, department, and position were identified, prompting reviews of compensation structures for fairness and equity.

- **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.

THANK YOU



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