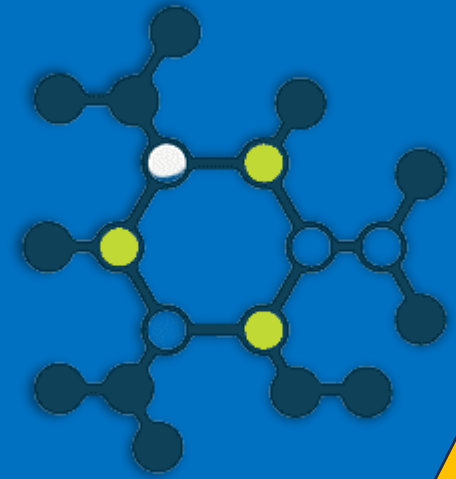


HIRING PROCESS ANALYTICS



PROJECT DESCRIPTION

In this data analysis project, the objective is to **analyze the hiring process data** of a multinational company and draw meaningful insights from it. As a data analyst at this company, the task is to **understand key trends and patterns** in the hiring process to provide valuable recommendations for improving the hiring department's efficiency and decision-making.



APPROACH

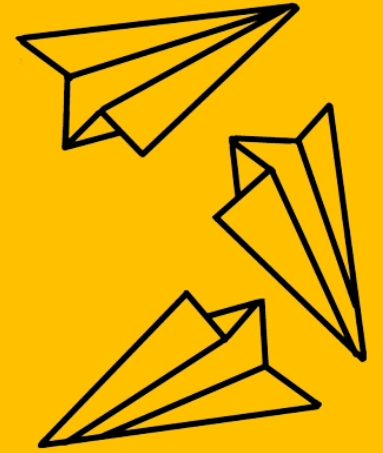
The analysis will follow a systematic approach to ensure accuracy and reliability.

- The first step involves data cleaning, handling missing values, and addressing outliers.
- Next, descriptive statistics and visualizations will be generated to gain insights into the hiring process's various aspects, such as gender diversity, salary structure, departmental distribution, and position tiers.



TECH-STACK USED

MS EXCEL(Microsoft 365 version)



DATA QUALITY CONCERNS

- There are 54 duplicate application IDs.
- There is one post in the Post name that is not defined(application ID – 289907).
- There are 15 people who haven't defined(Don't want to say not included) their gender.
- There are 3 people who are earning more than 2 lakhs, but the average is nearly 50k.

application_id
55833
55833
201849
201849
...
988971
988971

application_id
195323
742283
227046
711350
835053
444043
352309
204014
901867
937905
564743
245473
411295
487617
827628

application_id	Interview Taken on	Post Name	Offered Salary
649039	07 May 2014	b9	200000
795330	15 June 2014	i4	400000
874368	21 July 2014	i7	300000

