PROJECT-4

HIRING PROCESS ANALYTICS

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PROJECT DESCRIPTION

- This project focuses on leveraging Excel and Statistical skills to conduct Hiring Process Analytics at a company similar to Google.
- The hiring process is a critical function within any organization, and it plays a pivotal role in shaping the company's success. Google, being a multinational technology giant, consistently seeks to improve its hiring process to ensure the recruitment of top talent. This project aims to analyze hiring process data to uncover meaningful insights that can help refine and optimize the company's recruitment strategies.
- As a Lead Data Analyst ,the tasks involve investigating company hiring process and understanding trends such as the number of rejections, interviews, job types, and vacancies can provide valuable insights for the hiring department.
- The main goal is to analyze dataset to derive valuable insights that can help improve the company's operations and draw meaningful conclusions about the company's hiring process. My insights could potentially help the company improve its hiring process and make better hiring decisions in the future.

APPROACH

1.IMPORTING THE DATASET INTO EXCEL

2.DATA CLEANING AND QUALITY CHECK

3.EXPLORE THE DATASET AND EXTRACT THE INSIGHTS

4.GENERATE EFFICIENT REPORT

TECH STACK USED:

Tech-stack used in this project are Microsoft Excel 2013 and Microsoft PowerPoint

- **Microsoft Excel 2013:**

Purpose: Microsoft Excel 2013 is a pivotal tool for this hiring process analytics project. It is utilized for various data-related tasks, including data cleaning, manipulation, and exploratory data analysis (EDA). Excel's features like data validation, pivot tables, and charting capabilities are instrumental in processing and visualizing the hiring data.

