TRAINITY ASSIGNMENT

HIRING PROCESS ANALYTICS

Imagine you're a data analyst at a multinational company like Google. Your task is to analyze the company's hiring process data and draw meaningful insights from it. 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.

As a data analyst, you'll be given a dataset containing records of previous hires. Your job is to analyze this data and answer certain questions that can help the company improve its hiring process.

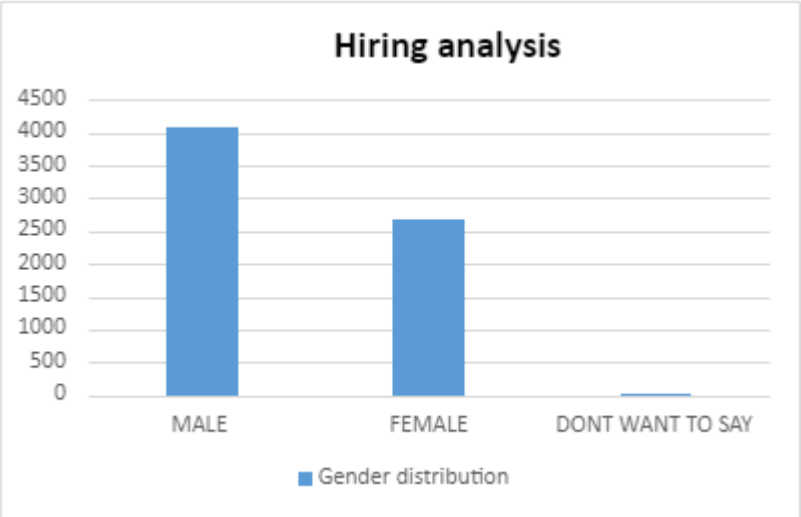
CLEANING DATA:

1. Blanks: since there was only 1 blank found,I have deleted that row.
2. Column: I have changed the column name from event_name to gender which suits better.
3. Hyphen - In the gender column I have replaced (-) with (don’t want to say) since they almost mean same category
4. Hyphen - In the position column I have replaced them with the corresponding position names.

TASKS:

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

MALE	FEMALE	DONT WANT TO SAY
4084	2675	15



FORMULA USED=COUNTIF(D:D,"Male"), =COUNTIF(D:D,"Female"), =COUNTIF(D:D,"Don't want to say")

INSIGHT: From the numbers we can see that the male ratio is higher than the other two. So we may suggest that to hire employees in a way that the ratio become equal

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

FORMULA USED: =AVERAGE(G:G)

ANSWER: 49983.02902

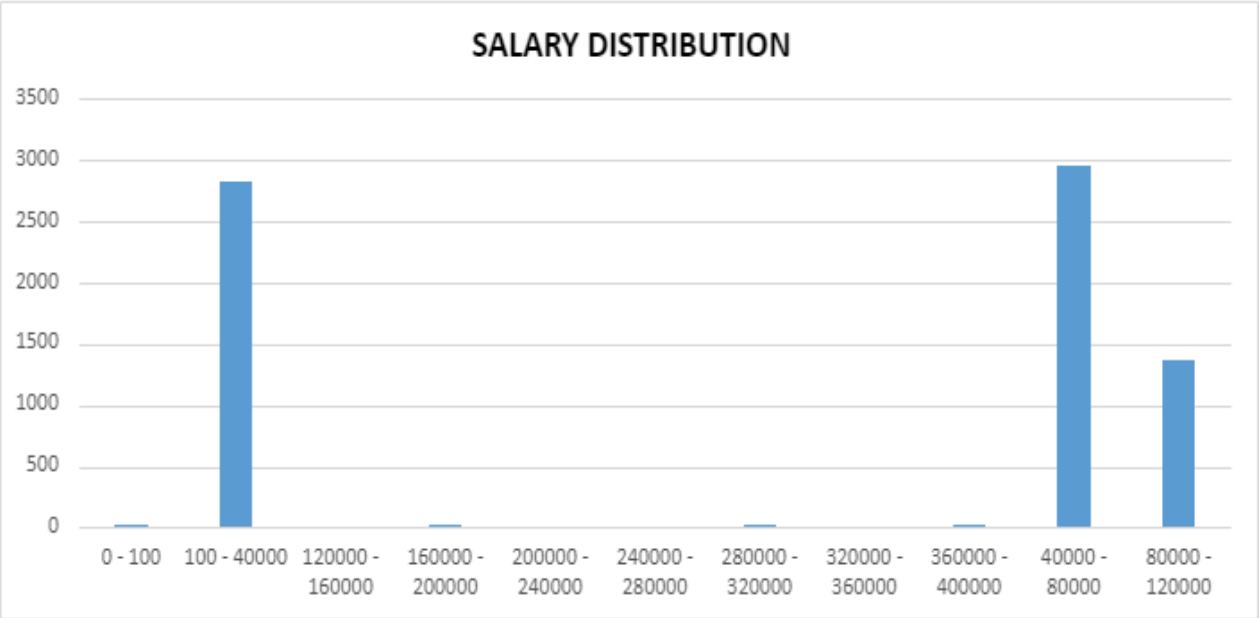
C. Salary Distribution: Create class intervals for the salaries in the company. This will help you understand the salary distribution.

FORMULA USED: =FREQUENCY(G:G,I4:I15)

CLASS INTERVALS	Sumof FREQUENCY
0 - 100	1
100 - 40000	2830
120000 - 160000	0
160000 - 200000	1
200000 - 240000	0
240000 - 280000	0
280000 - 320000	1
320000 - 360000	0
360000 - 400000	1
40000 - 80000	2963
80000 - 120000	1370
Grand Total	7167

EXPLANATION: Here in order to get the frequency we have created bins . Then we have created pivot table and a clustered column chart for the visualization.

