



Hiring Process Analytics

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DESCRIPTION

- The hiring process is essential for any company as it involves attracting skilled candidates who align with the organization's values and possess the required qualifications. Effective hiring leads to a more engaged and productive workforce, reduces employee turnover, and saves on recruitment costs. It fosters a positive work culture, drives innovation through diverse perspectives, and ensures smooth succession planning. Strategic hiring enhances a company's reputation and competitiveness, positioning it as an employer of choice. Ultimately, a well-executed hiring process contributes to the company's long-term growth and success in the market.



APPROACH

- Download the dataset and analyze the dataset columns.
- Using excel functions and visualization features we can find the solutions to the questions asked.

TECHSTACK

- EXCEL
- POWERPOINT



Task-1

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

► Your Task:

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

How many males and females have been hired by the company?

[illegible]



TASK-2

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.

► **Your Task:**

What is the average salary offered by this company?

Use Excel functions to calculate this.

TASK-2

What is the average salary offered by this company?

The screenshot shows an Excel spreadsheet with the following data:

	B	C	D	E	F	G	H	I	J	K	L	M	N	O
	Interview Taken on	Status	event_name	Department	Post Name	Offered Salary								
2	01-05-2014 11:40	Hired	Male	Service Department	c8	56553								
3	06-05-2014 08:08	Hired	Female	Service Department	c5	22075								
4	06-05-2014 08:08	Rejected	Male	Service Department	c5	70069								
5	02-05-2014 16:28	Rejected	Female	Operations Department	i4	3207								
6	02-05-2014 16:32	Hired	Male	Operations Department	i4	29668								
7	01-05-2014 07:44	Hired	Male	Sales Department	-	85914								
8	06-05-2014 16:27	Rejected	Male	Sales Department	i7	69904								
9	09-05-2014 13:17	Rejected	Male	Sales Department	i7	11758								
10	02-05-2014 13:09	Hired	Female	Service Department	i4	15156								
11	02-05-2014 13:11	Rejected	Female	Service Department	i4	49515								
12	01-05-2014 09:00	Rejected	Male	Service Department	n10	26990								
13	07-05-2014 10:48	Hired	Female	Service Department	b9	200000								
14	07-05-2014 10:50	Hired	Male	Service Department	b9	86787								
15	15-05-2014 09:31	Hired	Male	Finance Department	b9	2308								
16	09-05-2014 12:48	Hired	Female	Service Department	i7	56688								
17	09-05-2014 12:48	Hired	-	Service Department	i7	81757								
18	02-05-2014 08:07	Hired	Male	Service Department	i5	15134								
19	02-05-2014 08:11	Rejected	-	Service Department	i5	100								
20	01-05-2014 22:53	Hired	Female	Operations Department	i1	73579								
21	01-05-2014 22:54	Rejected	Male	Operations Department	i1	50351								
22	01-05-2014 22:55	Rejected	Female	Operations Department	i1	38462								
23	01-05-2014 22:53	Rejected	Don't want to say	Operations Department	i1	82510								
24	01-05-2014 09:41	Rejected	Male	Service Department	i6	52554								
25	01-05-2014 16:28	Hired	Female	Operations Department	i7	3423								
26	10-05-2014 14:17	Rejected	Male	Service Department	i1	88744								
27	10-05-2014 14:18	Hired	Female	Service Department	i1	70979								
28	01-05-2014 16:01	Rejected	Male	Operations Department	i6	99574								
29	01-05-2014 16:01	Hired	Male	Operations Department	i6	52176								

The formula bar shows the formula: `=AVERAGE(G:G)`. The result of the formula, 49983.03, is displayed in cell J6.