INSIGHTS

Hiring Analysis



Salary Analysis



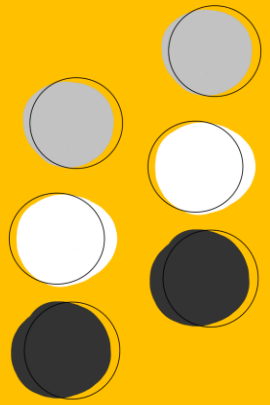
Salary Distribution



Departmental Analysis



Position Tier Analysis

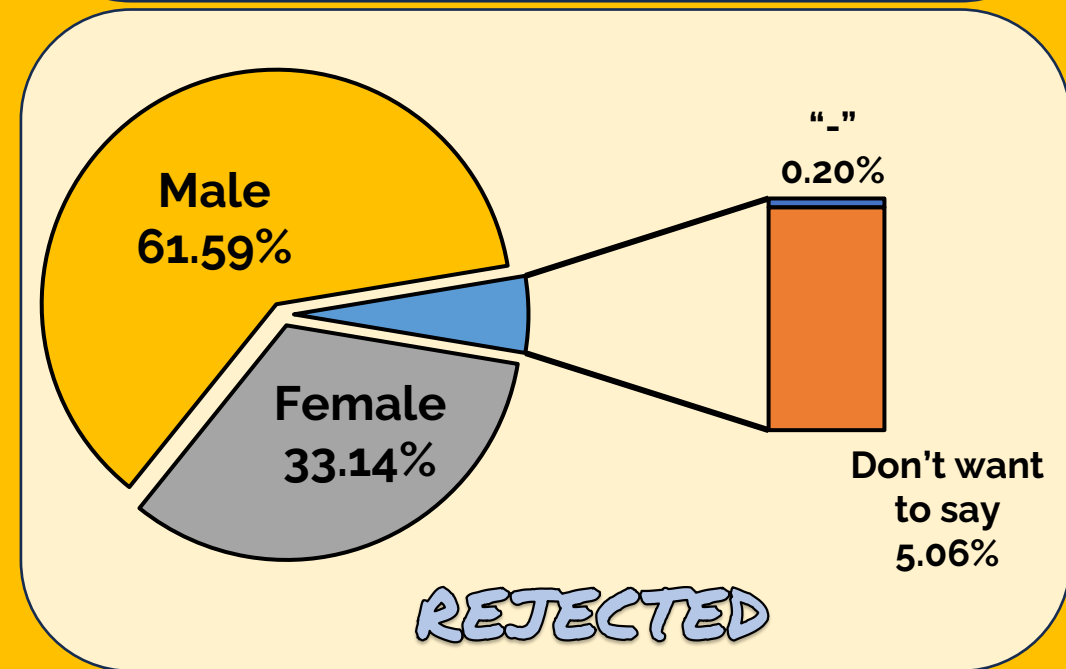
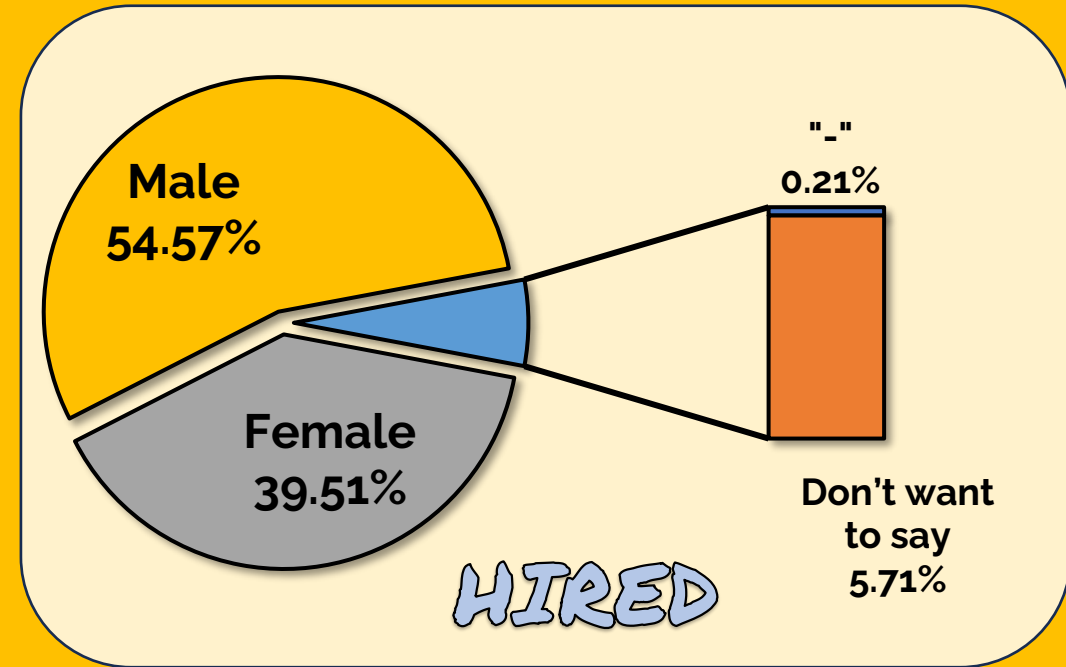


INSIGHTS

Hiring Analysis



There were 7168 applications, out of which 4697 were hired and the remaining ones were rejected. Among the 4697 who got hired, 1856 were female candidates while 2563 were male candidates.

