

Hiring Process Analysis

TRAINITY PROJECT-4



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Project Description

The hiring process is a crucial function of any company. I embarked on an insightful journey into companies hiring process analysis task, By examining dataset containing records of previous hires, where I aimed to understand trends such as the number of rejections, interviews, job types, and vacancies can provide valuable insights for the hiring department. The analysis also uncovers insufficiencies in the process, This data-driven approach enables organizations to refine their hiring strategies and make more informed decisions to meet recruitment goals effectively.

Approach

Firstly, I imported the dataset csv file given by the team into the excel and cleaned the data. As I taught cleaning is very important part of data analysis. I ensured the data is well Structured and removed all blank spaces/ “-” Values. Thereafter I went thoroughly through each questions and solved Using excel functions, created visual representations like charts, graphs to make trends and patterns easily understandable.



Tech-Stack Used

Microsoft Excel:



Microsoft Excel is a versatile tool widely used for data organization, analysis, and visualization. It offers features like sorting, I used Excel for cleaning the data filtering, and data validation to manage large datasets efficiently. To solve problems efficiently I used Excel functionalities and visualized it using PivotTables, charts, graphs and conditional formatting helped to analyze and present data effectively.

Microsoft Power Point:



Microsoft PowerPoint is a leading tool for creating and delivering professional presentations. I used it to make presentation of this project convenient and eye catchy with its advance functionality.