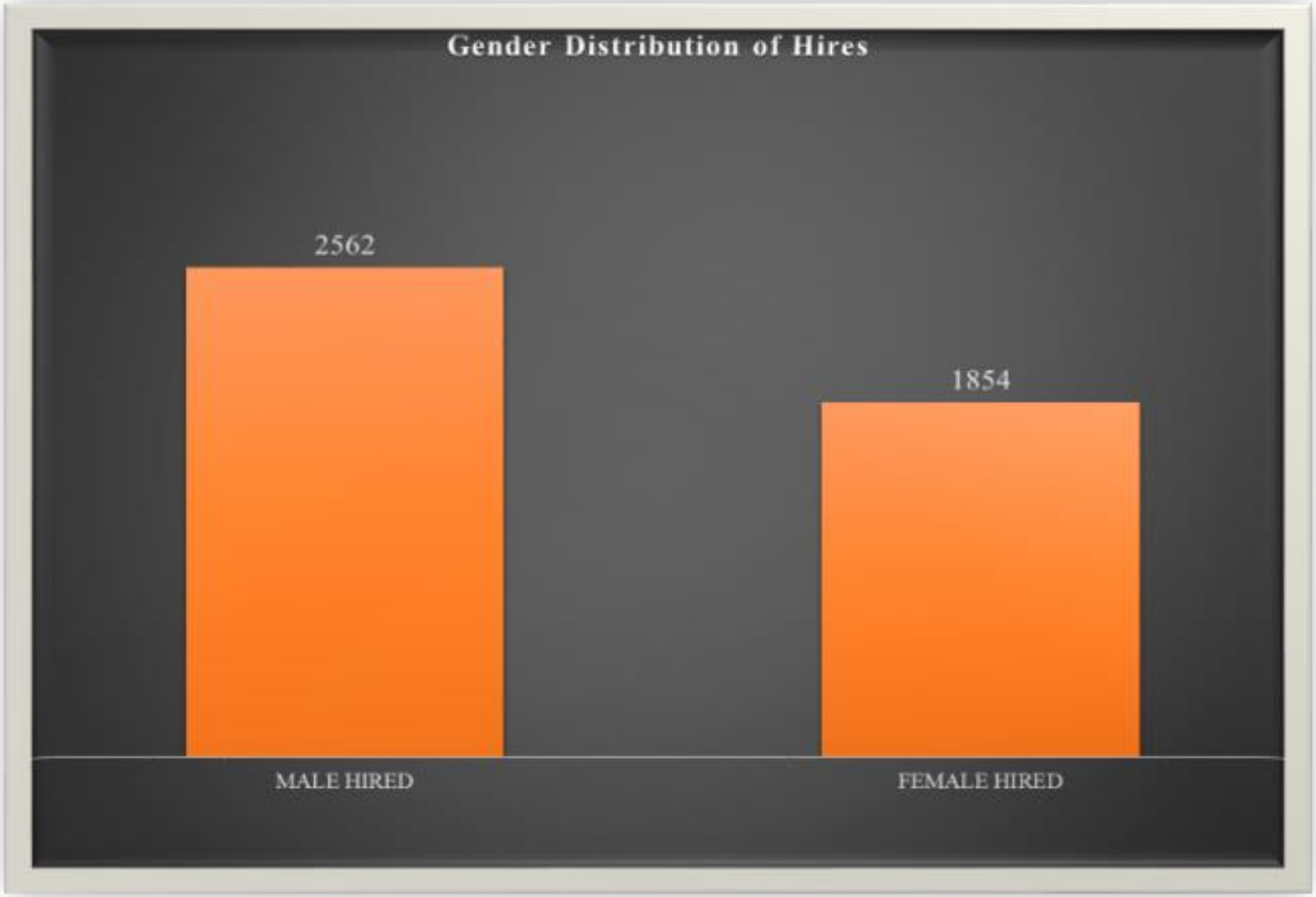
- **Microsoft PowerPoint 2013:**

Purpose: Microsoft PowerPoint 2013 plays a crucial role in this project by enabling the creation of a compelling and informative presentation. It allows us to present the project's objectives, methodologies, findings, and recommendations in a structured and visually engaging manner. PowerPoint facilitates effective communication of complex data-driven insights to stakeholders and decision-makers.

A. Hiring Analysis: The hiring process involves bringing new individuals into the organization for various roles.

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

- **2562 Male are Hired**
- **1854 Female are Hired**



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.

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

Average Salary of Employees offered by the Company is 49878

Excel Function used: AVERAGE( )