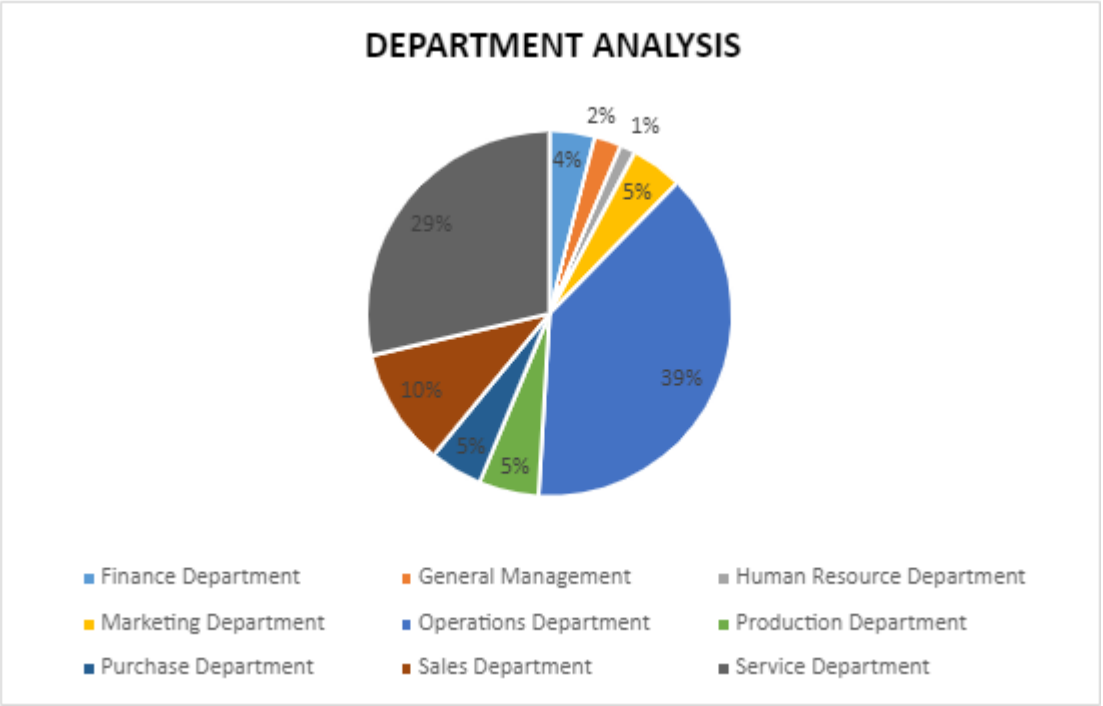
INSIGHT: From the graph we can interpret that there is still a lot of gap in between , we can distribute the salary range by hiring employees in different rage not only employees at the highest and lowest salaried positions.



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

Department	Count of application_id
Finance Department	288
General Management	172
Human Resource Department	97
Marketing Department	325
Operations Department	2771
Production Department	380
Purchase Department	333
Sales Department	746
Service Department	2055
Grand Total	**7167**

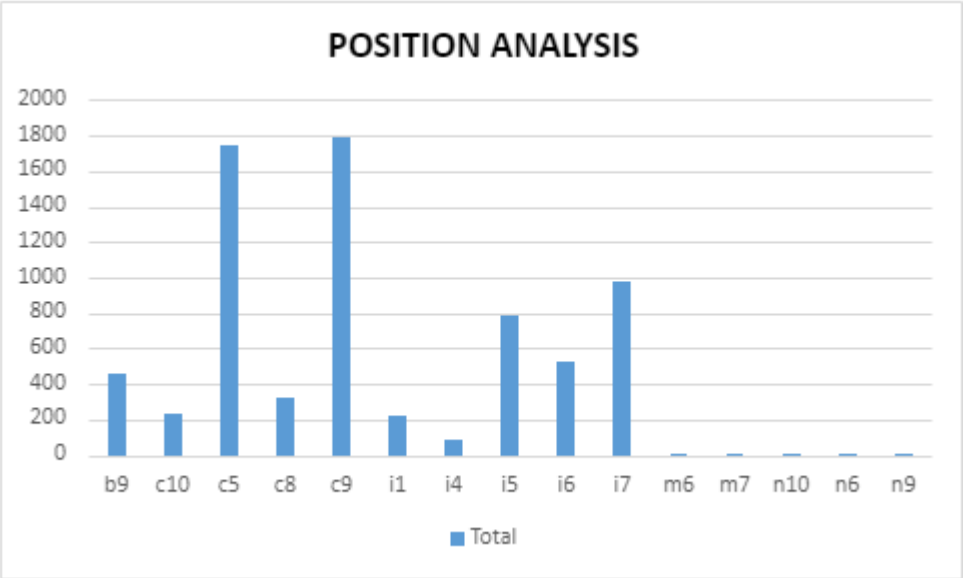
EXPLANATION: Here we have created pivot table and a pie chart for the visualization.



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.

Post Name	Count of application_id
b9	463
c10	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**



EXPLANATION: Here we have created pivot table and a column chart for the visualization.

INSIGHT: From the chart we can see that the distribution is almost normal except 5 positions . We can investigate further if the position necessarily require employees which can be afforded otherwise not.

EXCEL VERSION USED: Microsoft 365 online free version.
LINK:
https://1drv.ms/x/c/349a68758f9026f4/EckGb-CZrWNOkwCoj9agL-AB0yjGFtW1ttcpMJ1V5EKeaw?e=yy5qfb&nav=MTVfezAwMDAwMDAwLTAwMDEtMDAwMC0wMDAwLTAwMDAwMDAwMDAwMH0