Hiring Process Analytics
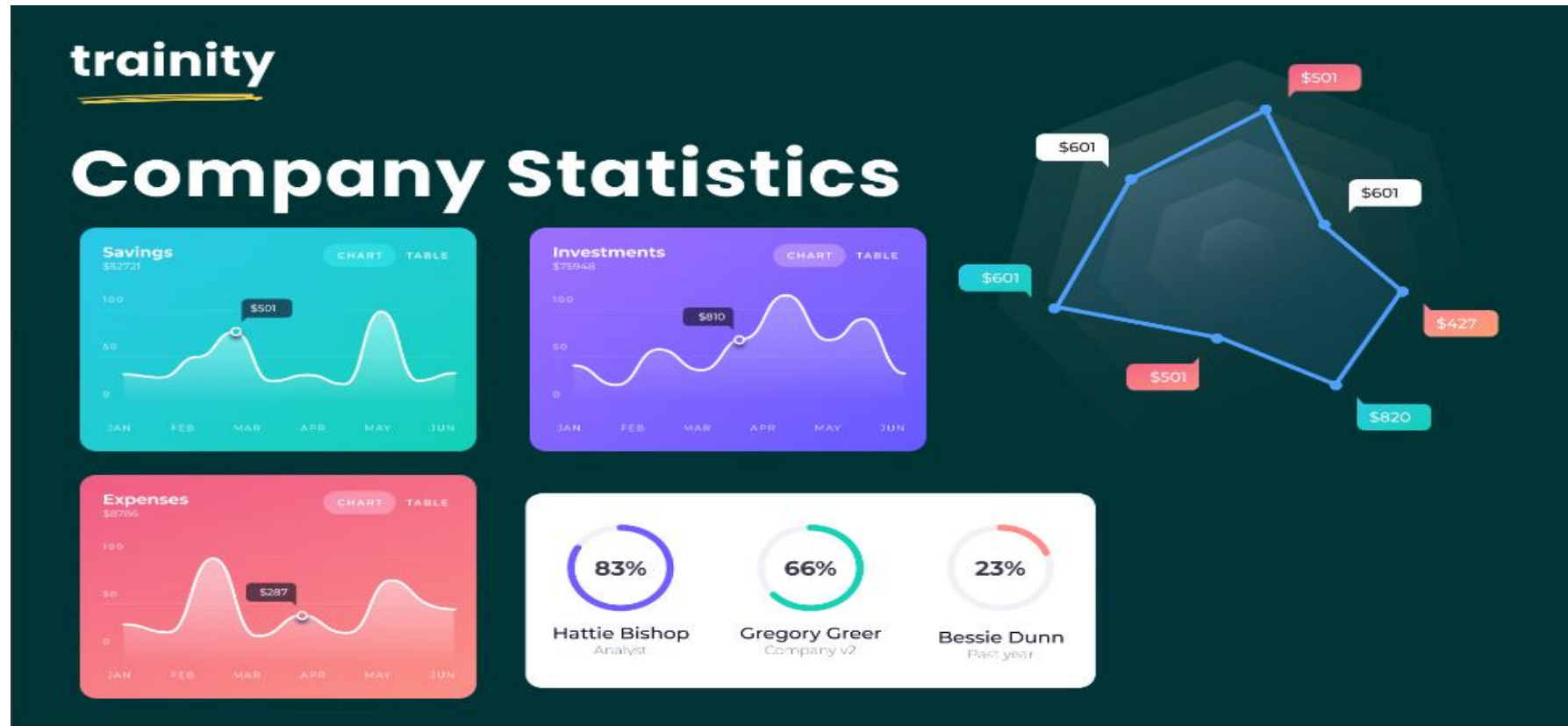

By Hardi Palan

- **Project Description:** The aim of this project is to analyze the hiring trends of a multinational company (MNC) using a dataset provided by the company. As the lead Data Analyst at a prestigious organization like Google, the task is to extract meaningful insights from the data and provide a detailed report to the hiring department.

- **Approach:** The project follows a systematic approach to Exploratory Data Analysis (EDA), including understanding the data columns and their content, checking for missing data, clubbing columns with multiple categories for comprehensive analysis, identifying and handling outliers, and creating a data summary. Using statistical knowledge and Excel formulas, the project aims to draw meaningful conclusions about the company's hiring trends. The detailed report will provide actionable insights to the hiring department, aiding in decision making and improving the overall hiring process.

- **Tech-Stack Used:** **Microsoft Excel 2010(version).** Excel offers a wide range of functions and tools for data analysis and manipulation, making it ideal for tasks like exploratory data analysis and drawing insights from the dataset. Excel's features, such as formulas, functions, pivot tables, and charts, will be utilized for data cleaning, calculating statistics, identifying trends, and creating visual representations of the hiring data, providing a user-friendly interface for analysis.

- **Task 1:** How many males and females are Hired ?

