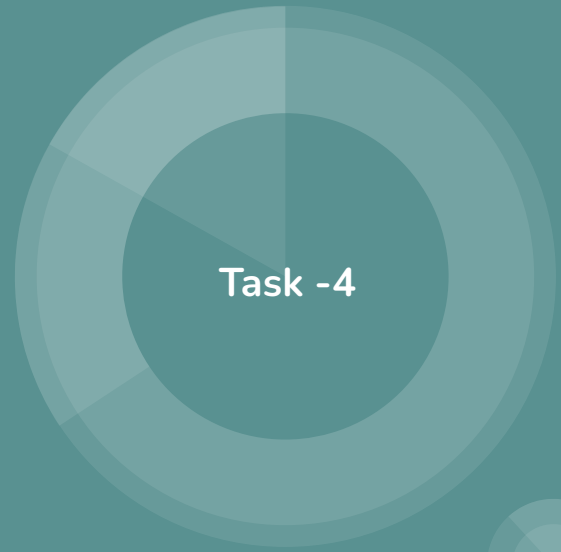


Hiring Process Analytics

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Data Analytics Trainee





Introduction

My task is to analyze the company's hiring process data and draw meaningful insights from it.

The hiring process is a crucial function of any company, and understanding trends such as the number of rejections, interviews, job types, and vacancies can provide valuable insights for the hiring department.

Software Used : Microsoft Excel



Project Description

- A. Hiring Analysis: Determine the gender distribution of hires. How many males and females have been hired by the company?
- B. Salary Analysis: What is the average salary offered by this company? Use Excel functions to calculate this.
- C. Salary Distribution: 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.
- E. Position Tier Analysis: Different positions within a company often have different tiers or levels.



Insights

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

Firstly, we have to use filters in “status” column and choose Hired.

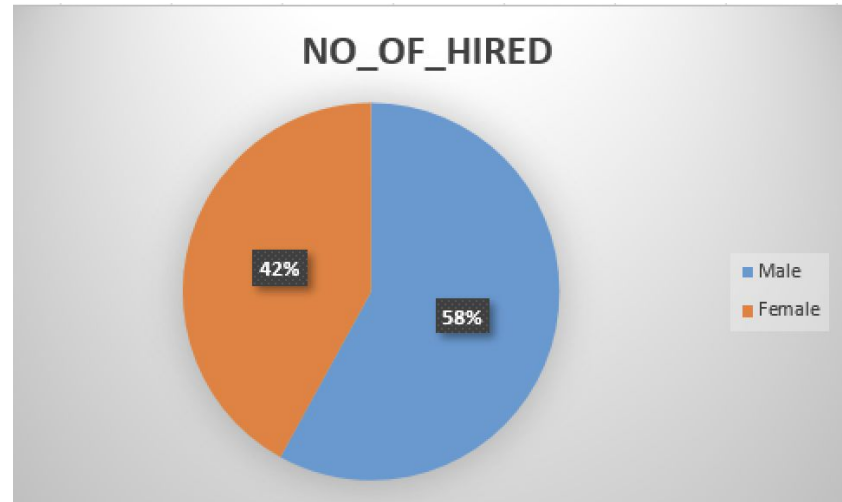
Then, use “ event name” column and use filter to see the no of male and female in left bottom corner in excel.

Finally create a new sheet and use those data to make a pie chart for visualization.



Visualization

	A	B
1	SEX	NO_OF_HIRED
2	Male	2563
3	Female	1856





Insights

B. Salary Analysis:What is the average salary offered by this company?

To find the average salary offered in this company:-

First, we need to remove the outliers to remove the salaries below 1000 and above 100000

By using between in filter

Then, using the formula `=AVERAGE(entire_column_of_salary)`



Result

AVG_Salary
49983.02902



Insights

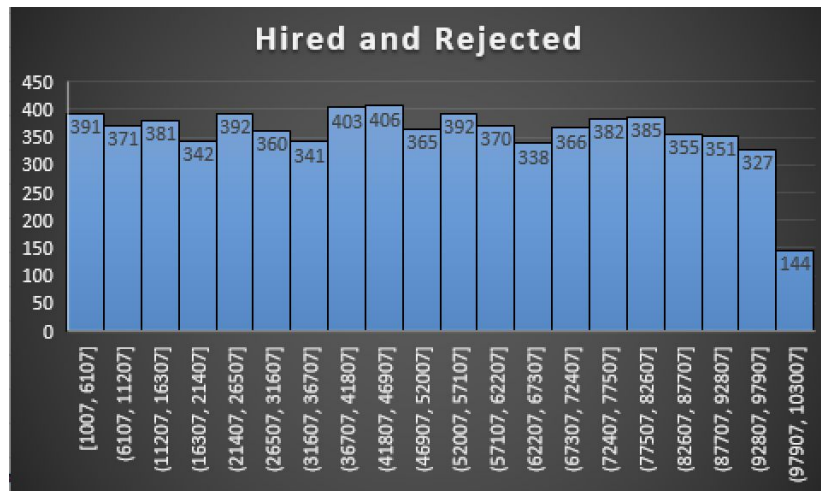
C. Salary Distribution: Create class intervals for the salaries in the company. This will help us to understand the salary distribution.

