HIRING PROCESS ANALYTICS

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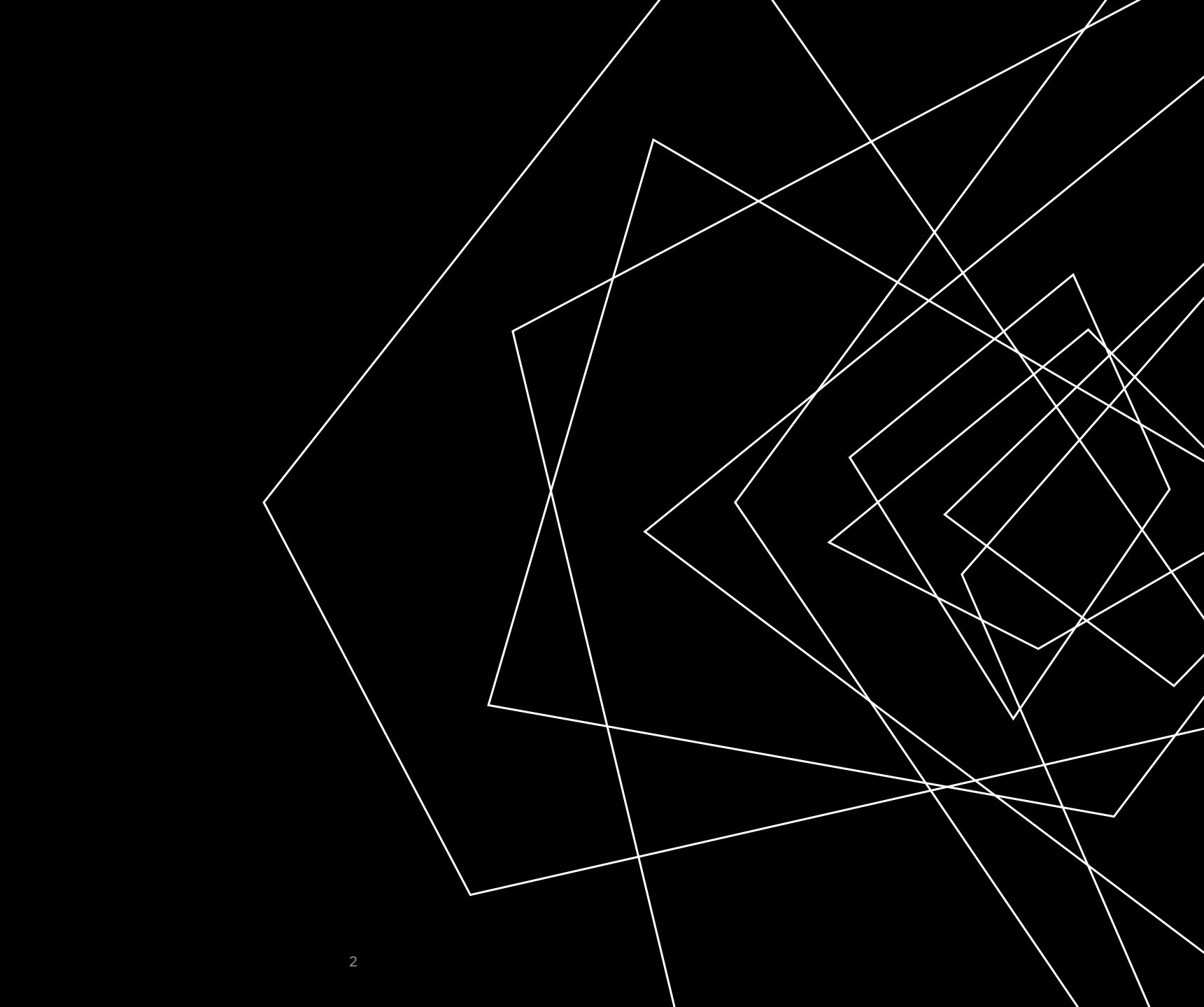
AGENDA

