



# **HIRING PROCESS ANALYTICS**

Data Analytics Project

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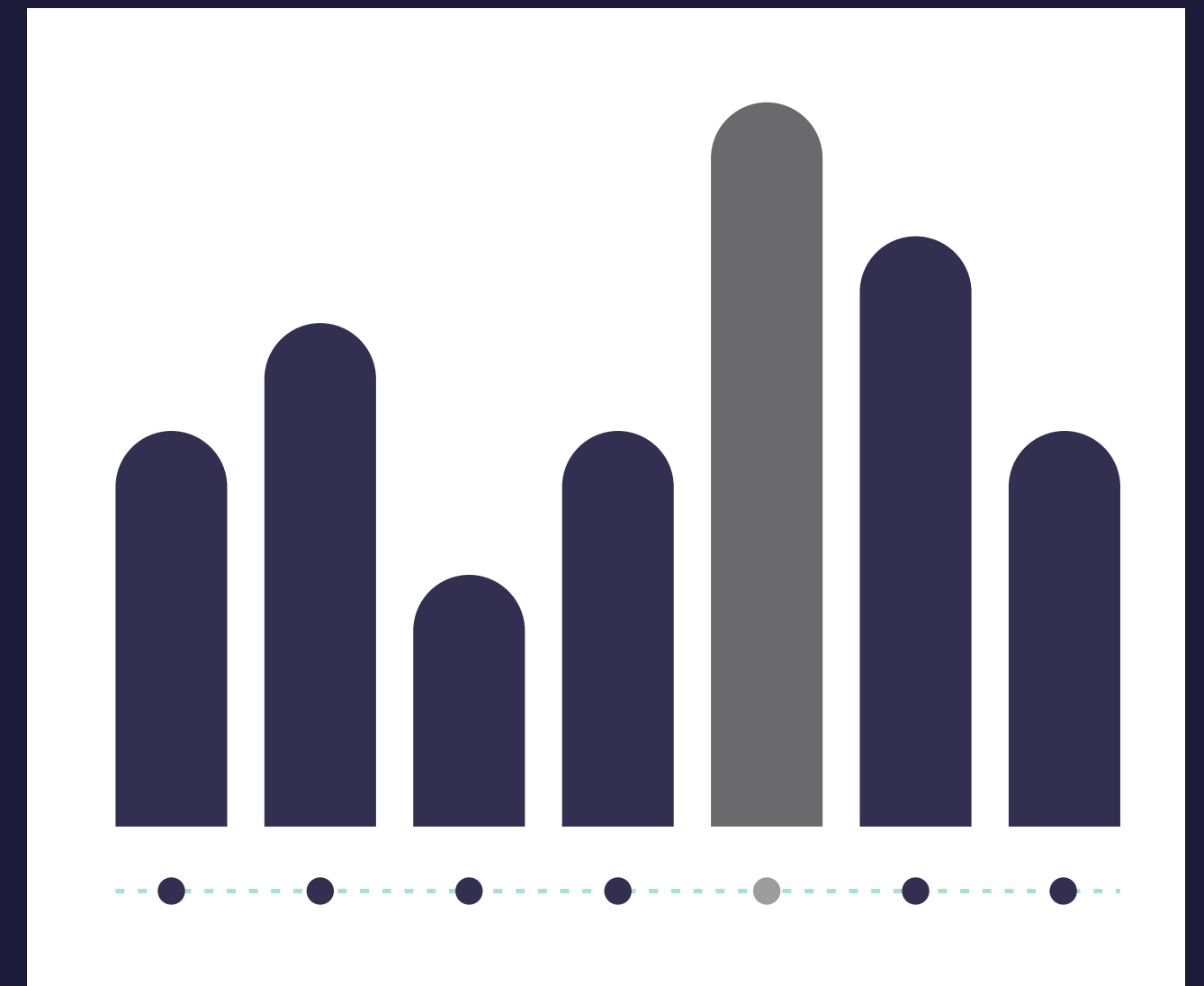
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# PROJECT DESCRIPTION

In the "Hiring Process Analytics" project, the objective is to refine and optimize hiring procedures within a multinational setting. As a data analyst, insights will be extracted from historical hiring data, focusing on variables such as rejection rates, interviews, job types, and vacancies. The analysis aims to provide actionable knowledge to enhance overall recruitment strategies, ensuring the acquisition of top-tier talent for sustained organizational growth and innovation.



# APPROACH

**01**

## **UNDERSTANDING THE DATA**

Before starting the analysis, I spent time looking closely at the data to see how it's organized and find any possible problems.