C. 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.

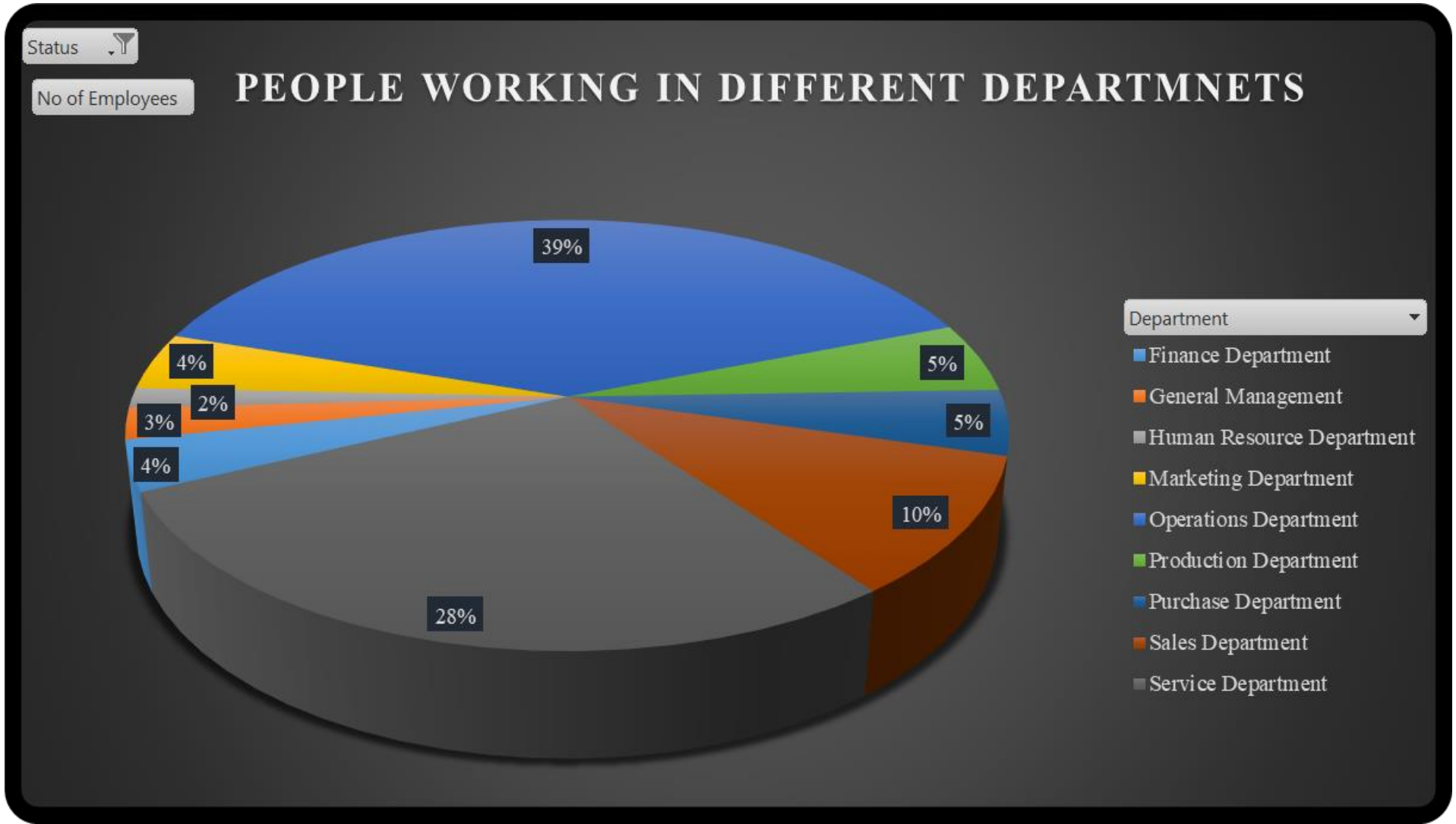
Task: Create class intervals for the salaries in the company. This will help you understand the salary distribution.

Class interval of Salaries	No of Employees
100-6758	444
6758-13416	479
13416-20074	488
20074-26732	480
26732-33390	453
33390-40048	493
40048-46706	544
46706-53364	479
53364-60022	503
60022-66680	452
66680-73338	486
73338-79996	493
79996-86654	467
86654-93312	460
93312-99970	444
Grand Total	**7165**