Project description

Approach

Tech-stack used

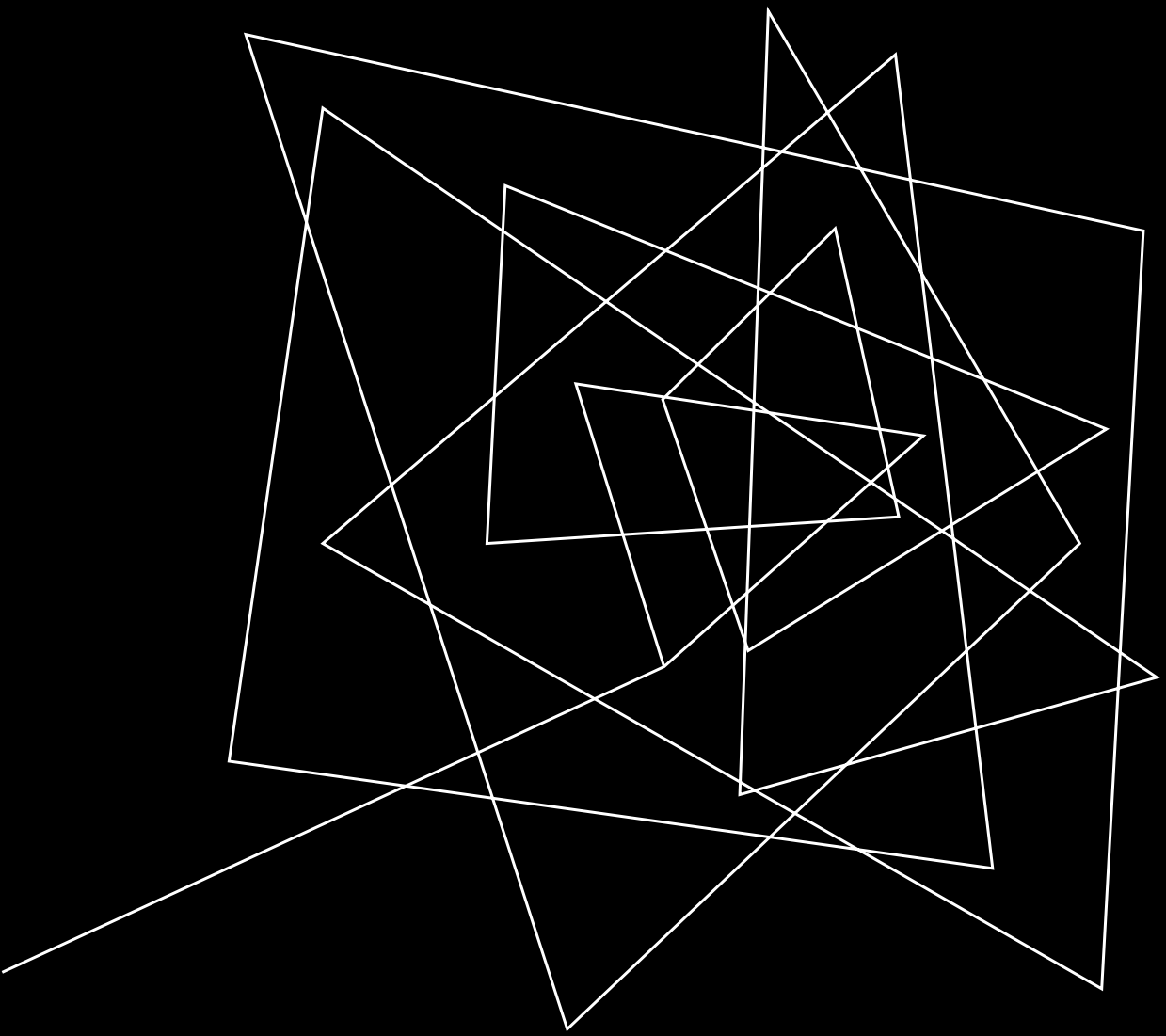
Insights



PROJECT DESCRIPTION

The company has provided with the data records of their previous hirings and have asked us to answer certain questions making sense out of that data. The goal of this project is to use knowledge of statistics and Excel to draw meaningful conclusions about the company's hiring process.