Task-1	
Total no. of males Hired	Total no. of females hired
2563	1856

- **Insights:** The company hired males (2563) and females (1856).
- It is may important for gender diversity review.

- **Task 2:** What is the average salary offered in this company ?

Task-2
Avg salary of employees
49752.8961

- **Insights:** The average salary offered in the company is 49,752.8961.
- The company can assess whether this average salary aligns with industry standards and competitors.

- **Task 3:** Draw the class intervals for salary in the company.

Task-3	
Class Interval	**Frequency**
0-40000	2831
40001-80000	2963
80001 – 120000	1370
120001 – 160000	0
160001 – 200000	1
200001 – 240000	0
240001 – 280000	0
280001 – 320000	1
320001 – 360000	0
360001 – 400000	1

Frequency according to class intervals
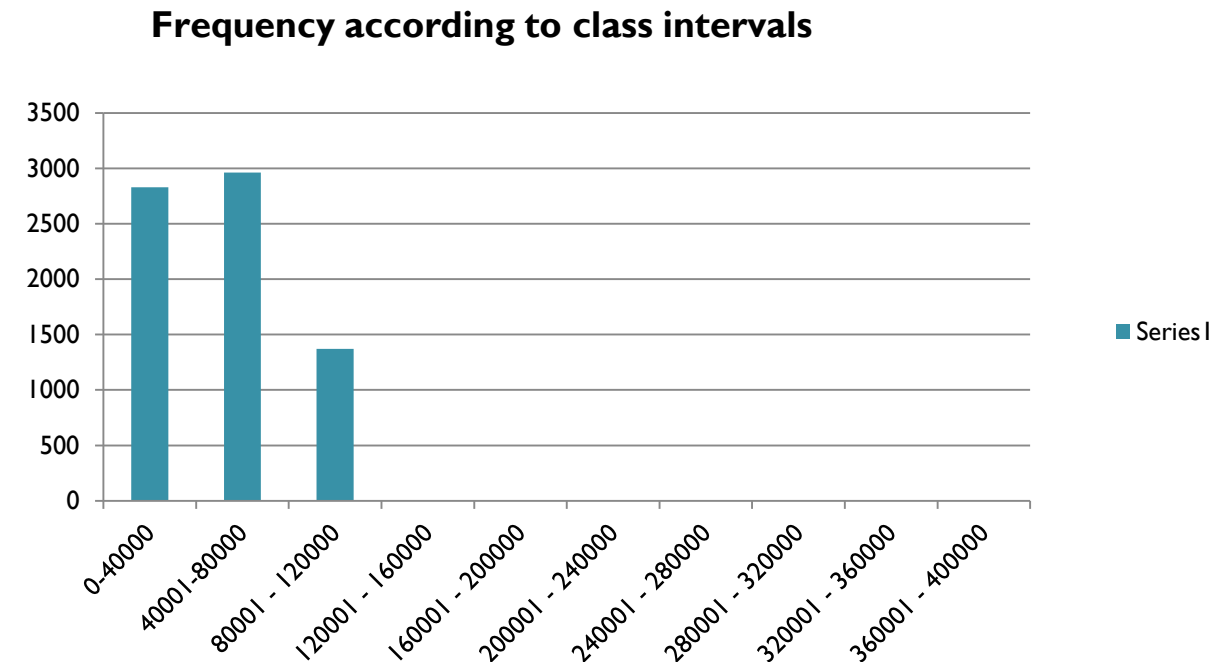
- **Insights:** The majority of employees fall within the salary range of 0-80,000.
- The company can use this data to analyze the distribution of salaries and consider whether adjustments are needed or not.

- **Task 4:** Draw any graph to show proportion of people working different departments.
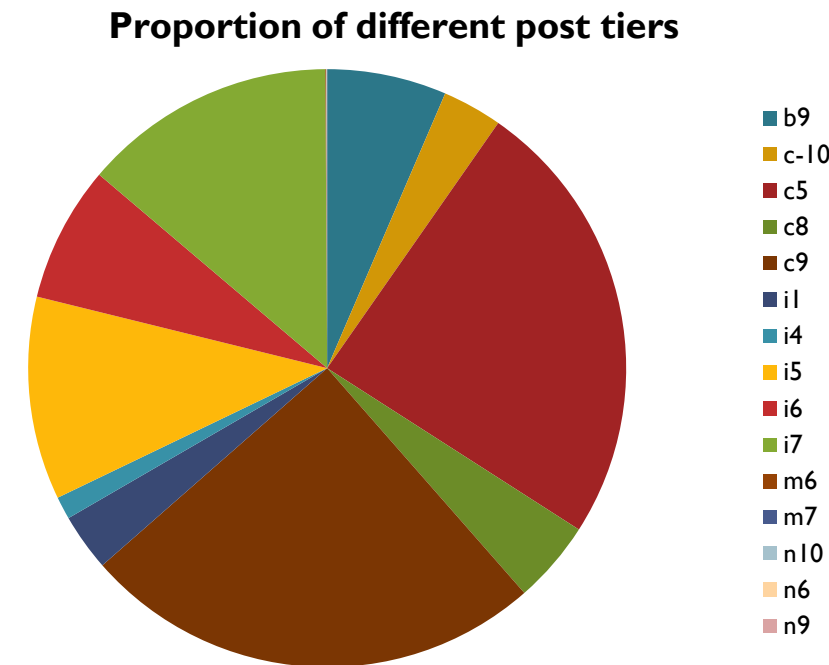
Proportion of people working in different deptartments	
Finance Department	176
General Management	113
Human Resource Department	70
Marketing Department	202
Operations Department	1843
Production Department	246
Purchase Department	230
Sales Department	485
Service Department	1332