Here We will use Histogram to visualize the class intervals of both

Only Hired , Hired and rejected.



Visualization





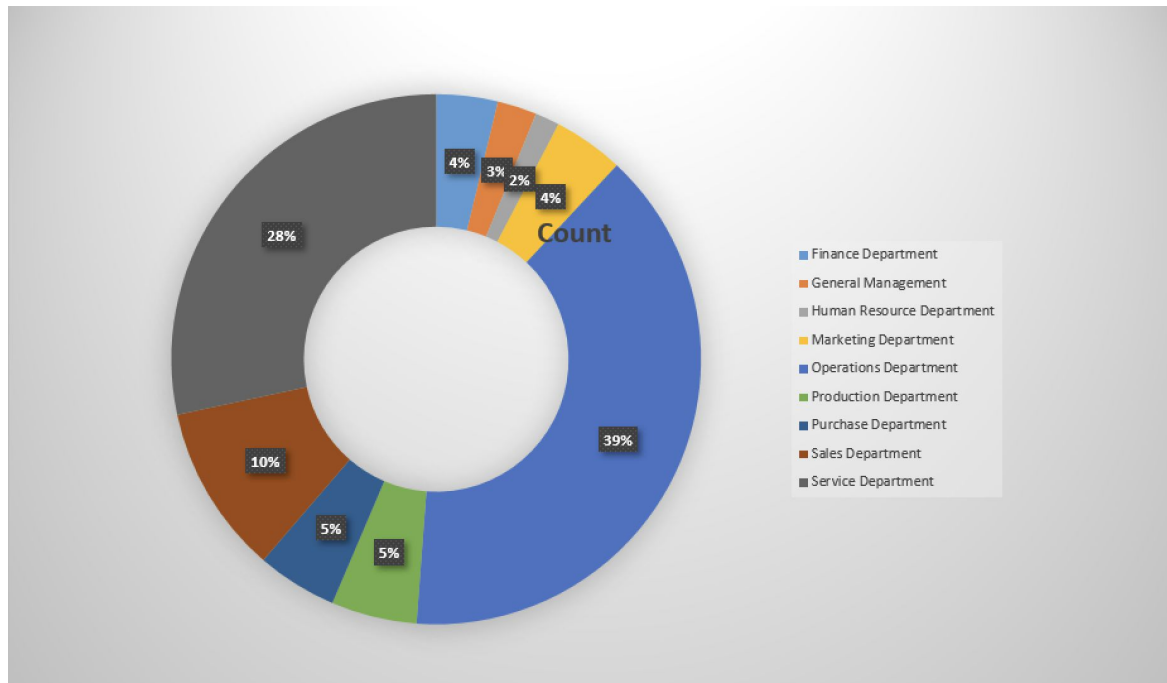
Insights

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

Department	Count
Finance Department	176
General Management	113
Human Resource Department	70
Marketing Department	202
Operations Department	1843
Production Department	246
Purchase Department	230
Sales Department	485
Service Department	1332

