Project Description: The objective of this project was to analyze the hiring process data of our company to gain insights that could aid in improving our hiring strategies. We aimed to understand trends such as gender distribution of hires, average salary offered, salary distribution, departmental analysis, and position tier analysis. Our approach involved data analysis using Microsoft Excel to clean, process, and visualize the data, enabling us to draw meaningful conclusions.

Approach: We began by examining the dataset containing records of previous hires. Our approach involved several steps:

1. **Data Cleaning and Preparation:** We checked for missing values, handled them appropriately, and consolidated columns where necessary to simplify analysis.
2. **Data Analysis:** We utilized various statistical measures and Excel functions to calculate averages, medians, and class intervals for salary distribution.
3. **Data Visualization:** We created charts and graphs to visualize hiring trends, departmental distribution, and position tier analysis.

Tech-Stack Used: Software: Microsoft Excel 2022 Purpose: We used Microsoft Excel for data cleaning, analysis, and visualization due to its powerful functionalities and ease of use in handling structured data.

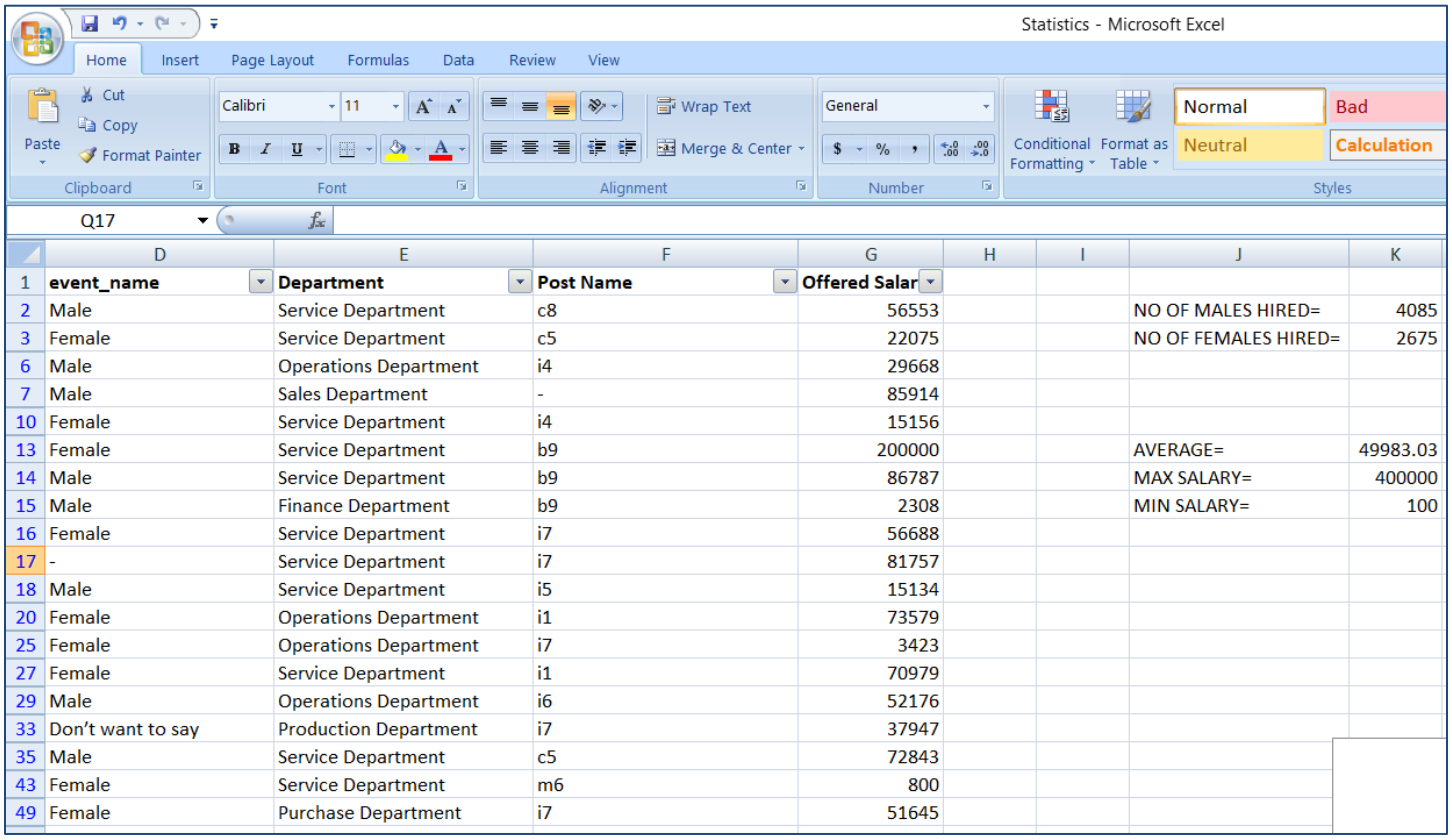
Insights: Through this project, we gained several key insights:

- Gender Distribution: We observed that numbers of males hired are almost double of number of females i.e. Males(4085) and Females (2675).So this gives an idea about company that it is more male driven company and it believes that Male are more effiecient in working than Female.
- Average Salary: The average salary offered by the company was calculated to be 49983.03 , providing a benchmark for salary negotiations.
- Salary Distribution: Class intervals were created to understand the salary distribution across different ranges.
- Departmental Analysis: We visualized the proportion of employees working in different departments, identifying areas of strength and potential growth.
- Position Tier Analysis: Analyzing position tiers helped us understand the distribution of roles within the company hierarchy.

Results: This project has contributed to a deeper understanding of our hiring process analytics. By uncovering trends and patterns in our hiring data, we can make informed decisions to optimize our recruitment strategies, enhance our workforce diversity, and ensure fair compensation practices.

A. 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?



	D	E	F	G	H	I	J	K
1	**event_name**	**Department**	**Post Name**	**Offered Salar**				
2	Male	Service Department	c8	56553			NO OF MALES HIRED=	4085
3	Female	Service Department	c5	22075			NO OF FEMALES HIRED=	2675
6	Male	Operations Department	i4	29668				
7	Male	Sales Department	-	85914				
10	Female	Service Department	i4	15156				
13	Female	Service Department	b9	200000			AVERAGE=	49983.03
14	Male	Service Department	b9	86787			MAX SALARY=	400000
15	Male	Finance Department	b9	2308			MIN SALARY=	100
16	Female	Service Department	i7	56688				
17	-	Service Department	i7	81757				
18	Male	Service Department	i5	15134				
20	Female	Operations Department	i1	73579				
25	Female	Operations Department	i7	3423				
27	Female	Service Department	i1	70979				
29	Male	Operations Department	i6	52176				
33	Don't want to say	Production Department	i7	37947				
35	Male	Service Department	c5	72843				
43	Female	Service Department	m6	800				
49	Female	Purchase Department	i7	51645				

