

Hiring Process Analytics

Project Description

In this project, I have to analyze a company's hiring process data using Microsoft Excel and draw meaningful insights from it

Approach

For this project, I used the dataset provided by the Trainity team and loaded it into Excel. Then I used the various inbuilt formulas of Excel to derive the necessary insights. I have also used various graphs and charts for the visualization of data

Tech-Stack Used

For this project, I have chosen Microsoft Excel as it is a powerful tool that offers numerous benefits for data analysis, business management, and personal use. Excel provides a wide range of built-in functions and formulas for mathematical, statistical, financial, and logical calculations. Pivot Tables allow you to quickly summarize and analyze large datasets, making it easier to identify trends and patterns.

Insights

Loading the data

	A	B	C	D	E	F	G
1	application_id	Interview Taken on	Status	event_name	Department	Post Name	Offered Salary
2	383422	5/1/14 11:40	Hired	Male	Service Department	c8	56553
3	907518	5/6/14 8:08	Hired	Female	Service Department	c5	22075
4	176719	5/6/14 8:08	Rejected	Male	Service Department	c5	70069
5	429799	5/2/14 16:28	Rejected	Female	Operations Department	i4	3207
6	253651	5/2/14 16:32	Hired	Male	Operations Department	i4	29668
7	289907	5/1/14 7:44	Hired	Male	Sales Department	-	85914
8	959124	5/6/14 16:27	Rejected	Male	Sales Department	i7	69904
9	86642	5/9/14 13:17	Rejected	Male	Sales Department	i7	11758
10	751029	5/2/14 13:09	Hired	Female	Service Department	i4	15156
11	434547	5/2/14 13:11	Rejected	Female	Service Department	i4	49515
12	518854	5/1/14 9:00	Rejected	Male	Service Department	n10	26990
13	649039	5/7/14 10:48	Hired	Female	Service Department	b9	200000
14	199526	5/7/14 10:50	Hired	Male	Service Department	b9	86787
15	539803	5/15/14 9:31	Hired	Male	Finance Department	b9	2308
16	191009	5/9/14 12:48	Hired	Female	Service Department	i7	56688
17	195323	5/9/14 12:48	Hired	-	Service Department	i7	81757
18	51318	5/2/14 8:07	Hired	Male	Service Department	i5	15134
19	742283	5/2/14 8:11	Rejected	-	Service Department	i5	100
20	513166	5/1/14 22:53	Hired	Female	Operations Department	i1	73579
21	791372	5/1/14 22:54	Rejected	Male	Operations Department	i1	50351
22	47857	5/1/14 22:55	Rejected	Female	Operations Department	i1	38462
23	834101	5/1/14 22:53	Rejected	Don't want to say	Operations Department	i1	82510
24	985008	5/1/14 9:41	Rejected	Male	Service Department	i6	52554
25	891568	5/1/14 16:28	Hired	Female	Operations Department	i7	3423
26	935899	5/10/14 14:17	Rejected	Male	Service Department	i1	88744
27	780839	5/10/14 14:18	Hired	Female	Service Department	i1	70979
28	851764	5/1/14 16:01	Rejected	Male	Operations Department	i6	99574
29	202821	5/1/14 16:01	Hired	Male	Operations Department	i6	52176

Task 1: Determine the gender distribution of hires. How many males and females have been hired by the company?

Formula used : =COUNTIF

7172	Hiring Analysis: The hiring process involves bringing new individuals into the organization for various roles.				
7173	Your Task: Determine the gender distribution of hires. How many males and females have been hired by the company?				
7174	number of males =	4085	fomula used : =COUNTIF(D2:D7169,"=Male")		
7175	number of females =	2675	fomula used : =COUNTIF(D2:D7169,"=Female")		
7176	number of undisclosed =	393	fomula used : =COUNTIF(D2:D7169,"=Don't want to say")		

Therefore the number of males are 4085, the number of females are 2675 and the number of disclosed genders are 393

Task 2: What is the average salary offered by this company? Use Excel functions to calculate this.

Formula used : =AVERAGE

7178	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.				
7179	Your Task: What is the average salary offered by this company? Use Excel functions to calculate this.				
7180	average salary =	55377	fomula used : =AVERAGE(G2,G7169)		