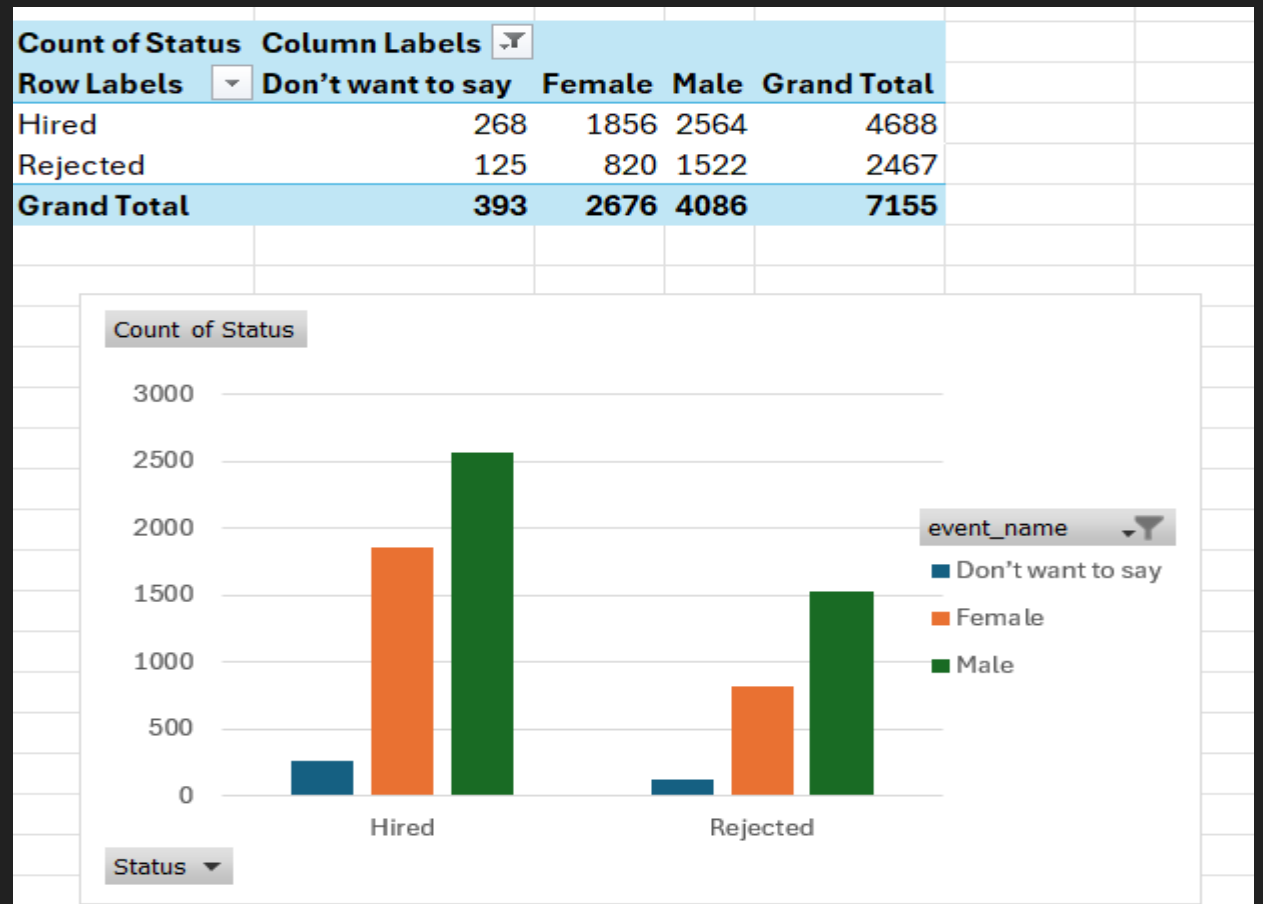
1) Hiring Process

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

```
=COUNTIFS(D:D,"MALE",C:C,"HIRED")
```

```
=COUNTIFS(D:D,"FEMALE",C:C,"HIRED")
```

No. of male hired	2563
No. of female hired	1856

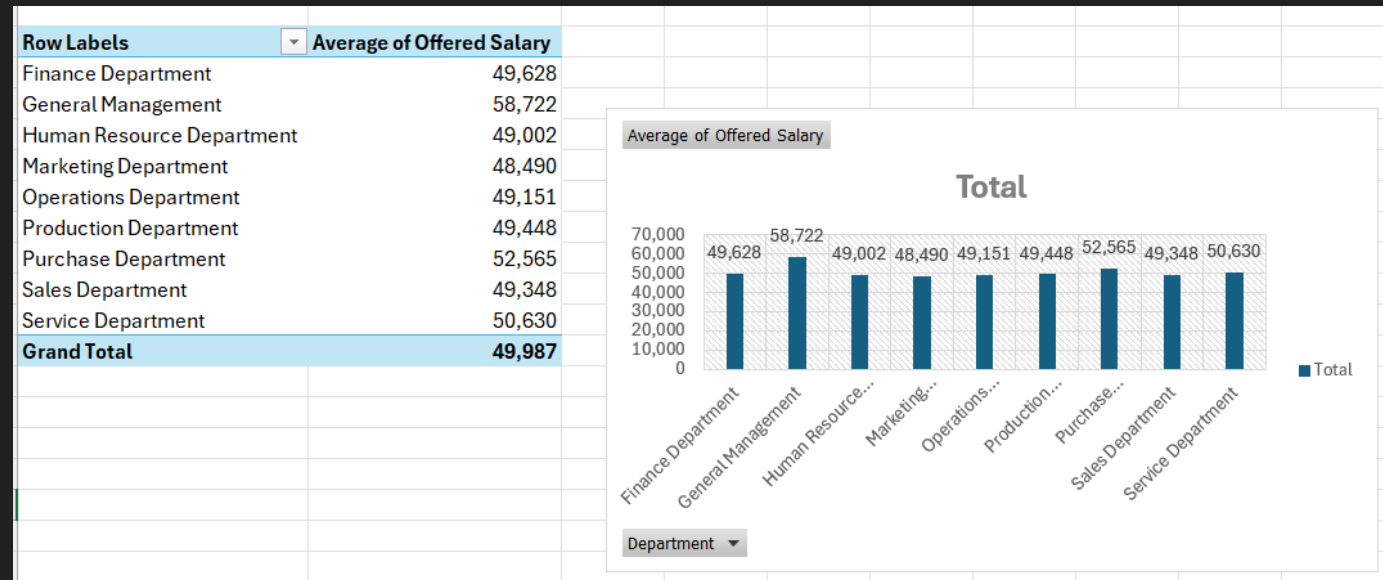


2) Salary Analysis

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

```
=SUM(G:G)/COUNT(G:G)
```

Average Salary	49986.82
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3) Salary Distribution

Task: Create class intervals for the salaries in the company.