Excel file hyperlink



APPROACH & TECH STACK USED

Data cleaning is the first step , in which Missing values , blanks , outlier detection is done. Filter function is used to avoid missing values and outliers were detected and omitted , In gender column “prefer not to say” observations were omitted as it will be not useful for the study.

All the irrelevant data is omitted and cleaned data was used for study.

Then Tasks were answered using excel functions.

Microsoft Excel is used for the whole project.

INSIGHTS

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

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

Males 2561 , Females 1854. Male hiring is considerably high than females.

This also an indication may be more males are participated , as the proportion is not much differed.

49880 is the average salary offered by the company.

INSIGHTS

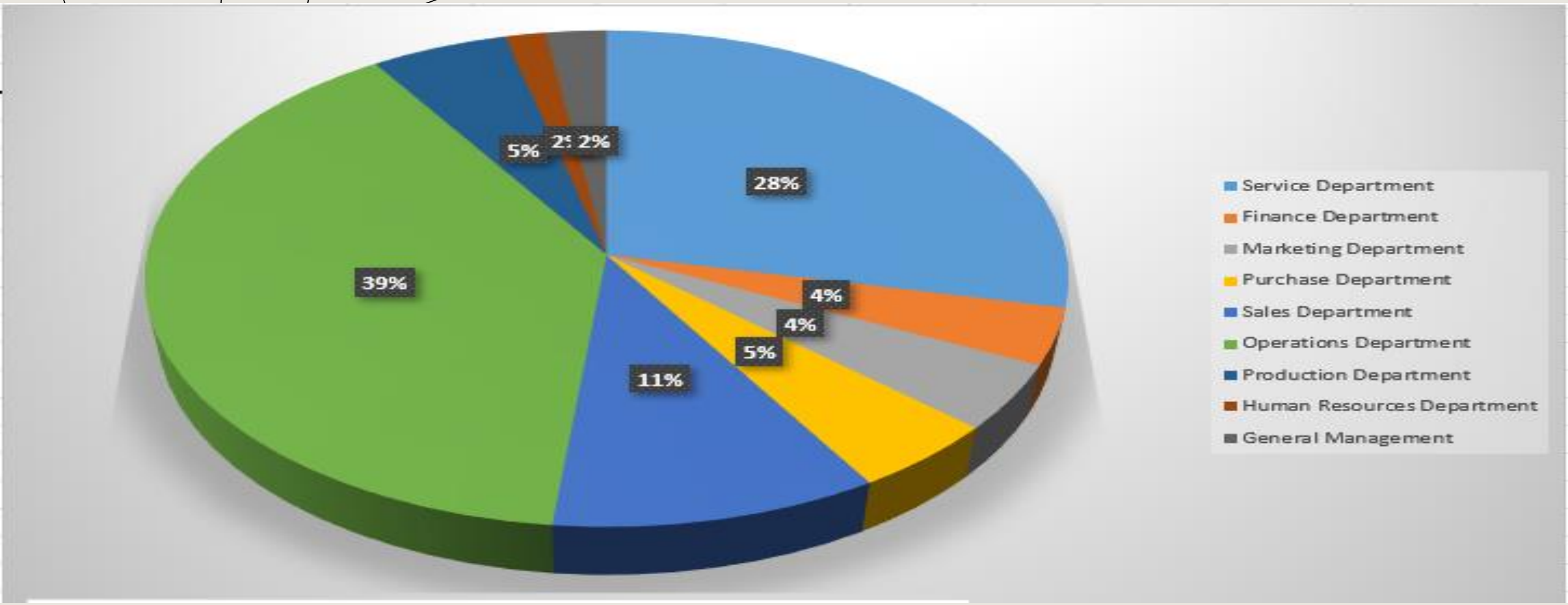
Range divided the number which divides in to whole integer			
Total Number of Bins	6657.8	6658	
Class Intervals		*100*	*Frequency*
100		6758	444
6758		13416	479
13416		20074	488
20074		26732	480
26732		33390	453
33390		40048	493
40048		46706	544
46706		53364	478
53364		60022	503
60022		66680	452
66680		73338	486
73338		79996	493
79996		86654	467
86654		93312	460
93312		99970	444
99970		More	0

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

Class intervals and their corresponding income distribution is shown in the above screenshot.