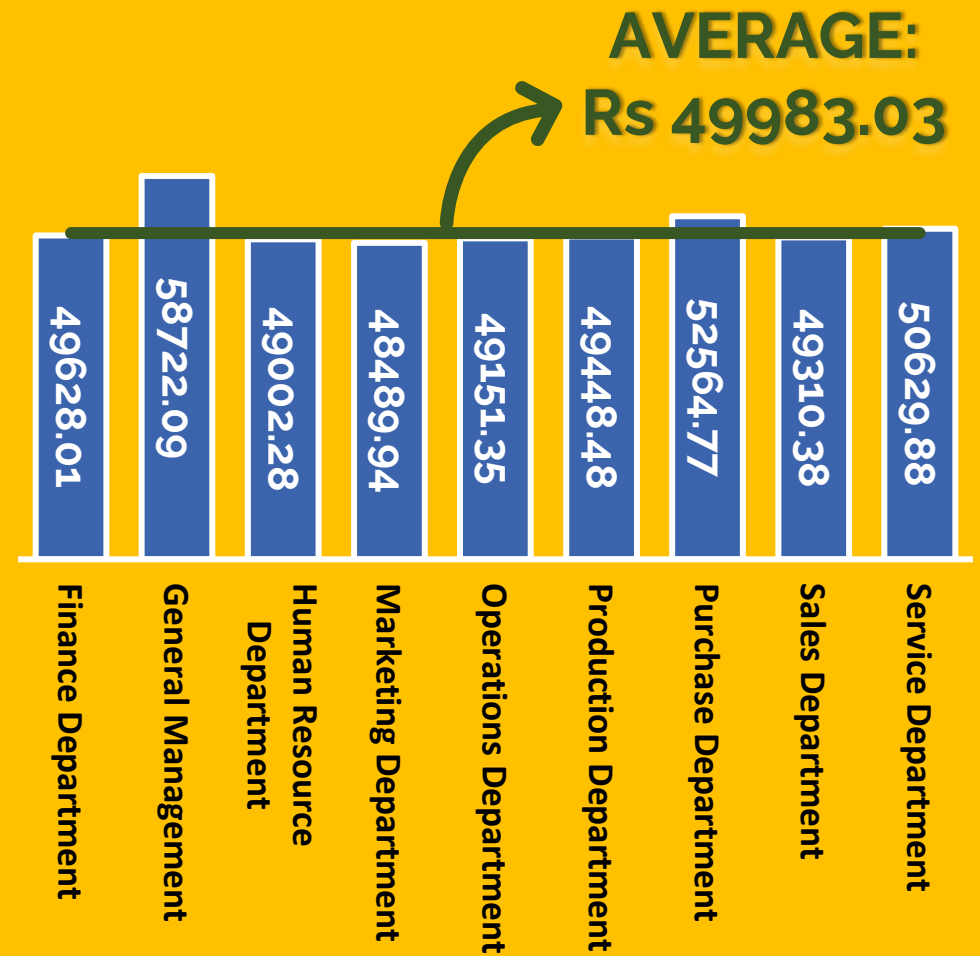


INSIGHTS

Salary Analysis



According to the dataset provided the average salary offered by the company is **Rs 49983.03**.