Therefore the average salary is 55377

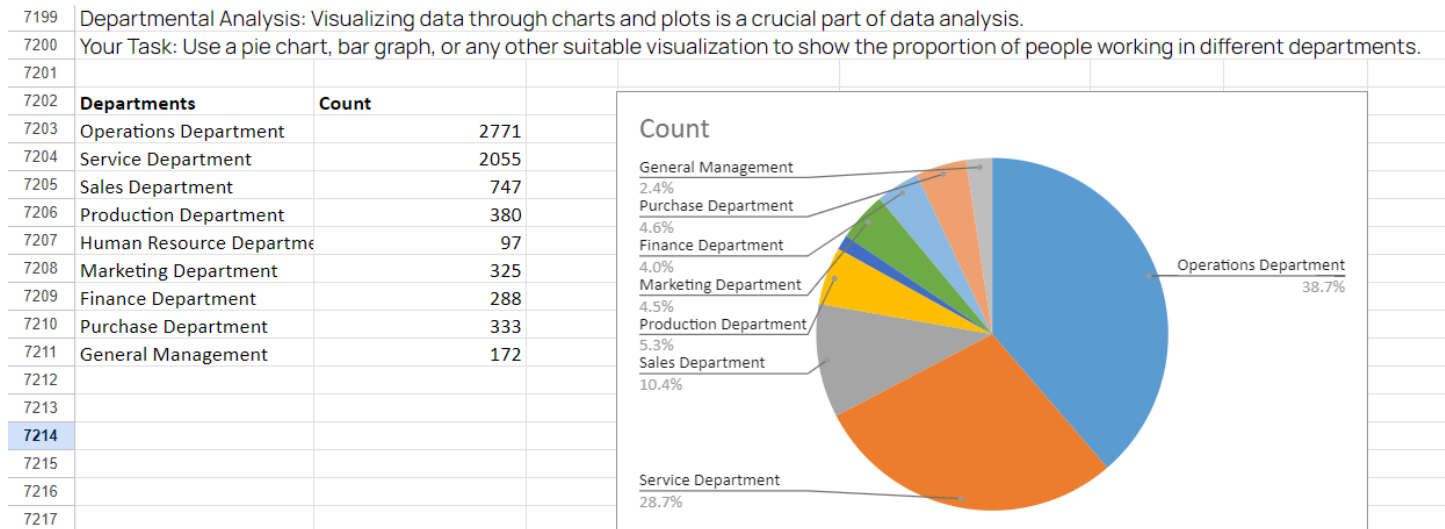
Task 3: Create class intervals for the salaries in the company. This will help you understand the salary distribution.

Formula used : =FREQUENCY

7182	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.				
7183	Your Task: Create class intervals for the salaries in the company. This will help you understand the salary distribution.				
7184	Class interval	Frequency	fomula used : =FREQUENCY(G2:G6912, A7185:A7194)		
7185	10000	649			
7186	20000	709			
7187	30000	680			
7188	40000	686			
7189	50000	757			
7190	60000	724			
7191	70000	673			
7192	80000	707			
7193	90000	688			
7194	100000	634			
7195	500000	3			
7196					
7197					

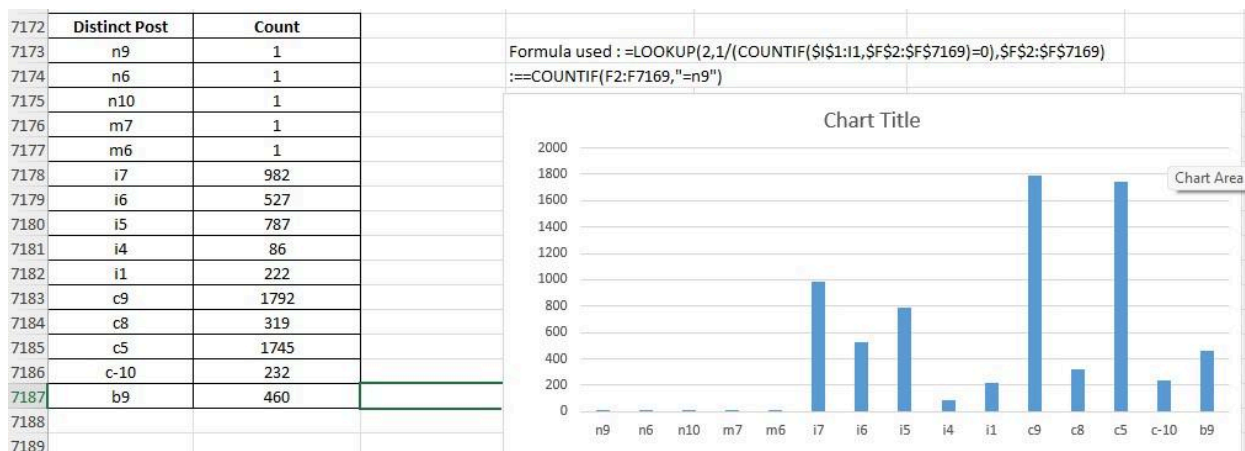
Task 4: Use a pie chart, bar graph, or any other suitable visualization to show the proportion of people working in different departments.

Formula used : =LOOKUP(2,1/(COUNTIF(\$I\$1:I1,\$E\$2:\$E\$7169)=0),\$E\$2:\$E\$7169))
: =COUNTIF(E2:E7169,"=Name_of_Department")



Task 5: 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.

Formula used : `LOOKUP(2,1/(COUNTIF(I1:I1,F2:F7169)=0),F2:F7169)`
`: =COUNTIF(F2:F7169,"post_name")`



Result

Hence we were able to leverage Microsoft Excel's data analytics functionalities for hiring process analytics and extracted the required results which are highlighted above