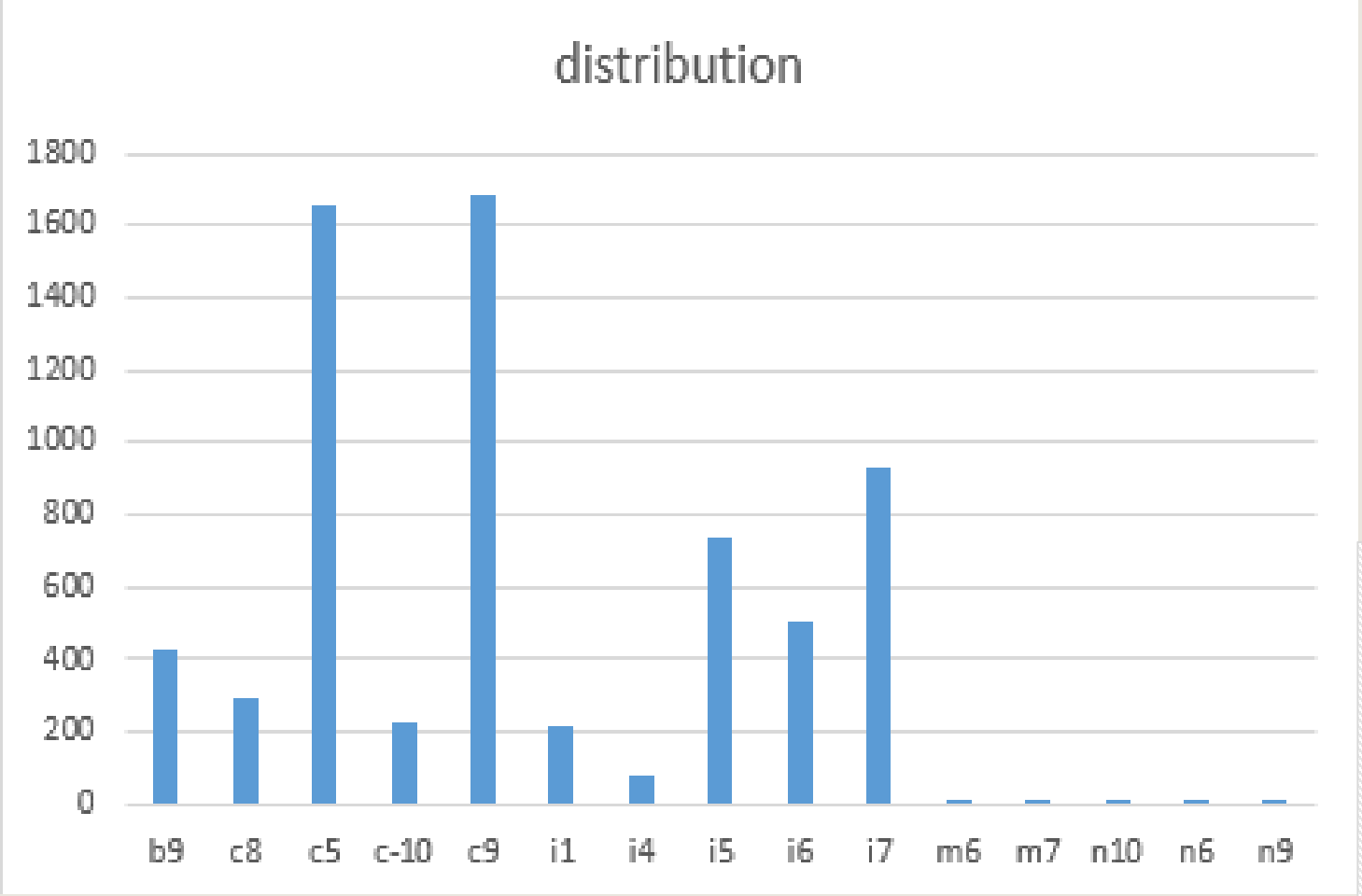
INSIGHTS



Visualizing data through charts and plots is a crucial part of data analysis.

