Hiring Process Analytics

Project Description: To analyze data from the company's hiring process to gain meaningful insights. This study will focus on trends such as rejection rates, interviews, job types and vacancies. By analyzing this model, you will provide valuable suggestions for improving the recruitment team's performance and effectiveness, ultimately helping Google attract and retain top talent.

Approach: For this analysis we use the Microsoft Excel and it is very capable for this Hiring Process Analytics. Because of this tool helps us to give like pivot table service with the help of this service we can easily handle this question and other formulas we also use for the calculation also this gives the charts for visualization.

Tech-Stack Used: Microsoft Excel is help for doing this task of all this analysis for meaningful insights, visualizations, & statistical functions.

Insights:

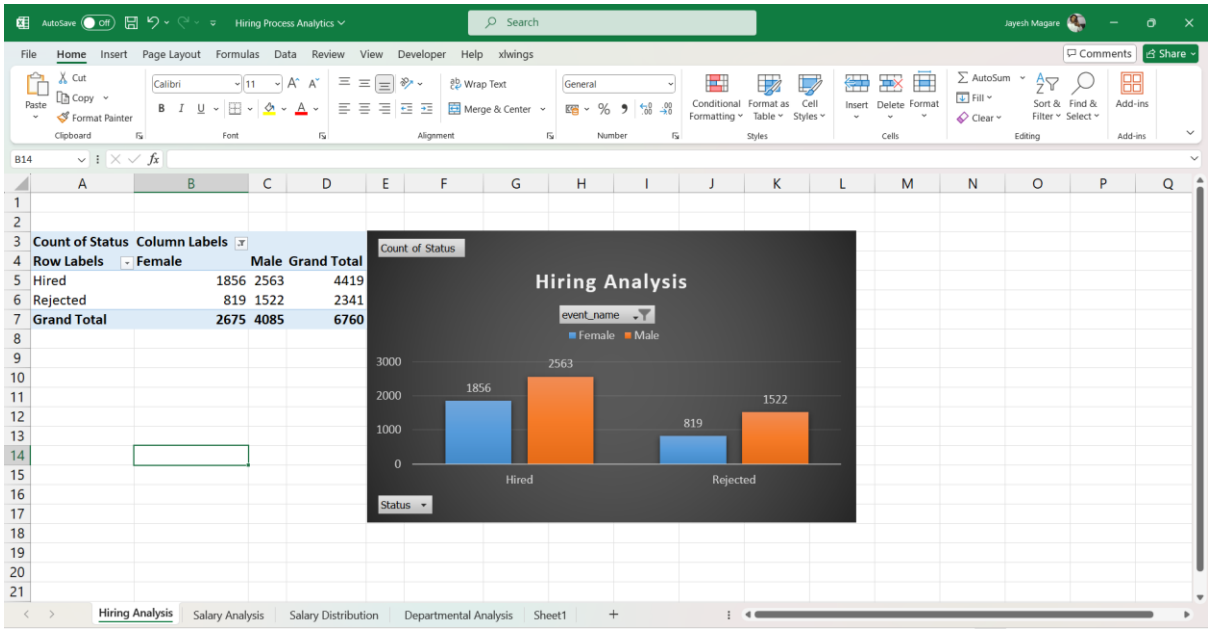
1. Gender Distribution of hires like Male Female an all that.
2. Salaries are depending on department vies.
3. Different positions within a company often have different tiers or levels.
4. Compares with other department and analysis them with salaries basis and position basis.

❖ **Data Analytics Tasks:**

A) **Hiring Analysis**: The hiring process involves bringing new individuals into the organization for various roles.