**02**

## **CHECKING THE DATA**

I made sure the data was good by checking for empty spaces or missing information before doing any analysis.

**03**

## **HANDLING SPECIAL CASES AND SHARING RESULTS**

Identified and addressed outliers, ensuring accuracy. Communicated findings effectively using visualizations, providing a comprehensive explanation of methodology and implications.





X

Microsoft  
Excel 2016

## TECH-STACK USED

Microsoft Excel 2016 is a software for creating and managing spreadsheets, commonly utilized by professionals. It allows users to input data in table format, conduct calculations, and create graphs. In this case, Microsoft Excel is employed to filter and analyze data, as well as generate graphs, to gain insights into the organization's hiring process.

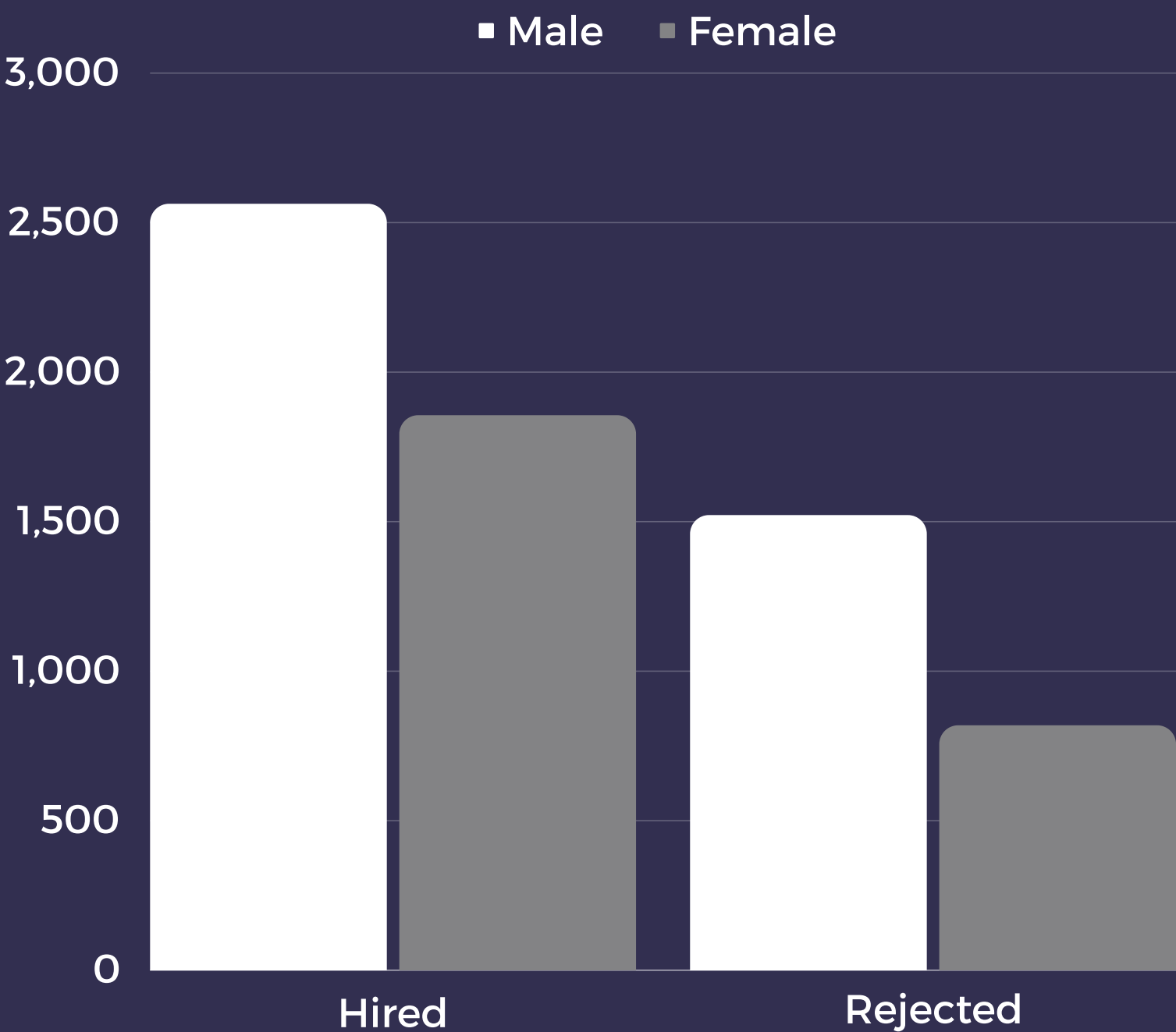
# INSIGHTS

## A. HIRING ANALYSIS

Number of males and females hired by the company

Labels	Male	Female
Hired	2563	1856
Rejected	1522	819

According to the data, the number of males hired is 2563, while the number of females hired is 1856.



