Hiring Process Analytics

Project Description:

This project aims to generate useful insights into a company's Hiring Process. The project identifies gender-wise recruitment, the strength of each department, and the salary offered.

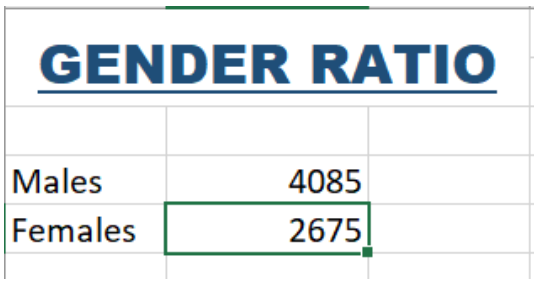
Approach:

1) First, I checked the dataset for missing values and outliers using “Find and Replace”. For outlier detection, I used the Measures of Central Tendency. Since there was no significant difference between the mean and median of salaries offered, I have assumed that there are no outliers in the data.
2) Determine gender distribution
   To find the gender distribution, I used the “COUNTIF” function to count the number of employees and specify the condition accordingly.

   FORMULA:

   ```
   =COUNTIF(Data!D2:D7169,"Male")
   =COUNTIF(Data!D3:D7170,"Female")
   ```

   OUTPUT:

GENDER RATIO	
Males	4085
Females	2675

3) Finding average salary

To find the average salary, I used the “AVERAGE” function to calculate the average of the salaries offered.

FORMULA:

```
=AVERAGE(Data!G2:G7169)
```

```
=MEDIAN(Data!G2:G7169)
```

OUTPUT:

MEASURES OF CENTRAL TENDENCY

Mean	$49,976.06
Median	$49,625.00

4) Analysing Salary Distribution

To analyze the salary distribution, I used the below formula to categorize the salaries offered. Then, I used the “COUNTIF” function to count the number of people in that salary range.

FORMULA:

```
=TEXT((INT((G2-1)/10000)*10000)+1,"$#,##0") & " - " & TEXT((INT((G2-1)/10000)+1)*10000,"$#,##0")
```

```
=COUNTIF(Data!$H$2:$H$7169,"$1 - $10,000")
```

OUTPUT:

SALARY DISTRIBUTION

$1-$10,000	678
$10,000-$20,000	732
$20,000-$30,000	711
$30,000-$40,000	710
$40,000-$50,000	781
$50,000-$60,000	750
$60,000-$70,000	698
$70,000-$80,000	734
$80,0000-$90,000	711
$90,000-$1,00,000	659
$1,90,000-$2,00,000	1
$2,90,001- $3,00,000	1
$3,90,001-$ 4,00,000	1
Unpaid	1

5) Finding the strength of each department
   To find the count of each department, I used the “COUNTIF” function to count the number of employees in each department.

   FORMULA:

```
=COUNTIF(Data!E2:E7169,"Service Department")
```

   OUTPUT:

DEPARTMENT-WISE STRENGTH

Service	2055
Operations	2771
Sales	747
Finance	288
Production	380
Purchase	333
Human Resource	97
General Mangement	172
Marketing	325

6) Determining the position of employees
To determine the tier level in that post and the number of employees in it, I used the “COUNTIF” function to count the number of employees at each post.

FORMULA:

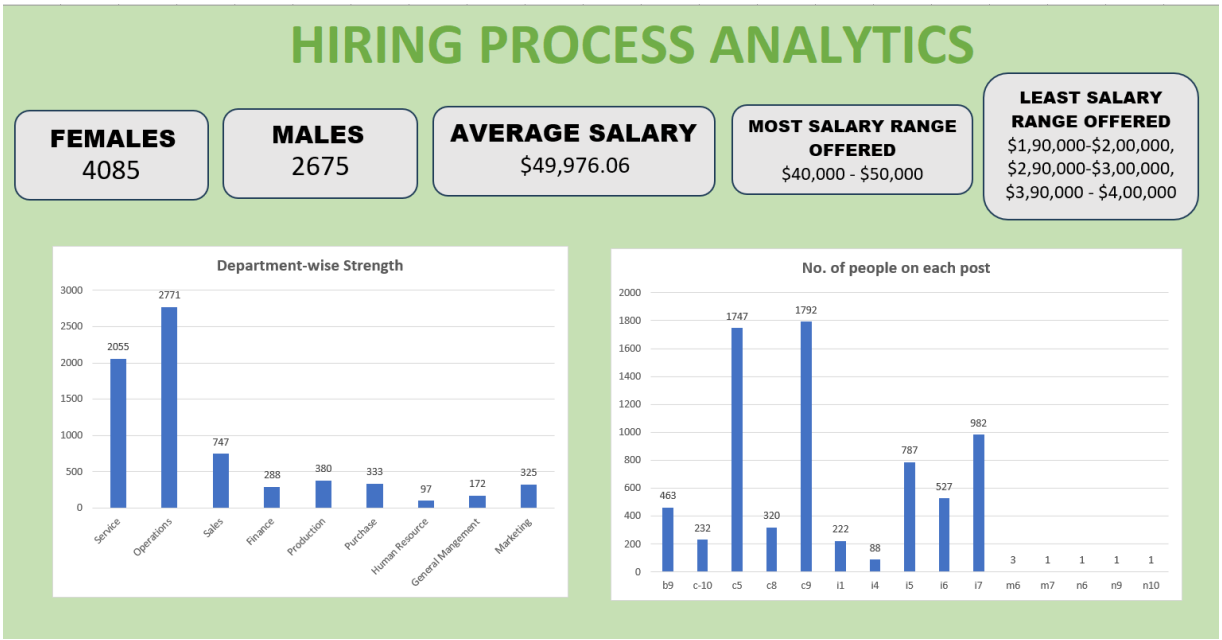
```
=COUNTIF(Data!$F$2:$F$7169,"b9")
```

OUTPUT:

NO. OF PEOPLE ON EACH POST

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
n6	1
n9	1
n10	1

Result:



Tech-Stack Used:

To complete this project, I used MS Excel (2019 version) due to its simplicity and prior knowledge.

Insights:

1) The total number of considered females is “4085” and males is “2675”.
2) The average salary offered in this company is $49,976.06.
3) The salary range offered the most is between $40,000 to $50,000.
4) The least salary range offered is between $1,90,000 to $2,00,000, $2,90,000 to $3,00,000 and $3,90,000 to $4,00,000.
5) The maximum number of employees are employed in the “Operations Department”.
6) The maximum occupied position is “c9”.

Result:

Through this project, I was able to have a better understanding of the Statistics concept and its applications as well as utilize by MS Excel skills.

Statistics.xlsx(hyperlink)