TASK-3

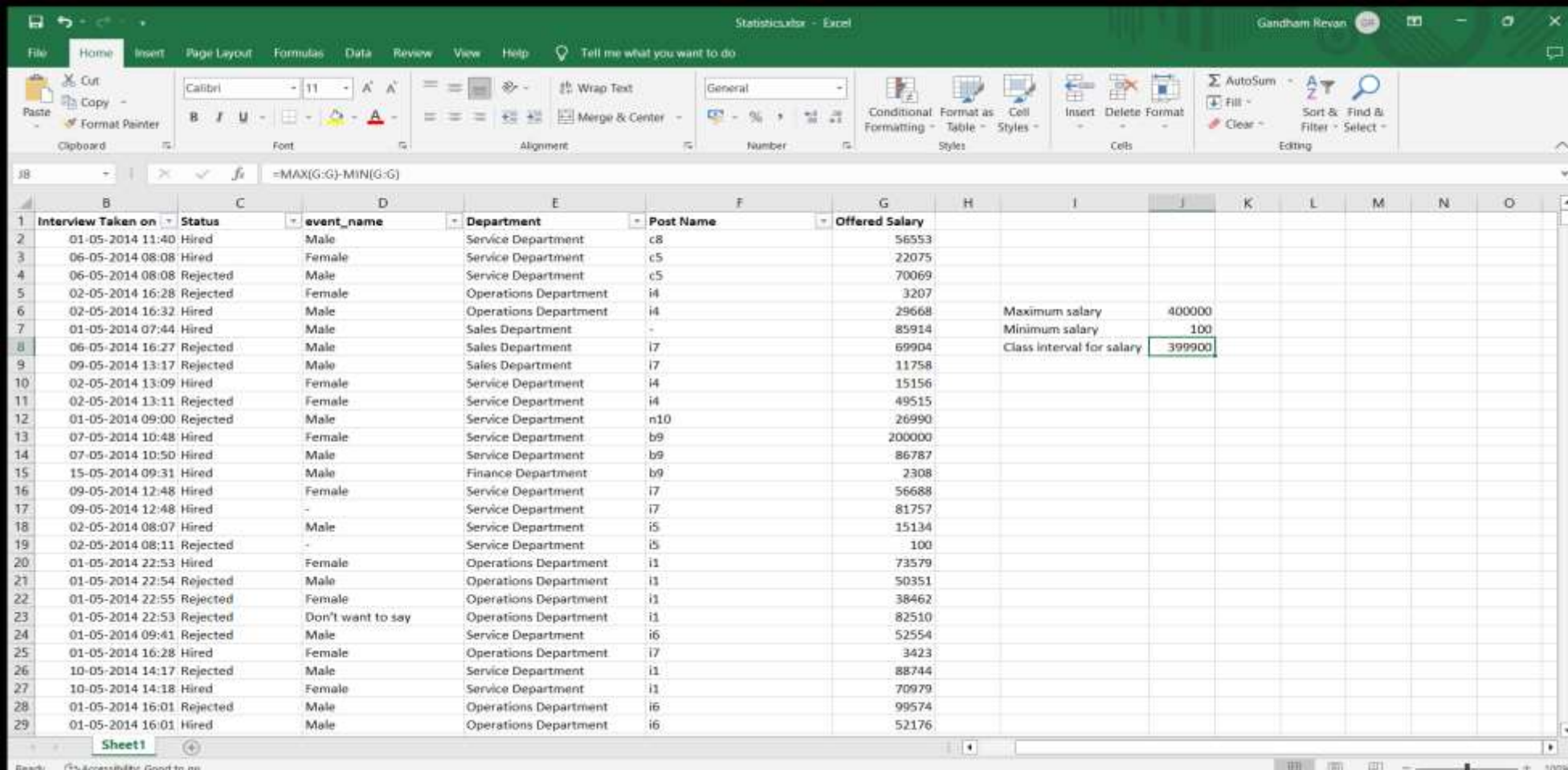
Salary Distribution: Class intervals represent ranges of values, in this case, salary ranges. The class interval is the difference between the upper and lower limits of a class.

► **Your Task:**

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

TASK-3

Create class intervals for the salaries in the company.



The screenshot shows an Excel spreadsheet with a table of employee data and summary statistics. The table has columns for Interview Taken on, Status, event_name, Department, Post Name, and Offered Salary. The summary statistics include Maximum salary (400000), Minimum salary (100), and Class interval for salary (399900).