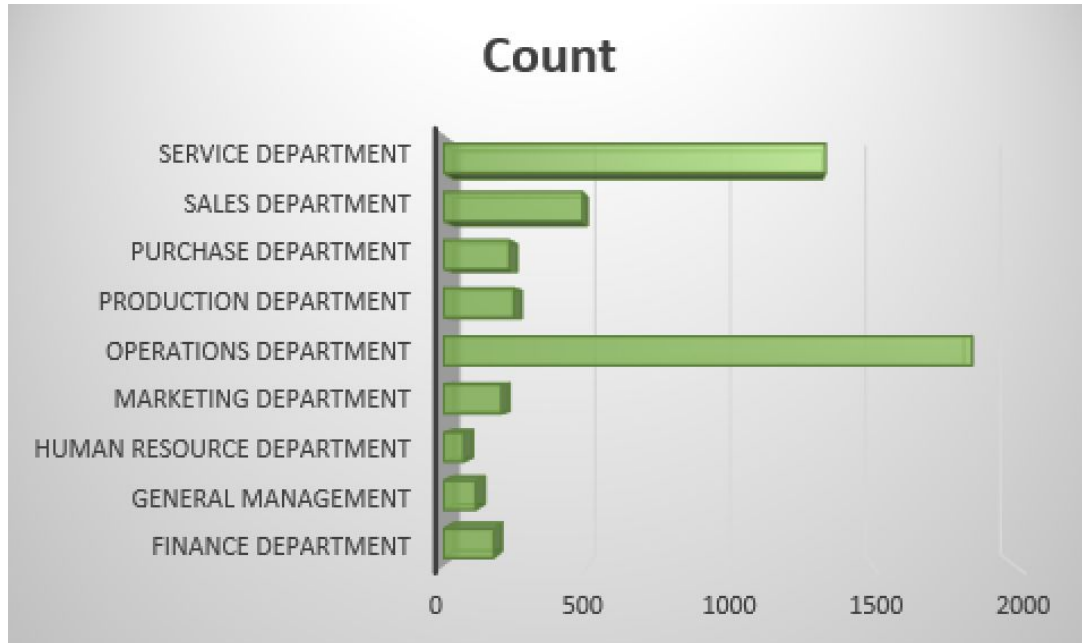


Visualization





Visualization



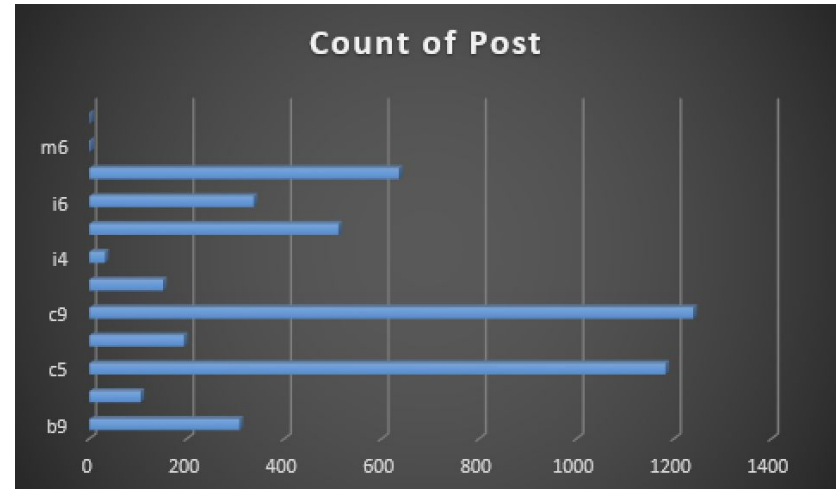
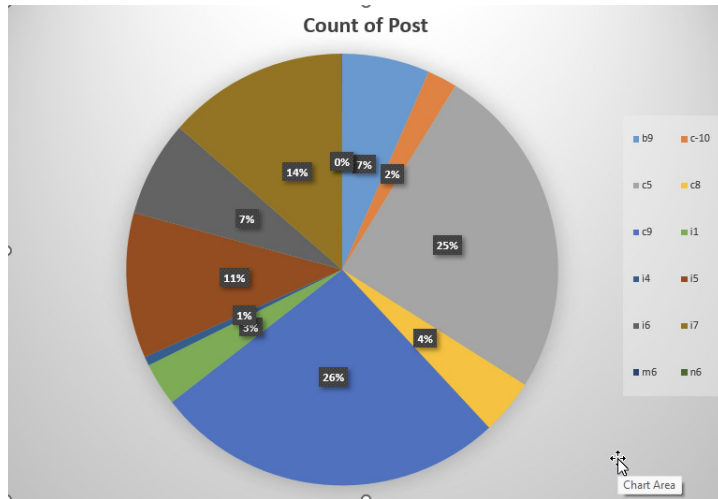


Insights

E. Position Tier Analysis: Different positions within a company often have different tiers or levels.

Post name	Count of Post
b9	308
c-10	105
c5	1182
c8	194
c9	1239
i1	151
i4	32
i5	511
i6	337
i7	635
m6	2
n6	1

Visualization





Conclusion

The goal of this project is to use my knowledge of statistics and Excel to draw meaningful conclusions about the company's hiring process.

My insights could potentially help the company improve its hiring process and make better hiring decisions in the future.

All the Bar and chart is provided for better understanding of all the results.



Thank You

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