Hiring Process Analytics Report

Project Description

This project analyzes the company's hiring process dataset to derive actionable insights related to gender diversity, salary trends, departmental distributions, and position tiers. The objective is to improve hiring strategies using statistical analysis and data visualization.

Approach

- Checked for missing data and cleaned the dataset by removing incomplete records.

- Detected and removed salary outliers using the IQR (Interquartile Range) method.

- Simplified columns (e.g., categorized salary ranges).

- Analyzed gender distribution, salary statistics, departmental structures, and position tiers.

- Created clear visualizations (pie charts, bar graphs) for easy interpretation.

Tech-Stack Used

- **Microsoft Excel 2022:** Data cleaning, pivot tables, salary classifications, visualizations.

- **Python (Pandas, Matplotlib, Seaborn):** Advanced data cleaning, outlier detection, automated chart creation.

Insights

- **Total Records:** 7168

- **Records after Cleaning:** 6939

- **Gender Distribution:**

  - Male: 4083

  - Female: 2673

  - Don't want to say: 393

  - Unspecified: 15

- **Average Salary (Post-Cleaning):** ₹49,878.33

- **Salary Distribution:**

  - 0 - 20k: 1410

  - 20k - 40k: 1421

  - 40k - 60k: 1531

  - 60k - 80k: 1432

  - 80k - 100k: 1370

- **Top Departments:**

  - Operations Department: 2771

  - Service Department: 2054

  - Sales Department: 746

- **Most Common Position Tier:** c9 with 1792 hires
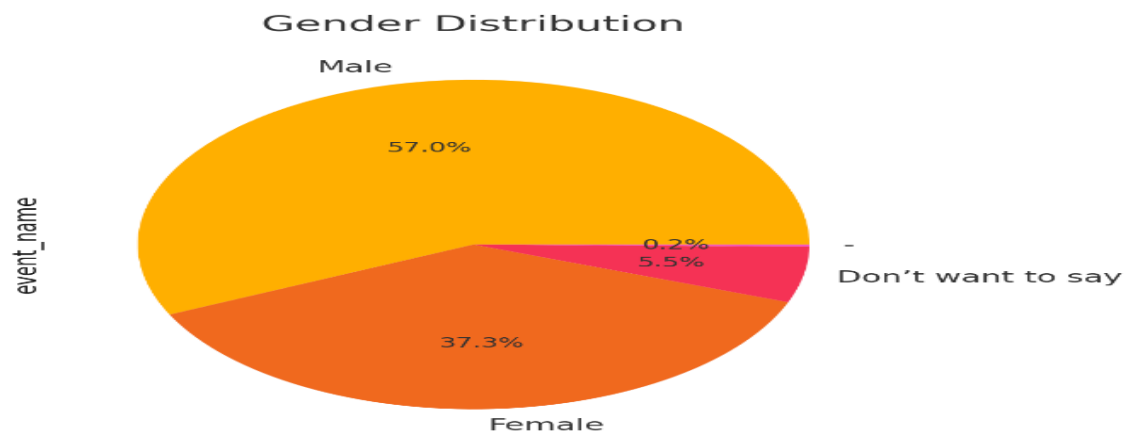