The above pie chart shows proportion of people working in different departments.

Operations department and Service department proportion is accounted for 67%. It clearly shows which department needs more workforce.



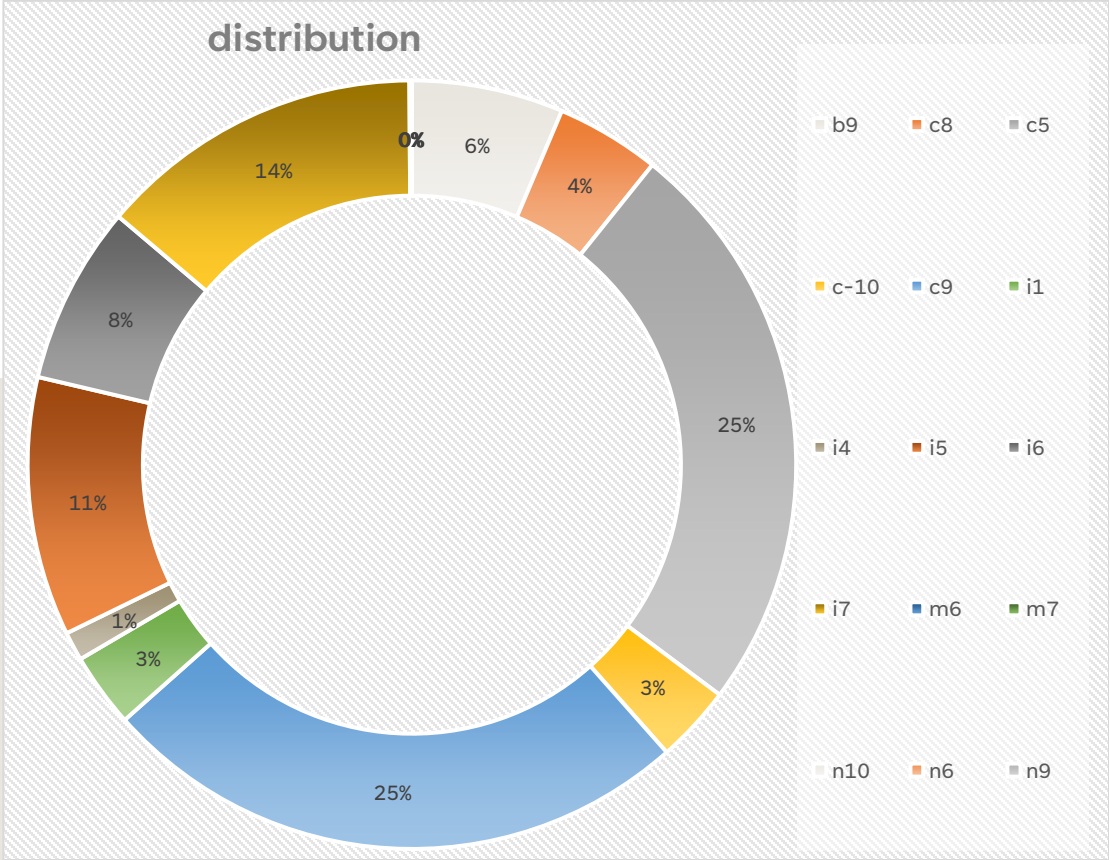
In the given graph. On X-axis position tier is given. On Y-axis total number distribution is given.

In the pie chart same data is plotted. Which shows percentage of distribution in to each teir,

Where C5 and c9 tiers are highly distributed.

INSIGHTS

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.



THANK YOU

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