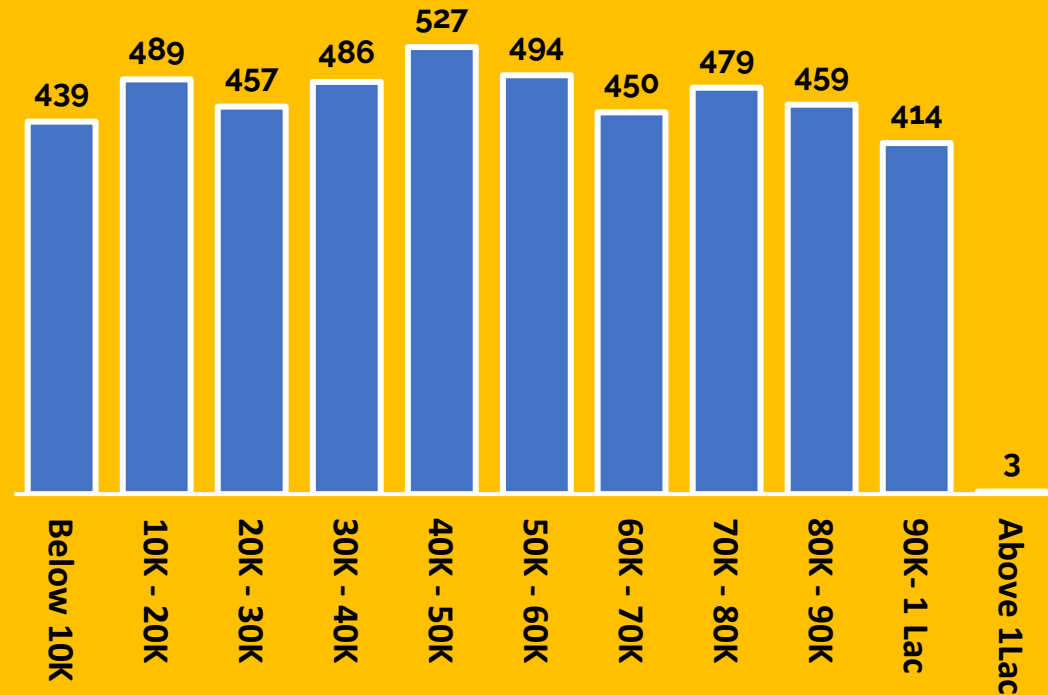


INSIGHTS

Salary Distribution

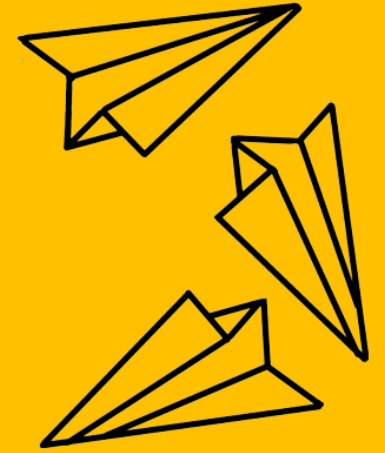


I have distributed the candidate who has been hired by the company based on class interval. After distribution, I found that only 3 candidates have been offered more than 1 lac.