Interview Taken on	Status	event_name	Department	Post Name	Offered Salary
01-05-2014 11:40	Hired	Male	Service Department	c8	56553
06-05-2014 08:08	Hired	Female	Service Department	c5	22075
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09-05-2014 12:48	Hired	-	Service Department	i7	81757
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01-05-2014 22:55	Rejected	Female	Operations Department	i1	38462
01-05-2014 22:53	Rejected	Don't want to say	Operations Department	i1	82510
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01-05-2014 16:01	Rejected	Male	Operations Department	i6	99574
01-05-2014 16:01	Hired	Male	Operations Department	i6	52176

Summary Statistics:

- Maximum salary: 400000
- Minimum salary: 100
- Class interval for salary: 399900



TASK-4

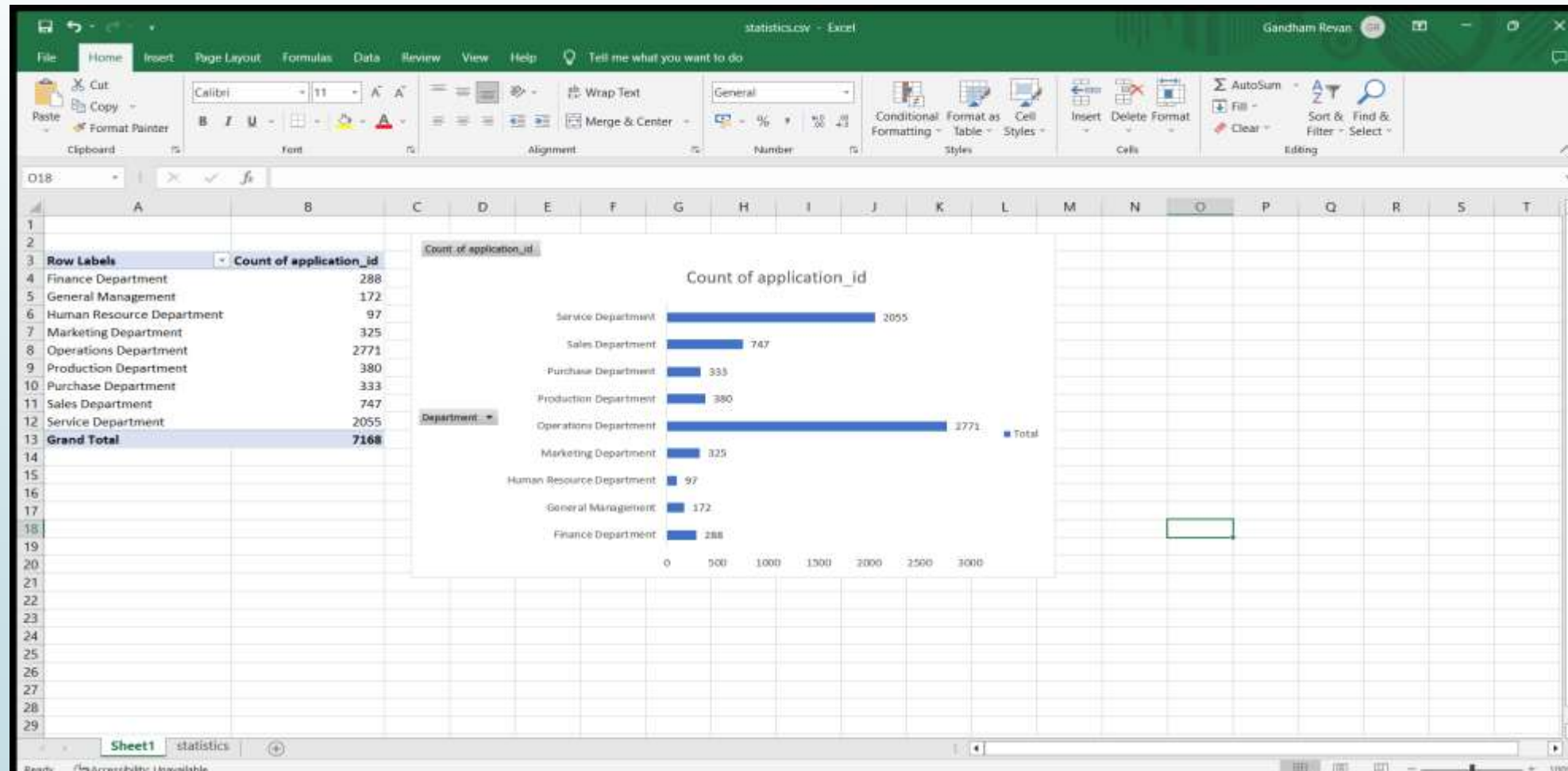
Departmental Analysis: Visualizing data through charts and plots is a crucial part of data analysis.