Results

The analysis provides the hiring team with clear insights into salary structures, diversity representation, departmental hiring patterns, and popular job tiers. These insights will help optimize recruitment, address diversity gaps, and align hiring with organizational needs.
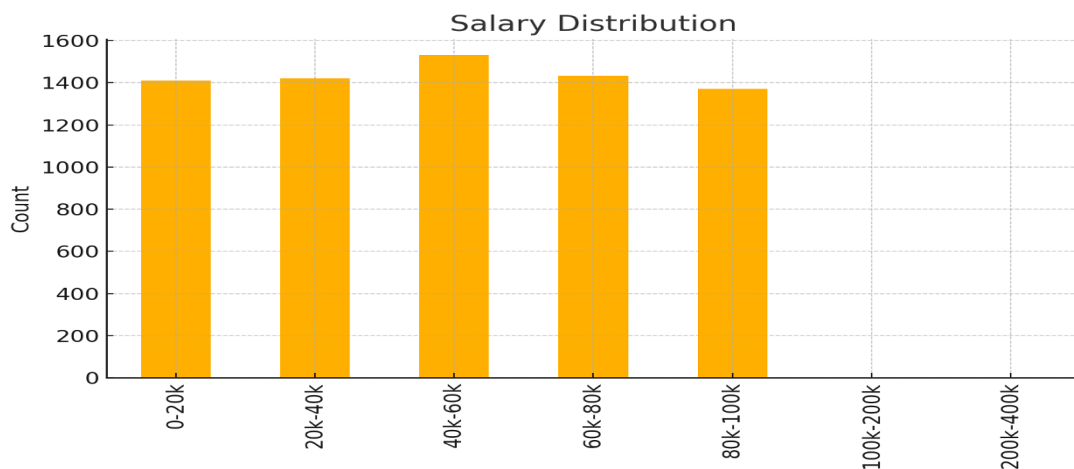

Drive Links

- [Excel Report Link - ⊠ Hiring_Process_Analytics_Report.xlsx]
- [Dataset Link - ⊠ Statistics.xlsx]
- [Open Hiring Process Analytics Notebook (Google Colab-https://drive.google.com/file/d/1GXsDE7wSTdhselwDtL7njuwB9lY-ec5o/view?usp=sharing

---
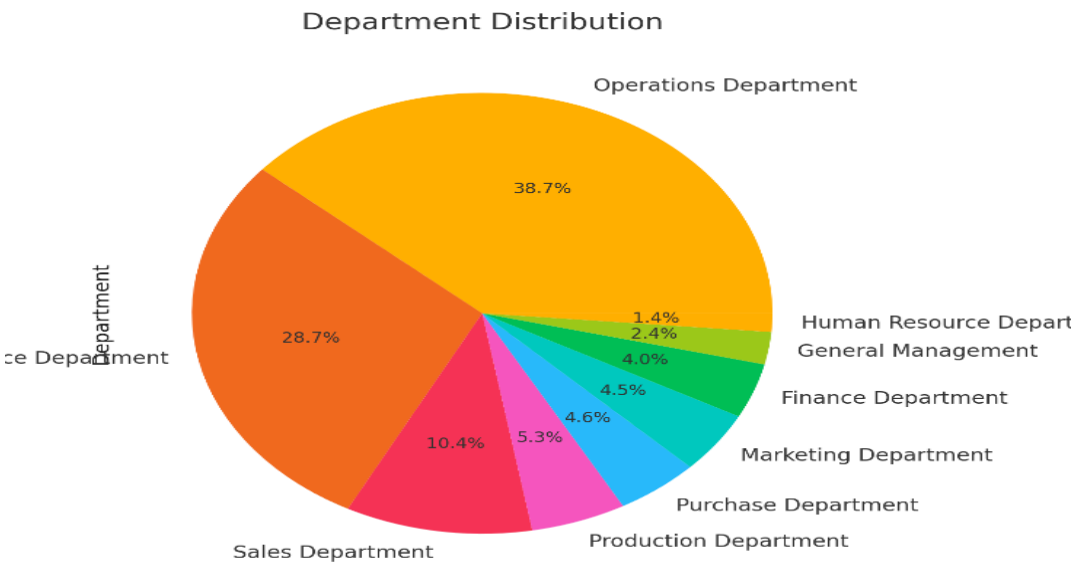
Visuals to Include in Your PDF (from Excel Sheet 3):

- Gender Distribution Pie Chart

- Salary Distribution Bar Graph

● Department Distribution Pie Chart

Department Distribution

● Position Tier Bar Graph

Top 10 Position Tiers