Proportion of people working in different departments
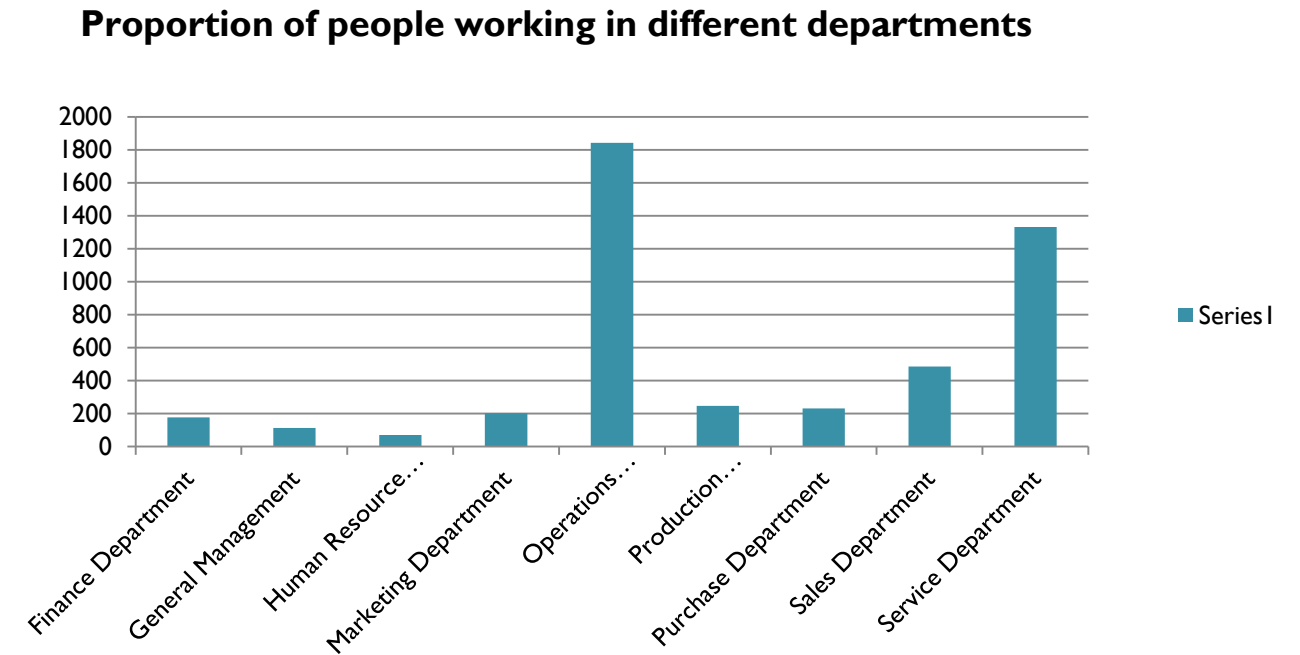
- **Insights:** The majority of employees work in the "Operations" and "Service" departments.

- **Task 5:** Represent different post tiers.

Proportion of different post tiers	
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

Proportion of different post tiers

- **Insights:** The highest proportion of employees are in the "c9" post tier.
- The company can use this data to evaluate the structure of their workforce and ensure proper career progression and growth opportunities. They could also analyze whether the distribution of post tiers aligns with the company's growth plans.

- **Result:** While working on this project, I have achieved several accomplishments. I successfully analyzed the hiring data, identified the number of males and females hired, as well as calculated the average salary offered. Additionally, I created class intervals for salary ranges and visualized the data through charts and graphs to showcase departmental proportions and post tiers. This project has enhanced my skills in data analysis, statistical calculations, and data visualization techniques. It has also provided me with valuable experience in deriving insights from real-world datasets, which will further strengthen my capabilities as a data analyst.

- **Link to the dataset:**
  https://docs.google.com/spreadsheets/d/19powwwyXZnverdflfj7GUAJARBIQz6JJ/edit?usp=sharing&ouid=101431809048624548912&rtpof=true&sd=true