► **Your Task:**

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

TASK-4

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





TASK-5

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

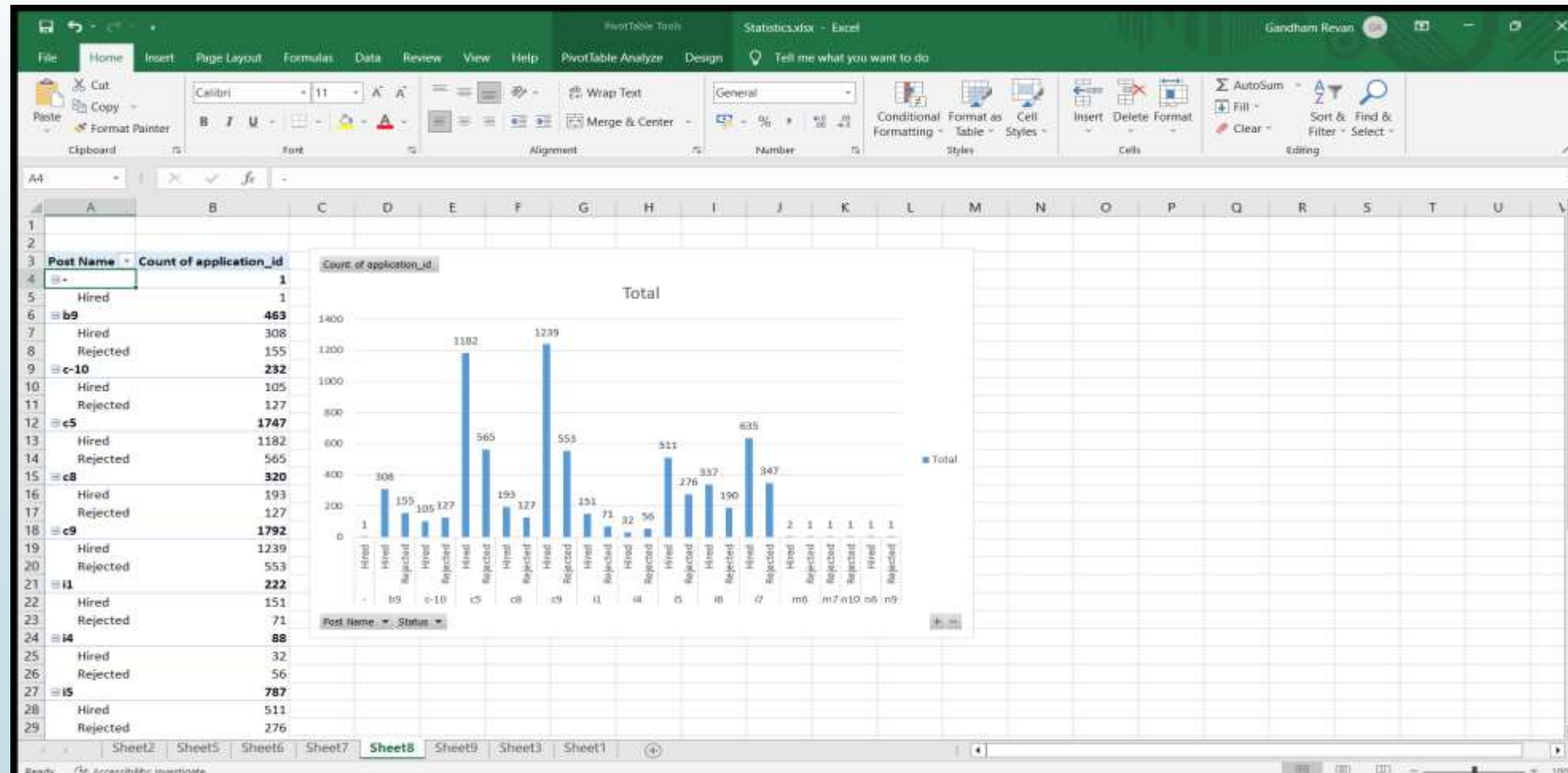
► **Your Task:**

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.

TASK-5

Use a chart or graph to represent the different position tiers within the company.





RESULT

From the given dataset we can say the following points:

- More number of males hired than other category.
- The company is getting more applications and also offering more salary for employees in the OPERATIONSDEPARTMENT.
- In C9 post more number of employees are hired.
- The operations performed on the datasets and findings are presented in the link below:

https://docs.google.com/spreadsheets/d/1CoABEOPr2O0o_1u2DdX-0BJXZ45BtfGp/edit?usp=sharing&oid=107111635379336937367&rtpof=true&sd=true