

# **Hiring Process Analytics**

## **Project Description**

Hiring process is the fundamental and the most important function of a company. Here, the MNCs get to know about the major underlying trends about the hiring process. Trends such as- number of rejections, number of interviews, types of jobs, vacancies etc. are important for a company to analyze before hiring freshers or any other individual.

This projects aim to carry out the in depth analysis of major underlying trends about the hiring process.

This project answers to the important questions like:

- > Hiring analysis
- > Salary analysis
- > Salary distribution
- > Departmental analysis
- > Position tier analysis

## **Approach**

The approach involves the following steps,

- Microsoft Excel 2022 was selected as the primary tool for data analysis due to its versatility and robust capabilities in handling tabular data.
- The data would need to be cleaned to remove any duplicate (or) irrelevant entries and ensure that the data is properly formatted.
- Check and identify the outliers and remove any outliers that may have significant impact on the analysis.
- Perform relevant descriptive statistic calculations to gain a general understanding of dataset.

- Specific techniques such as pivot tables, charts, and formulas were employed to analyze the dataset and extract meaningful insights.

## Tech Stack Used

**Microsoft Excel 2022** :- MS Excel including pivot tables, charts and statistical functions. This tool is used to create graphical representation of the results and to understand the result set better.

## Insights

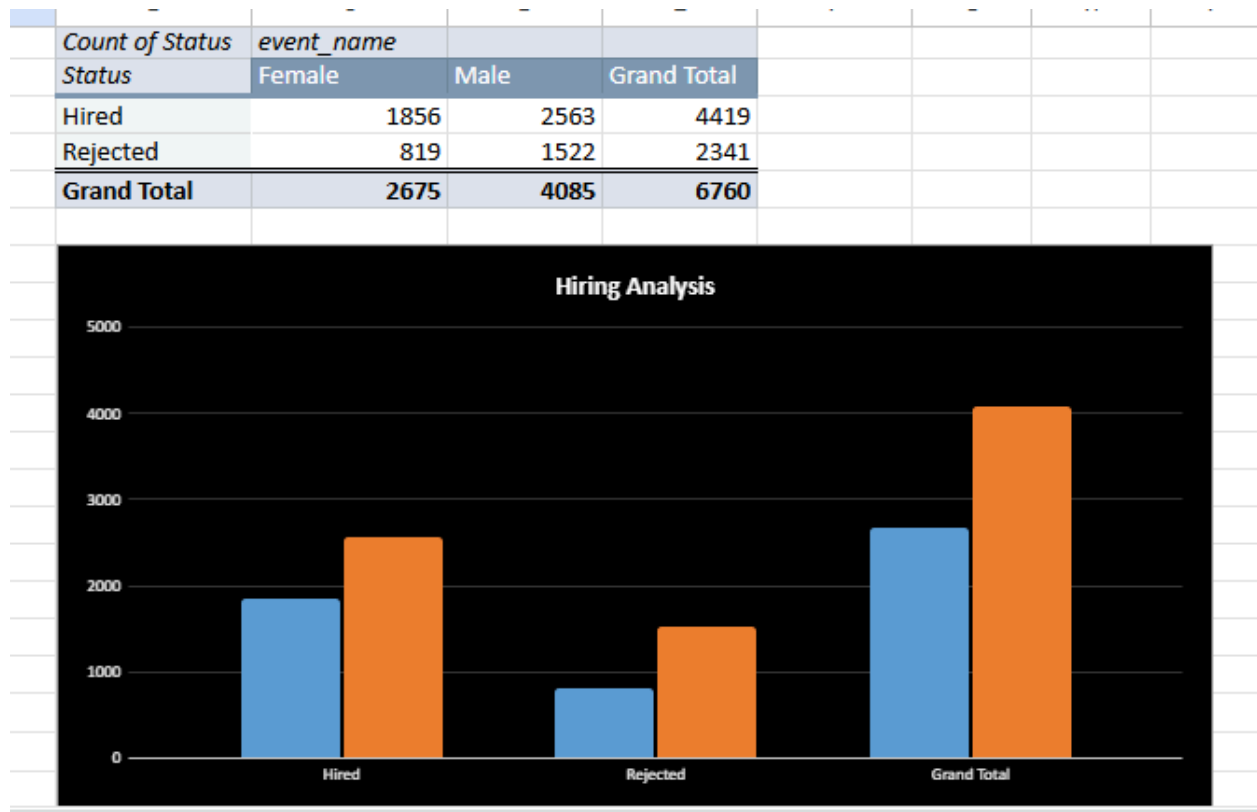
During a Hiring Process Analytics project, various key insights can be derived by analyzing trends:

- Identifying patterns for why candidates are rejected or selected.
- This project has lead me to understand the analysis required in the company's hiring process.
- This project has helped me to understand the concept of exploratory data analysis.
- This analysis helped me to improve my statistics and excel skills.
- The provided results offer insights into various aspects of the company, including hiring patterns, salary distribution, departmental composition, and position tiers.

Meaningful trends and patterns were observed in the data:-

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

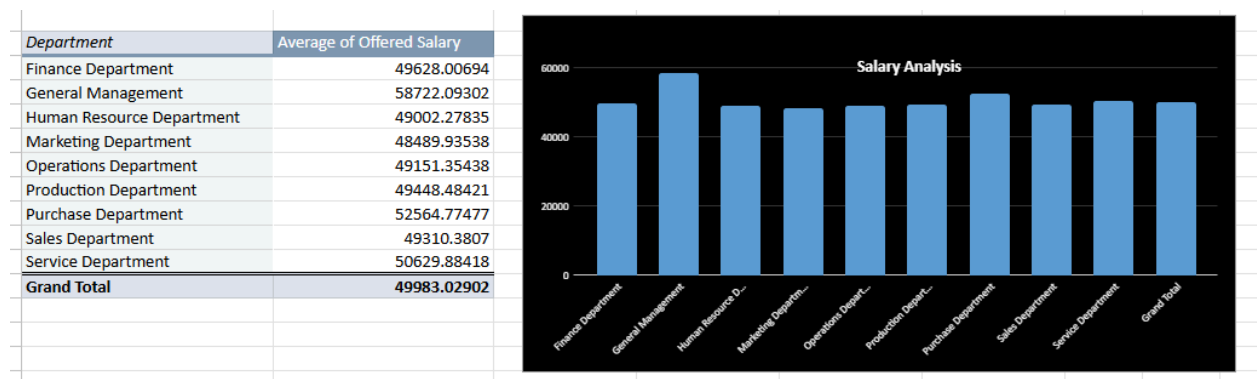
**Task:** Determine the gender distribution of hires. How many males and females have been hired by the company?



From the above bar plot we can observe that there are total of 2563 males and 1856 females are hired for different positions in the company

**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.

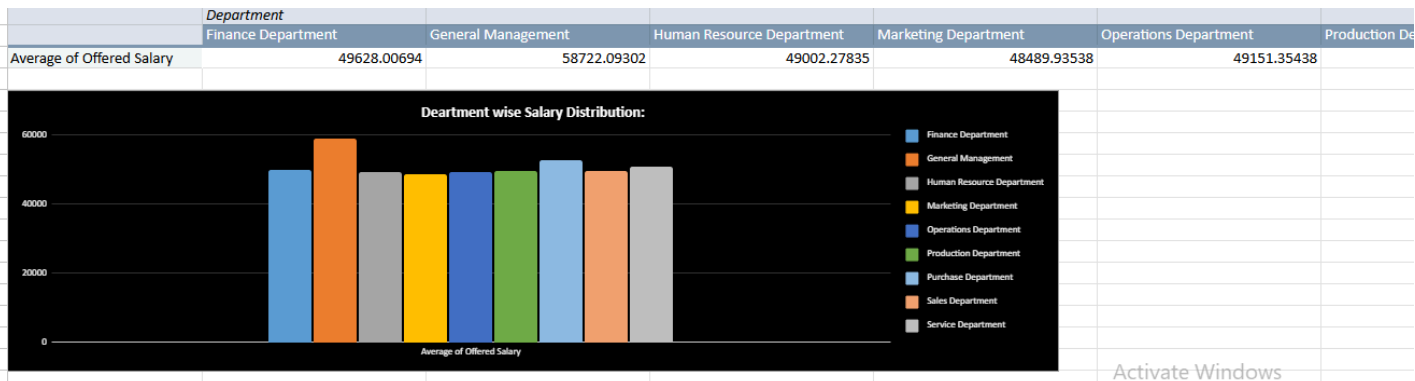
**Task:** What is the average salary offered by this company? Use Excel functions to calculate this.