B. 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.

Statistics - Microsoft Excel

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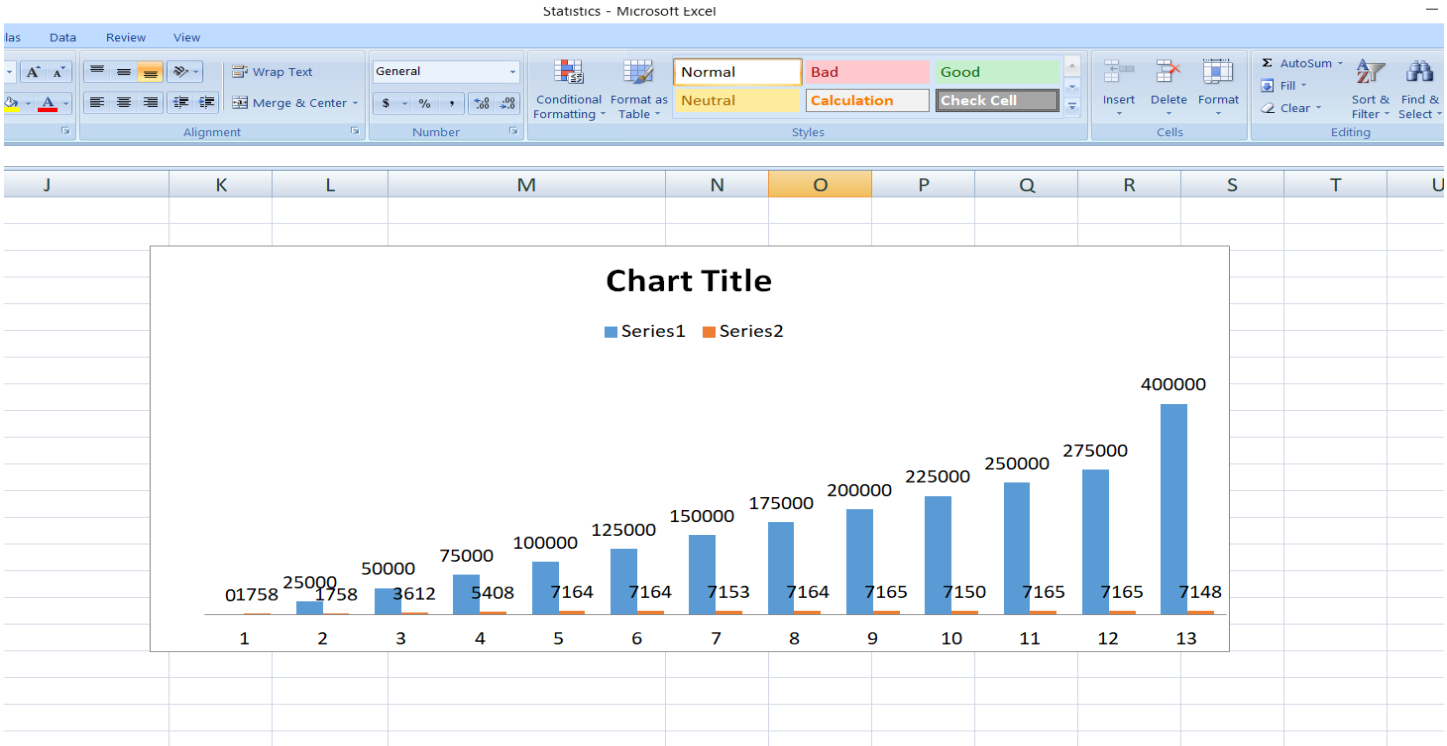
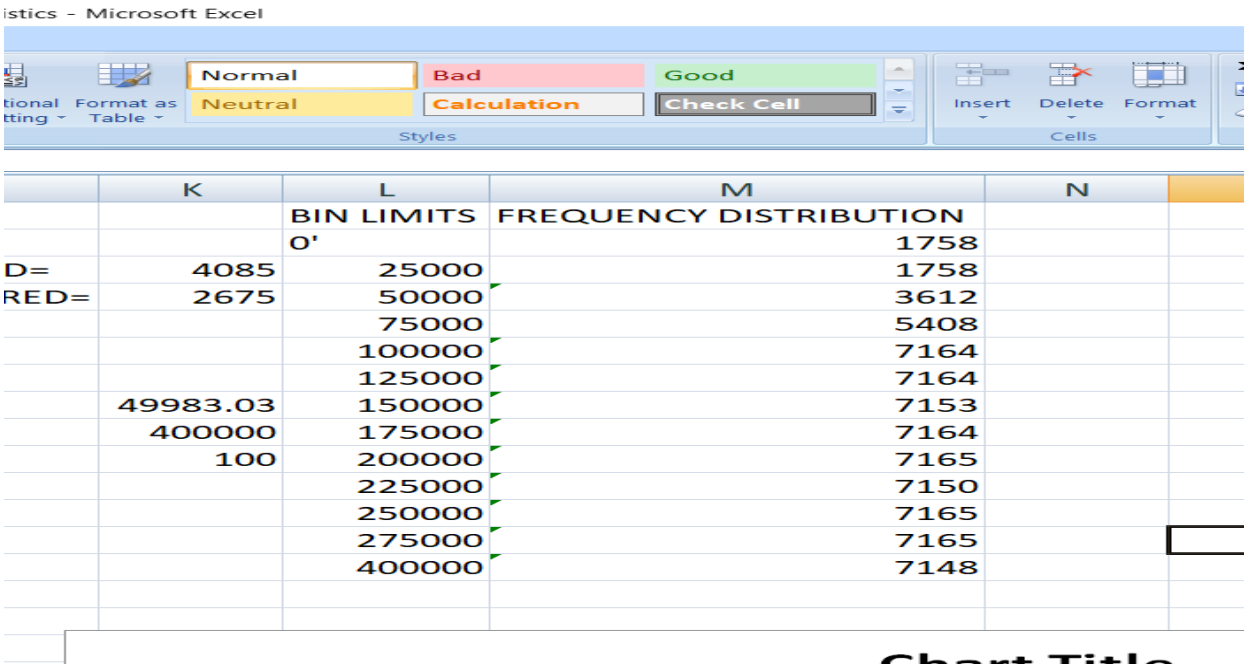
C. Salary Distribution: Class intervals represent ranges of values, in this case, salary ranges. The class interval is the difference between the upper and lower limits of a class.