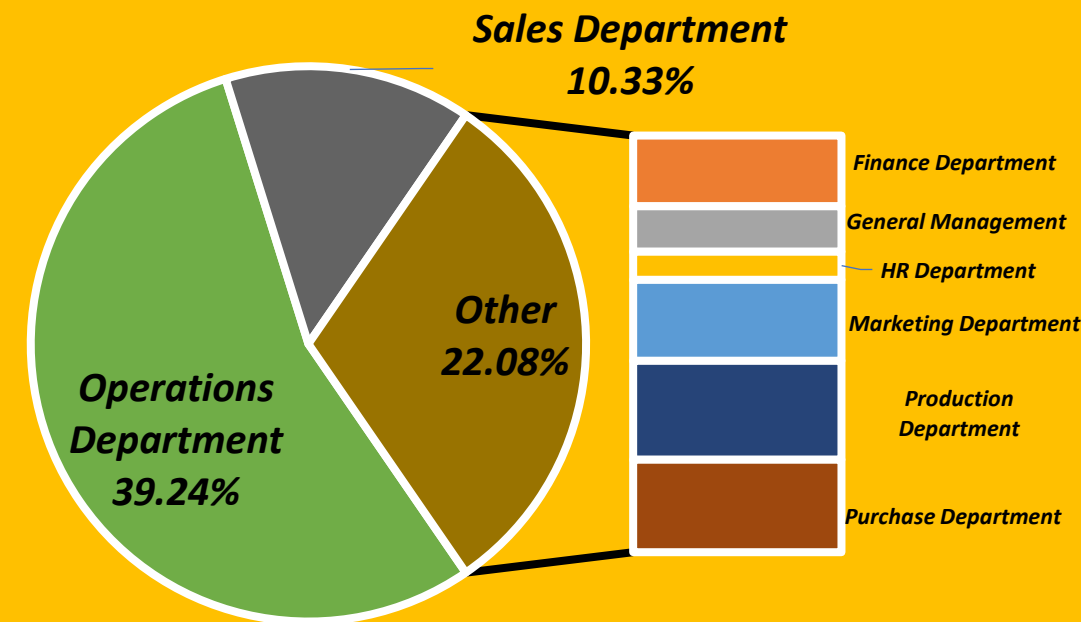


INSIGHTS

Departmental Analysis

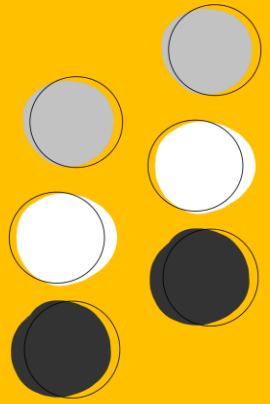


Out of the 9 departments, only 2 have the highest number of employees working in them and the rest of the 7 departments have less than 11% of the total candidates hired by the company.



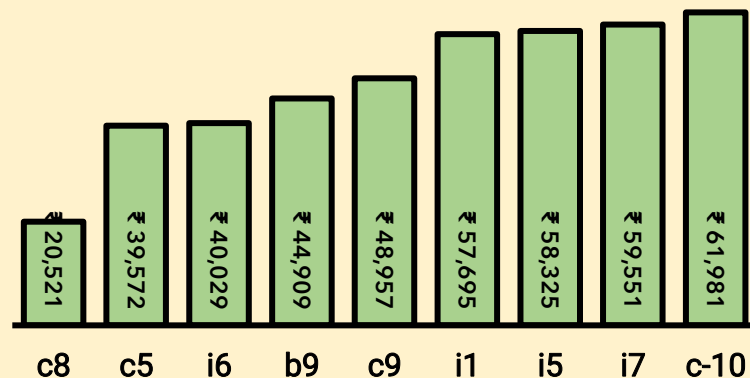
INSIGHTS

Position Tier Analysis

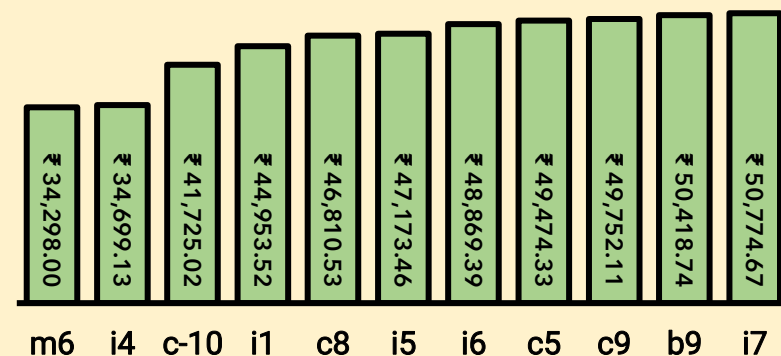


I've created some graphs that showcase the average salary offered to each tier in the different departments. As you know, each department has its own priorities, and the salary is based on that. In total, there are nine departments, and I've created 9 bar charts to represent the position of each tier in a department.