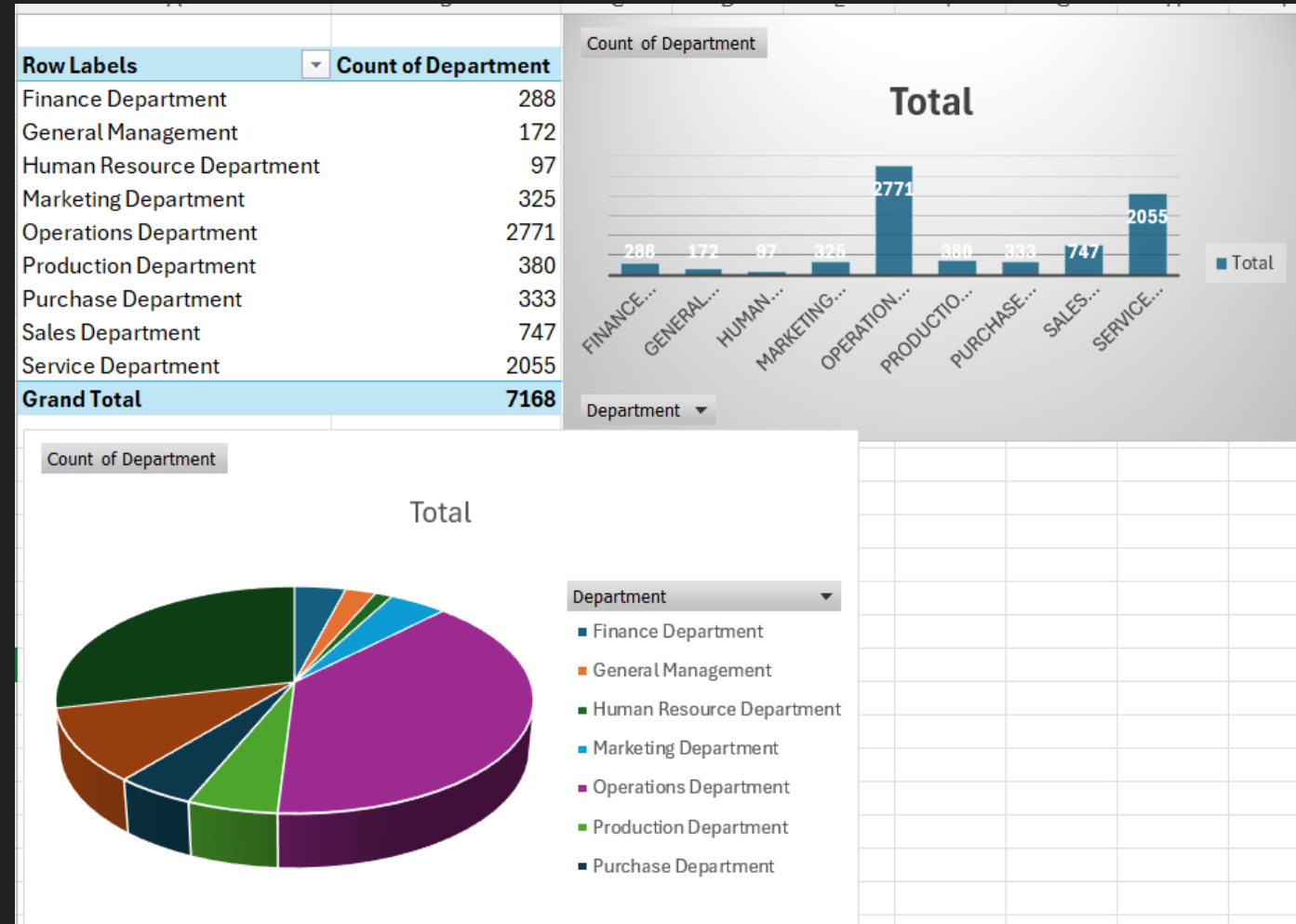
This will help you understand the salary distribution.