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

Conclusion:

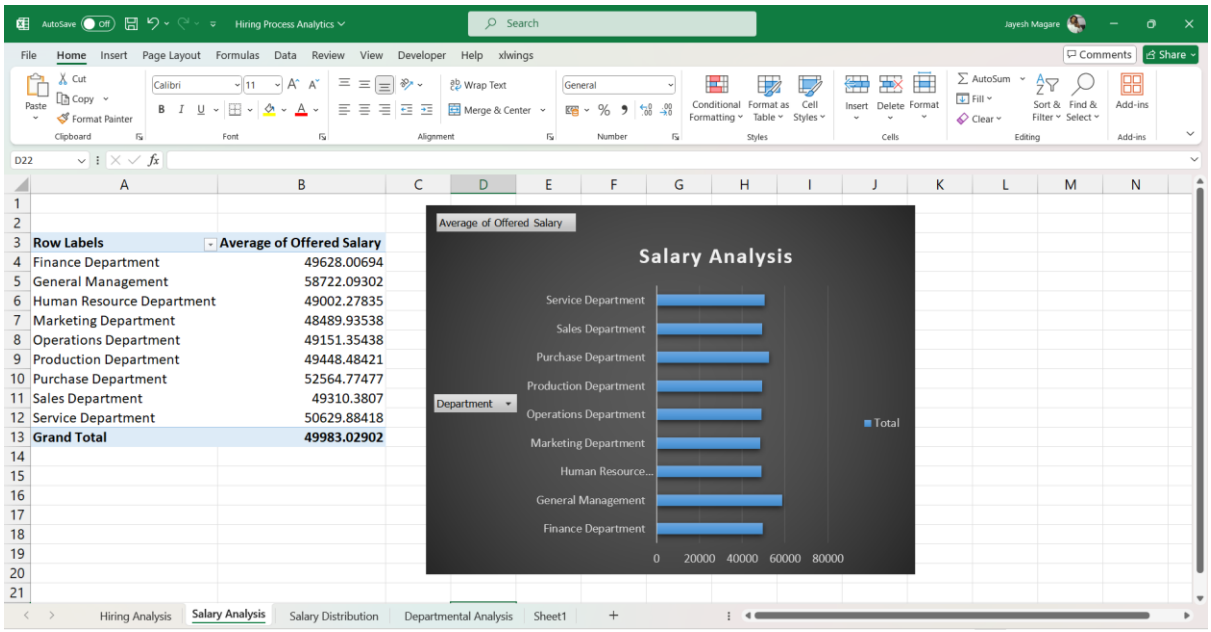


Count of Status	Column Labels		
Row Labels	Female	Male	Grand Total
Hired	1856	2563	4419
Rejected	819	1522	2341
Grand Total	2675	4085	6760

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**.**

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

Conclusion:

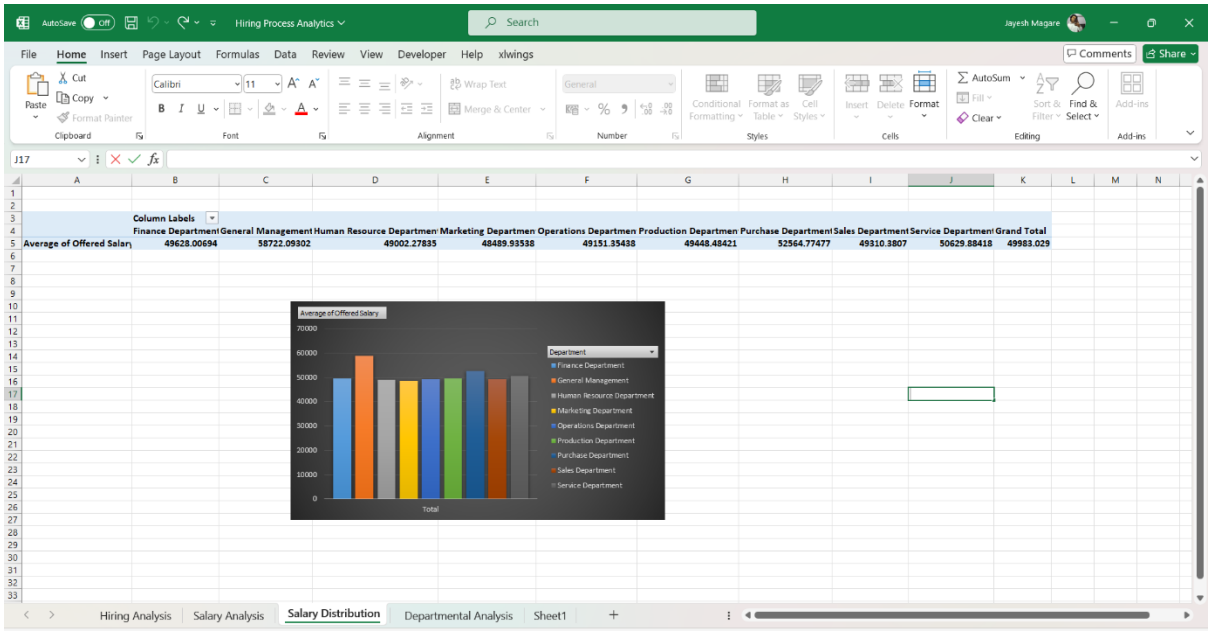


Row Labels	Average of Offered Salary
Finance Department	49628.00694
General Management	58722.09302
Human Resource Department	49002.27835
Marketing Department	48489.93538
Operations Department	49151.35438
Production Department	49448.48421
Purchase Department	52564.77477
Sales Department	49310.3807
Service Department	50629.88418
Grand Total	49983.02902

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.

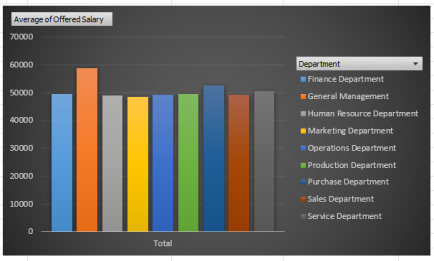
Task: Create class intervals for the salaries in the company. This will help you understand the salary distribution.

Conclusion:



Better View:

	Column Labels								
	Finance Department	General Management	Human Resource Departmen	Marketing Departmen	Operations Departmen	Production Departmen	Purchase Department	Sales Department	Service Department	Grand Total
Average of Offered Salary	49628.00694	58722.09302	49002.27835	48489.93538	49151.35438	49448.48421	52564.77477	49310.3807	50629.88418	49983.029