## B. SALARY ANALYSIS

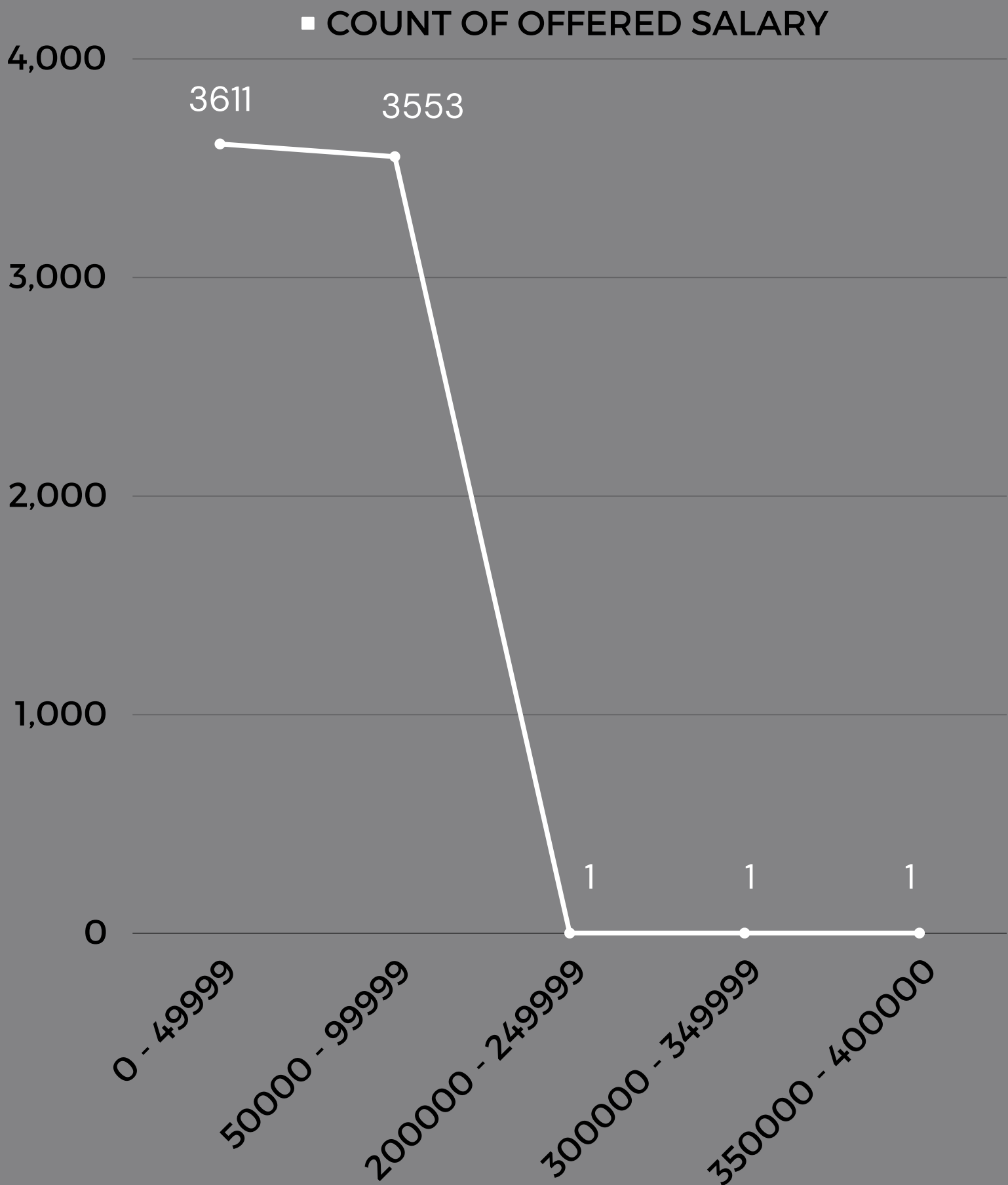
Average salary offered by the company



C. SALARY DISTRIBUTION

Class intervals for the salaries in the company

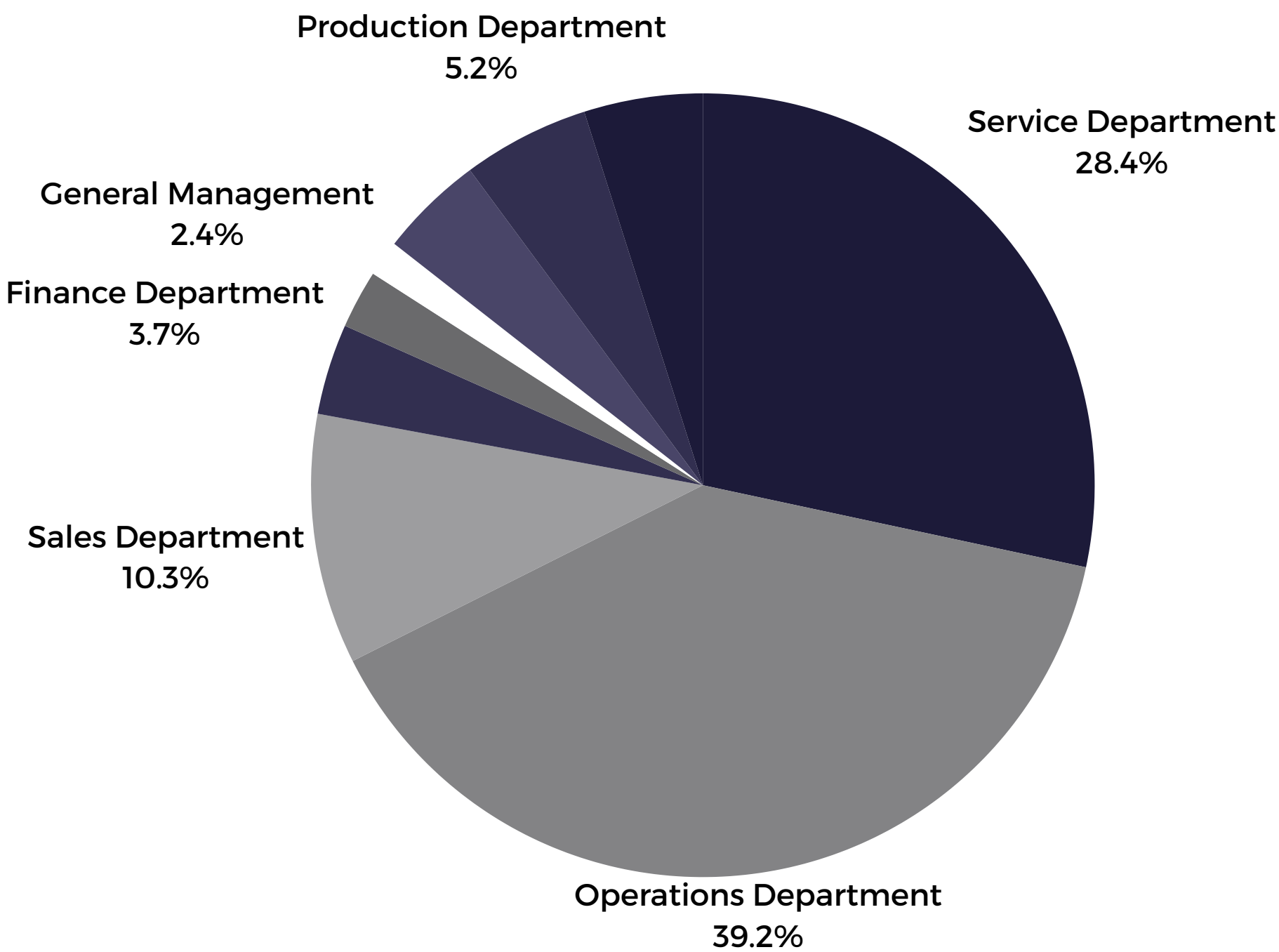
SALARY SLAB	SUM OF OFFERED SALARY	COUNT OF OFFERED SALARY
0 - 49999	92457587	3611
50000 - 99999	264870782	3553
200000 - 249999	200000	1
300000 - 349999	300000	1
350000 - 400000	400000	1
GRAND TOTAL	358228369	7167





D. DEPARTMENTAL ANALYSIS

Department wise proportion of hired people



departments	hired
service department	1332
operations department	1843
sales department	485
finance department	176
general management	113
human resource department	70
marketing department	202
production department	246
purchase department	230