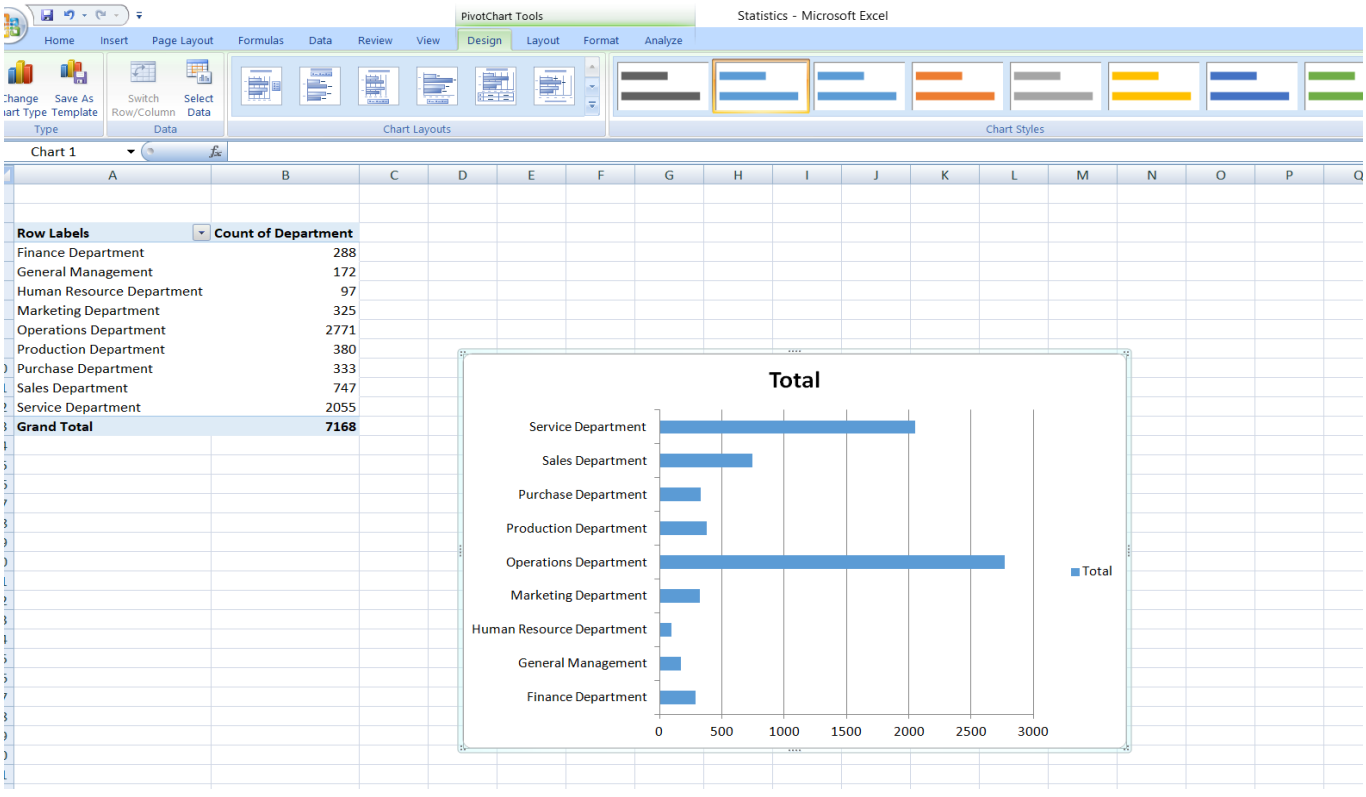
Your Task: Create class intervals for the salaries in the company. This will help you understand the salary distribution.