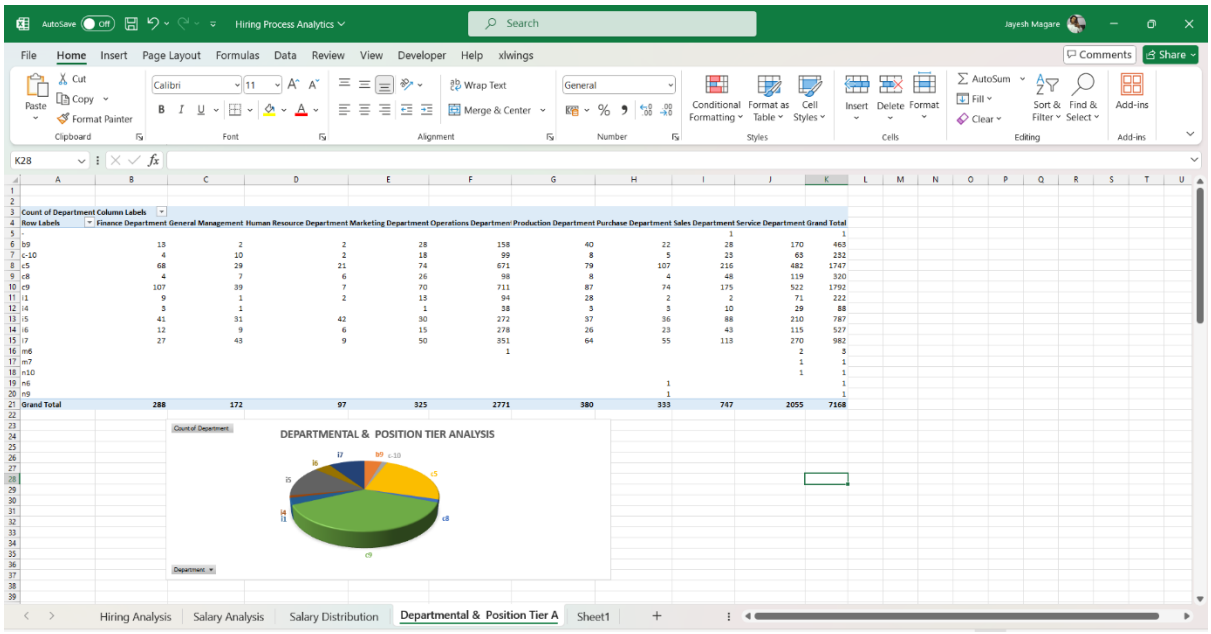


D) **Departmental Analysis:** Visualizing data through charts and plots is a crucial part of data analysis.

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

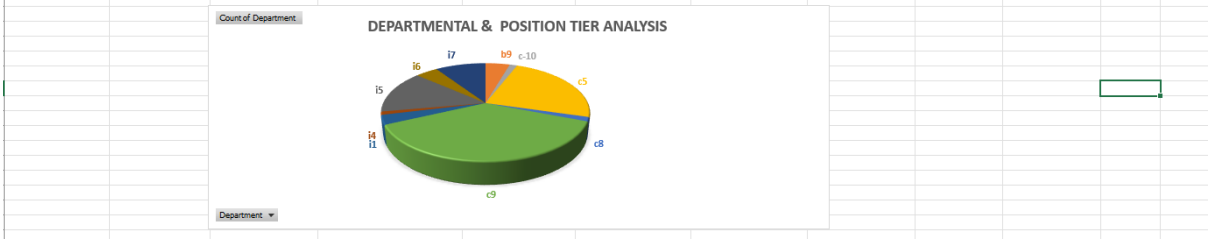
E) Position Tier Analysis: Different positions within a company often have different tiers or levels.

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.



- **Better View:**

Count of Department Column Labels										
Row Labels	Finance Department	General Management	Human Resource Department	Marketing Department	Operations Department	Production Department	Purchase Department	Sales Department	Service Department	Grand Total
-								1		1
b9	13	2	2	28	158	40	22	28	170	463
c-10	4	10	2	18	99	8	5	23	63	232
c5	68	29	21	74	671	79	107	216	482	1747
c8	4	7	6	26	98	8	4	48	119	320
c9	107	39	7	70	711	87	74	175	522	1792
i1	9	1	2	13	94	28	2	2	71	222
i4	3	1		1	38	3	3	10	29	88
i5	41	31	42	30	272	37	36	88	210	787
i6	12	9	6	15	278	26	23	43	115	527
i7	27	43	9	50	351	64	55	113	270	982
m6					1				2	3
m7									1	1
n10									1	1
n6							1			1
n9							1			1
Grand Total	288	172	97	325	2771	380	333	747	2055	7168



Result

- ✍ The analysis reveals the exact number of males and females hired by the company, providing insight into the gender diversity of the hiring process.
- ✍ The mean salary calculation establishes a benchmark for the company's compensation levels, which can be compared with industry standards to ensure competitiveness.
- ✍ The creation of class intervals shows salary distribution within specific ranges, highlighting the most common salary brackets and identifying significant disparities or concentrations.
- ✍ The visual representation of departmental distribution illustrates the proportion of employees in each department, aiding in understanding workforce allocation and identifying any imbalances.
- ✍ The chart showing different position tiers reveals the number of employees at each level, helping to understand the hierarchical structure and identify potential gaps or bottlenecks in career progression.

- **Excel Sheet link** : https://docs.google.com/spreadsheets/d/1eykfqgxDNVGKKaYcRTpLOUTs4uzuaDgw/edit?usp=sharing&ouid=116406143301160000153&rtpof=true&sd=true