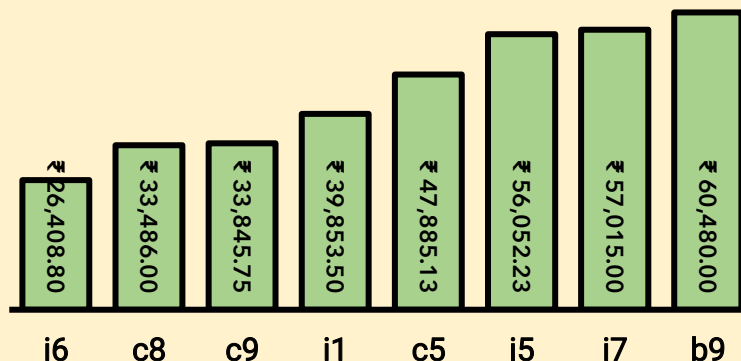
Position Tier Analysis



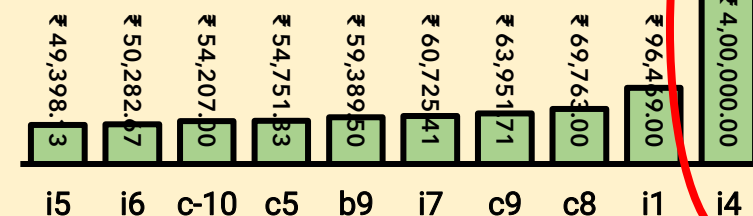
FINANCE DEPARTMENT



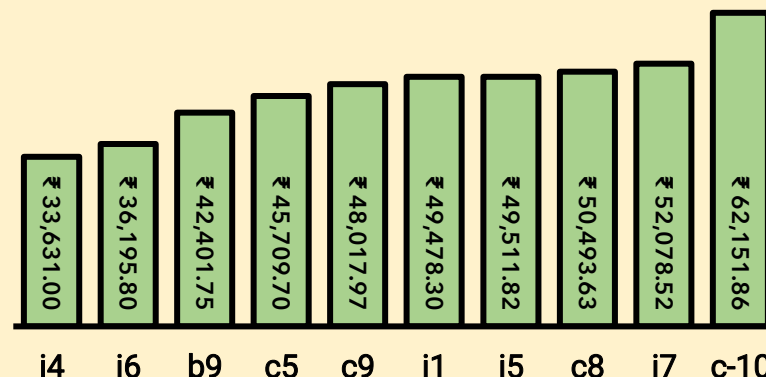
OPERATIONS DEPARTMENT



HUMAN RESOURCE DEPARTMENT



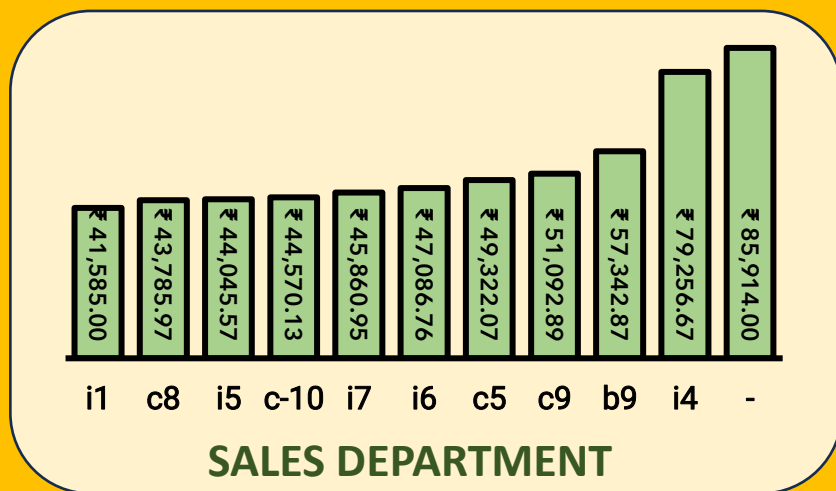