The average salary offered in this company is 49983.02

**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.

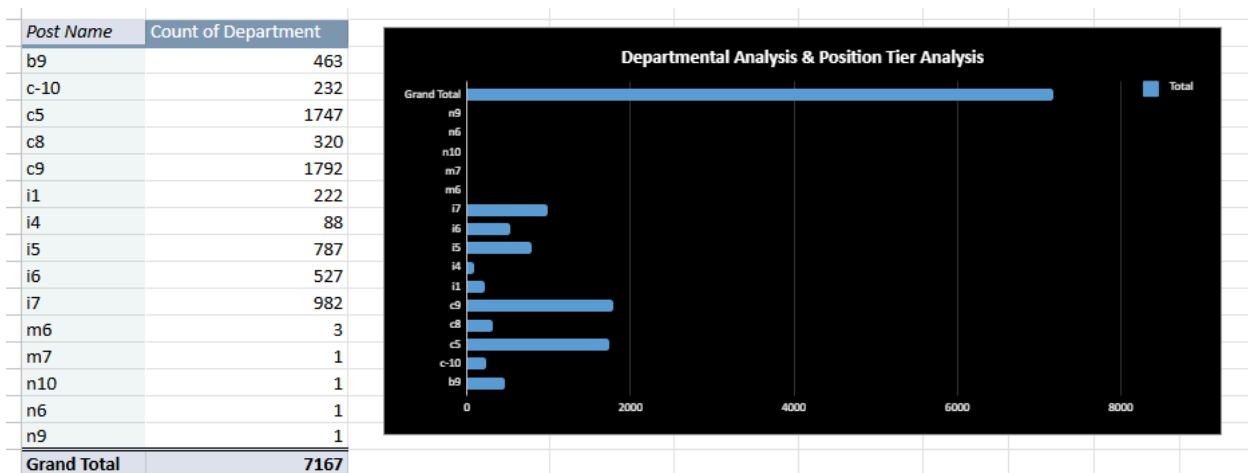


**D. Departmental Analysis:** Visualizing data through charts and plots is a crucial part of data analysis.

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

**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.



## **Result**

I use my knowledge of statistics and Excel to draw meaningful conclusions about the company's hiring process. It improves my statistics and excel skills.

By doing the analysis on the provided dataset as per the questions asked and provided the necessary insights and tried to plot the necessary charts / graphs as per requirement, this project helped me in better understanding the process of Exploratory Data Analysis.

Overall, the Hiring Process Analytics project resulted in a more efficient, data-driven, and candidate-friendly hiring process, aligning talent acquisition with organizational goals while reducing both time and costs.

## **Conclusion**

In conclusion, hiring process analytics are important for a company because they help the company make better decisions when it comes to hiring and managing employees. By analyzing data from the hiring process, organization can identify areas for improvement and reduce biases that may lead to less qualified hires.

By identifying patterns in the hiring process and optimizing interview scheduling and screening practices, the overall time-to-hire was reduced, allowing the company to secure talent more quickly.

Through analysis of rejection reasons and interview outcomes, the company refined job descriptions and screening processes, leading to higher-quality candidates progressing through the pipeline.

By analyzing trends in open positions and understanding where the hiring process lagged, the team was able to reduce the time vacancies remained open, ensuring that critical roles were filled more quickly.

The data allowed HR teams to make decisions based on trends, such as focusing on roles or regions that required the most attention, rather than relying on assumptions or outdated information.

Hiring process analytics is done on monthly or yearly basis as per the requirement of the company.

By making objective and data driven decisions, organizations can improve overall performance of the organization and can helps it to stay competitive in their industry.

**Hyperlink the Excel Sheet to report:**

You can access the google excel sheet through the following link:

[Click to open Excel sheet](#)