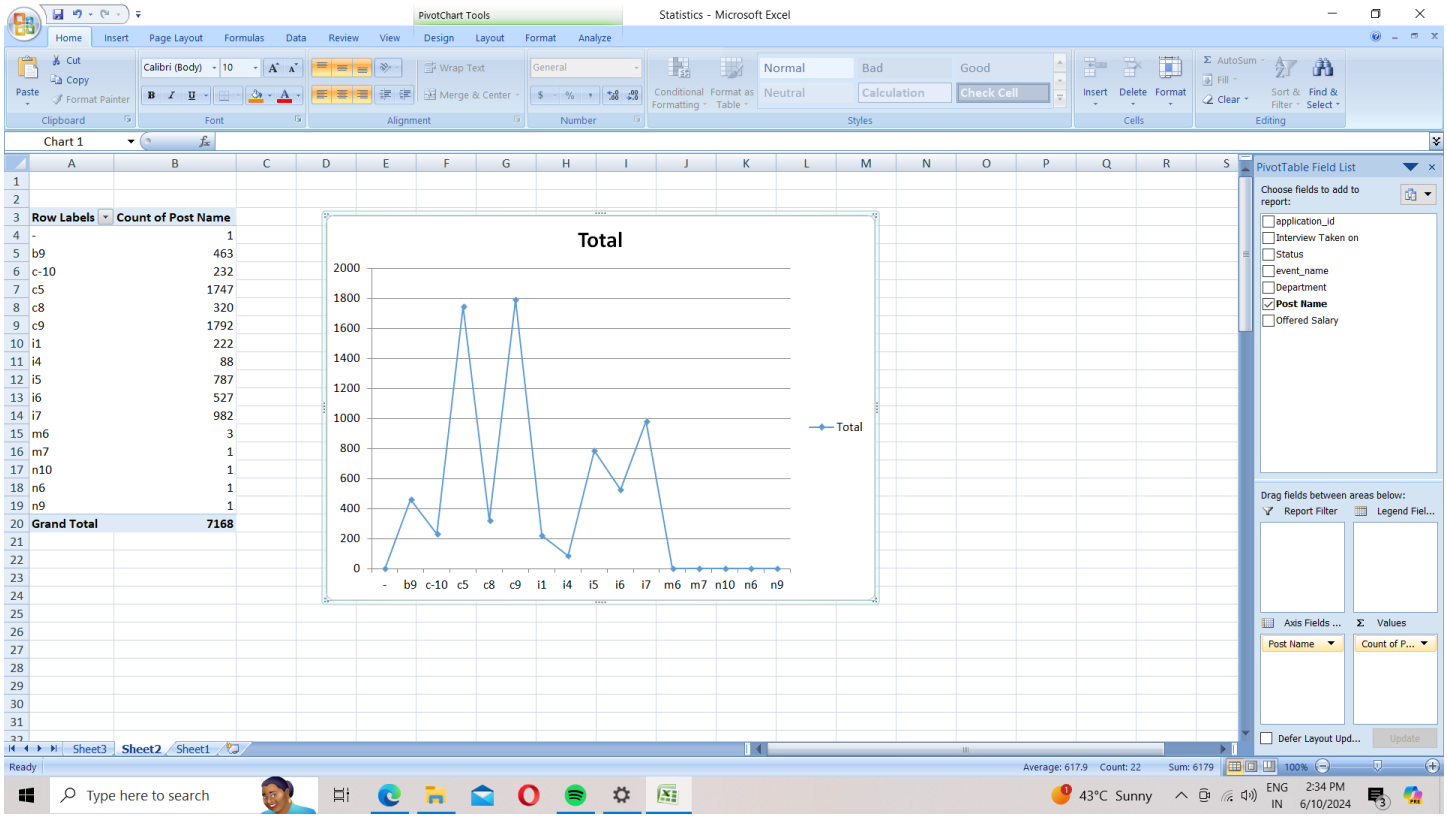
D. Departmental Analysis: Visualizing data through charts and plots is a crucial part of data analysis.

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



E. 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.



Row Labels	Count of Post Name
-	1
b9	463
c-10	232
c5	1747
c8	320
c9	1792
i1	222
i4	88
i5	787
i6	527
i7	982
m6	3
m7	1
n10	1
n6	1
n9	1
Grand Total	7168

DRIVE LINK :-
https://docs.google.com/spreadsheets/d/1LlBHtIp4nd2TMHrtAlyGZ94d0kQ65I78/edit?usp=drive_link&ouid=101458483477908669666&rtpof=true&sd=true