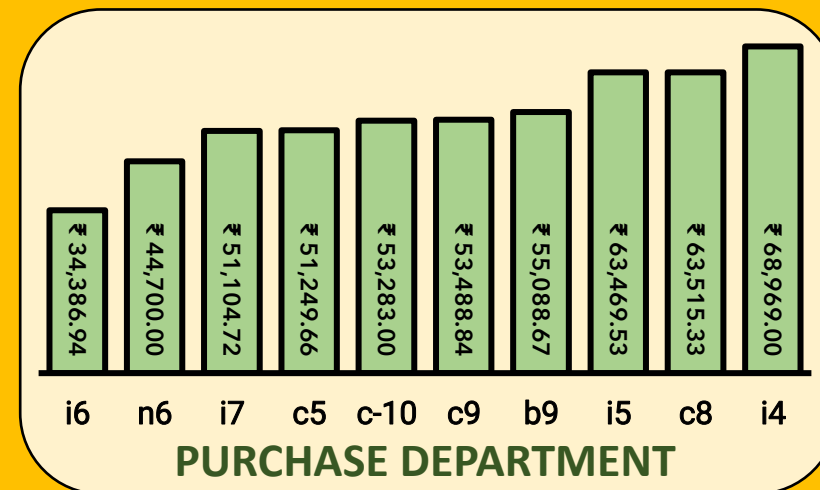
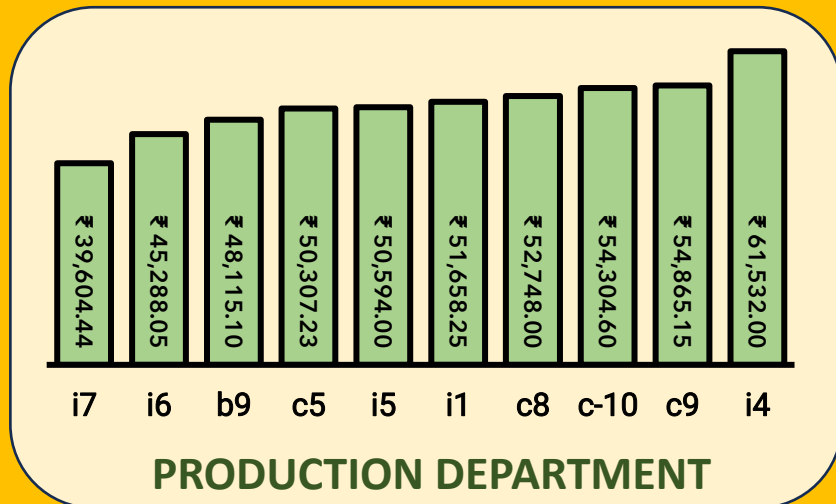
GENERAL MANAGEMENT



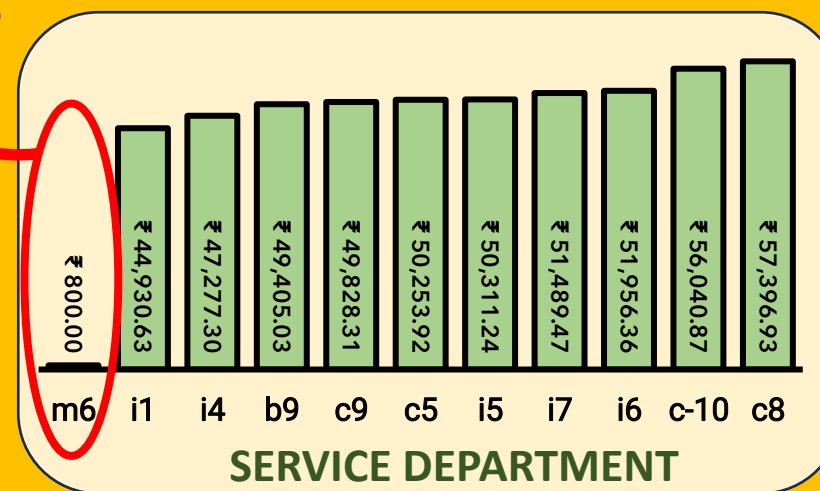
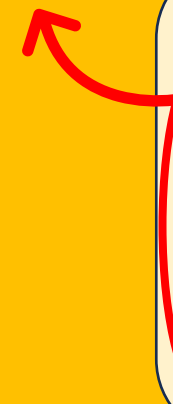
MARKETING DEPARTMENT

OUTLIER

Position Tier Analysis



OUTLIER



EXCEL LINK: [click here](#)