Row Labels	Count of Offered Salary
100-10099	686
10100-20099	728
20100-30099	711
30100-40099	713
40100-50099	776
50100-60099	754
60100-70099	698
70100-80099	734
80100-90099	716
90100-100099	649
190100-200099	1
290100-300099	1
390100-400099	1
Grand Total	7168



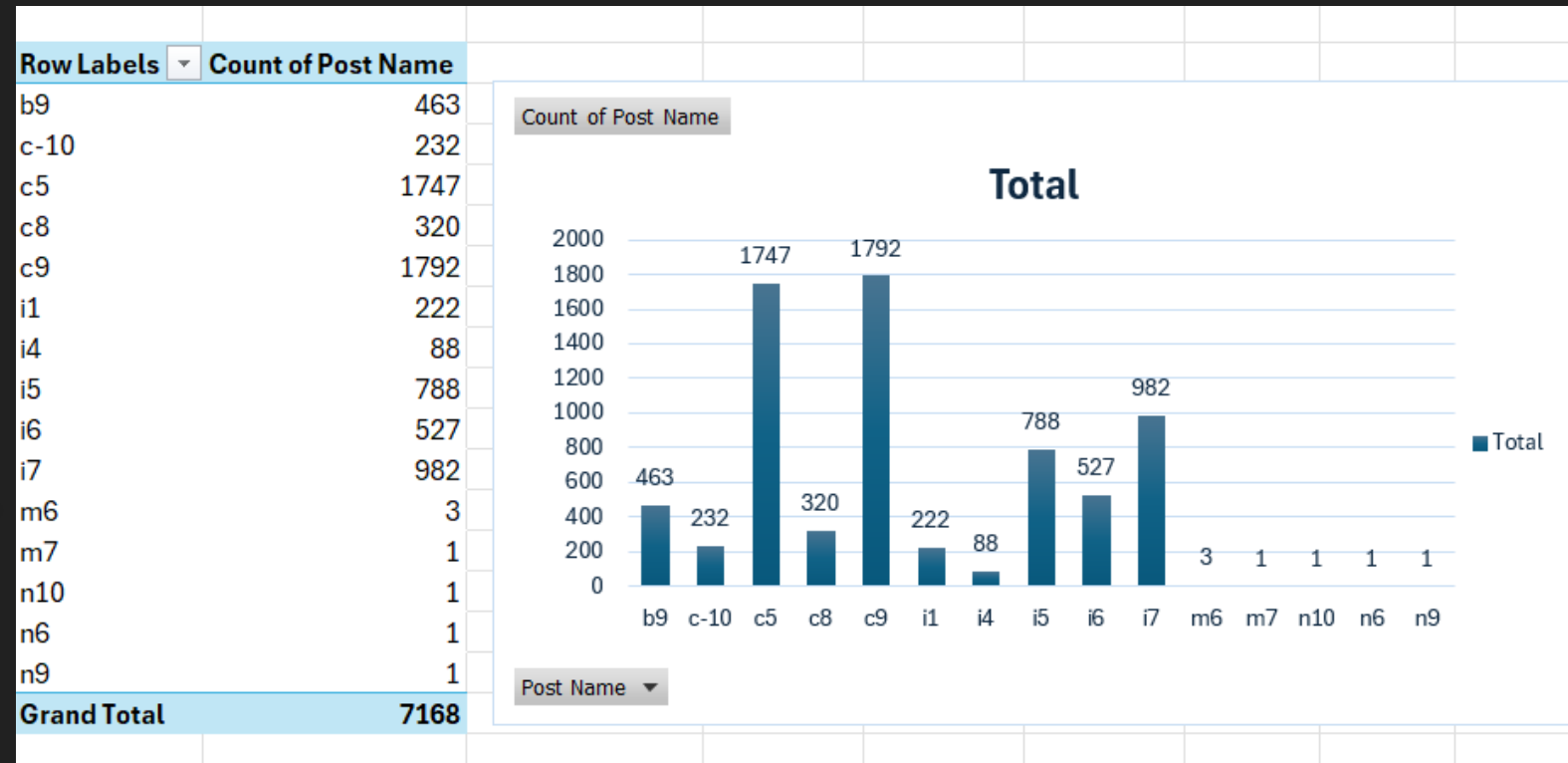
4) Department Analysis

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



5) Position Tier Analysis

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.



Insights

I completed this project by learning excel lectures learnt from Trainity, I have put my learning into the actionable use and This project helped me to understand the fundamentals of using excel in day-to-day life scenarios, through this project I used my knowledge of statistics and Excel to draw meaningful conclusions about the company's hiring process. This insights could potentially help the company improve its hiring process and make better hiring decisions in the future.

Thank You !



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