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

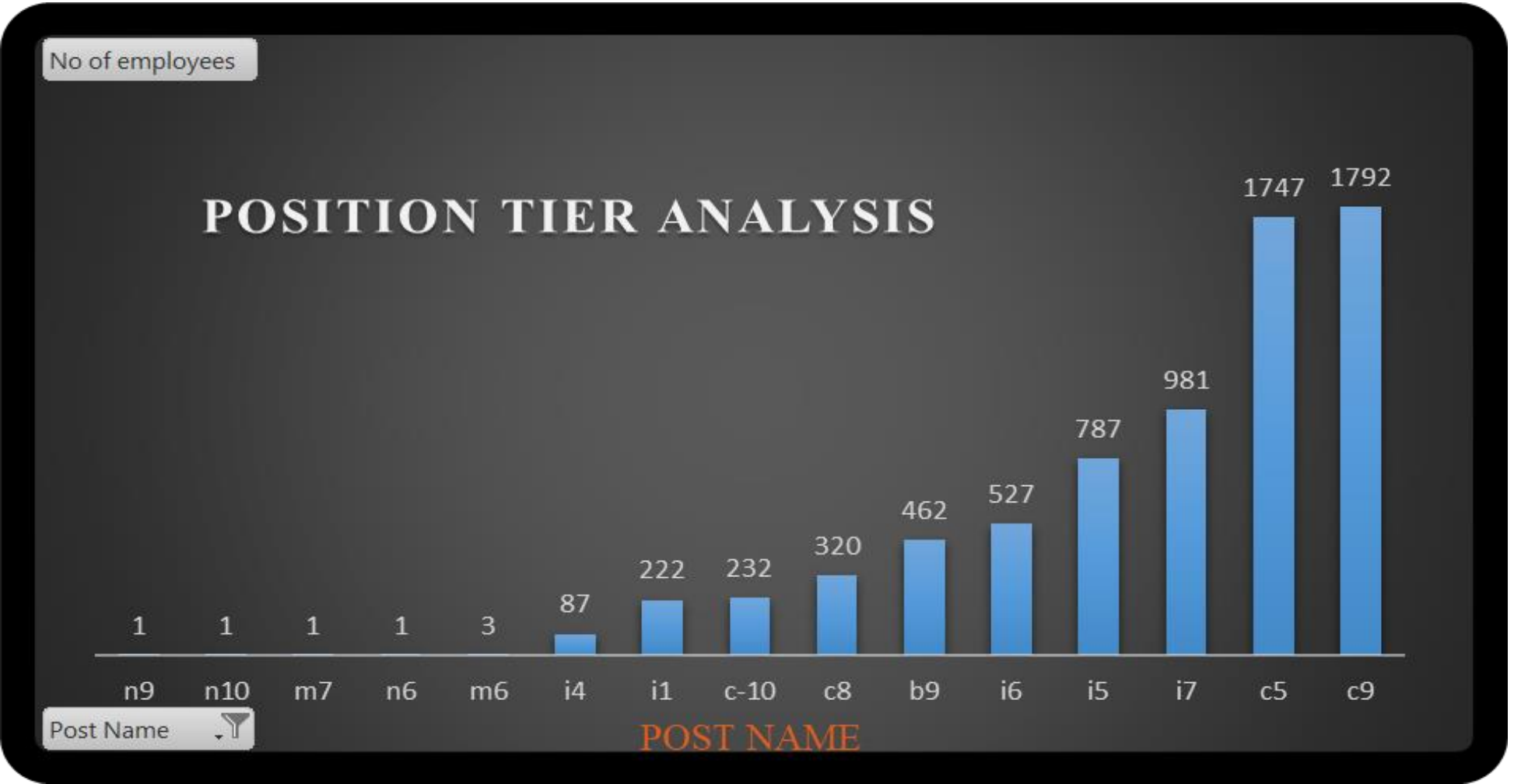
Task: Use a pie chart, bar graph, or any other suitable visualization to show the proportion of people working in different departments.

Departments	No of Employees
Finance Department	176
General Management	111
Human Resource Department	70
Marketing Department	202
Operations Department	1843
Production Department	246
Purchase Department	230
Sales Department	485
Service Department	1331
Grand Total	**4694**



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

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.



Post nam	No of employees
n9	1
n10	1
m7	1
n6	1
m6	3
i4	87
i1	222
c-10	232
c8	320
b9	462
i6	527
i5	787
i7	981
c5	1747
c9	1792
Grand Total	**7164**

RESULT:

- Throughout this project, the role of Lead Data Analyst has been instrumental in driving data-driven decision-making within the organization , resembling the hiring process of a company like Google. Through meticulous analysis of diverse aspects of dataset and handling null values and outliers this project has yielded actionable insights that helps the company hiring process

- In conclusion, this analysis provides valuable insights into our hiring process, suggesting areas for improvement in terms of efficiency, candidate experience, and diversity and inclusion efforts. By addressing these findings, we can optimize our hiring practices, attract top talent, and ensure the company continues to thrive in a competitive job market.

THANK YOU

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EXCEL LINK

View the file in Microsoft Excel for better Visualization