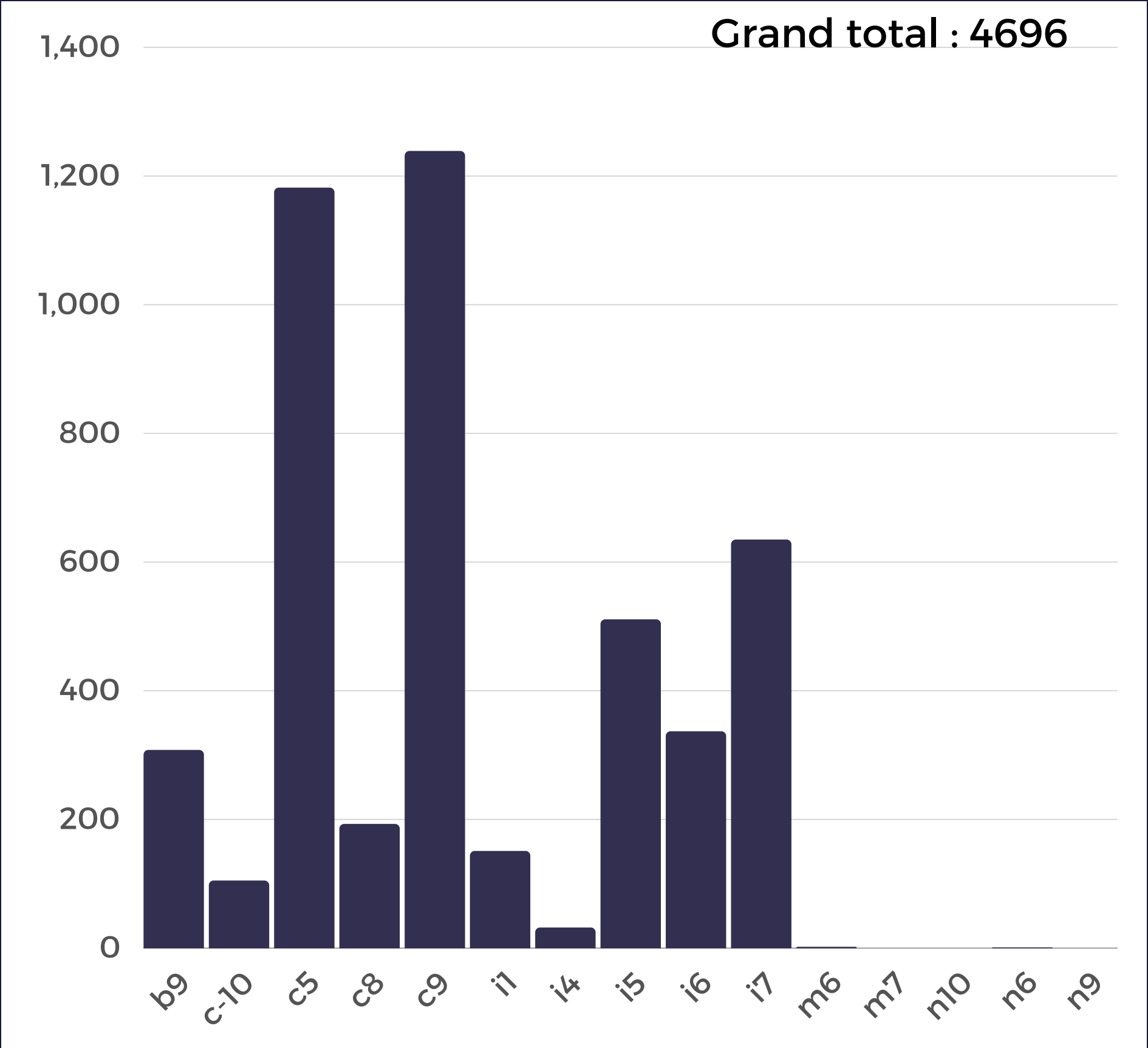


E. POSITION TIER ANALYSIS

Count of hired persons as per post

POST	HIRED
b9	308
c-10	105
c5	1182
c8	193
c9	1239
i1	151
i4	32
i5	511

POST	HIRED
i6	337
i7	635
m6	2
m7	0
n10	0
n6	1
n9	0



Position tier c9 has hired more persons (i.e., 1239 persons)

# RESULT



**A. Hiring Analysis:** The company has hired 2563 males and 1856 females, reflecting insights into gender diversity.

**B. Salary Analysis:** The average salary offered is 49983.02902, providing a key metric for compensation understanding.

**C. Salary Distribution:** Visualized salary distribution through class intervals, revealing patterns in compensation structures.

**D. Departmental Analysis:** Utilized a pie chart to depict workforce distribution across departments for informed decision-making.

**E. Position Tier Analysis:** Generated a chart illustrating position tiers, aiding in organizational optimization and talent development.

Overall, the Hiring Process Analytics project delivers valuable insights for refining the hiring process, optimizing salaries, and enhancing organizational effectiveness.





*Thank You*

