

HIRING PROCESS ANALYTICS

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PROJECT OBJECTIVE

This project aims to clean, organize, and analyze hiring process data to uncover patterns and trends in recruitment activities. We aim to help the hiring team make smarter, data-driven decisions to improve efficiency and candidate experience by identifying key insights, such as rejection rates, job types, and interview outcomes.

DOWNLOADED THE DATA

This data is downloaded from Trainity, an online learning platform for aspiring data analysts, designed to provide hands-on experience through live projects and virtual internships.

The link below is the cleaned data in Excel, which is uploaded to GitHub.

GitHub: <https://github.com/Manishtopno/Hiring-Process-Analytics-/blob/main/Hiring%20Process%20Analytics.csv>

IMPORT DATA TO POWER BI

- ◆ Prepare cleaned data in Excel.
- ◆ Open the Power BI Desktop.
- ◆ Import the Excel file into Power BI.

INSIGHTS

- ◆ The Highest number of applicants who applied was Male.
- ◆ Male applicants hired are 58% higher than female applicants.
- ◆ Female applicants rejected are 35% less than male applicants.
- ◆ Operation Department has a higher hiring rate for females as well as males.
- ◆ Human Resource Department has a lower hiring rate for females and males have a lower hiring rate in the Finance Department.
- ◆ 61880.76 is the highest average offered salary in General Management in all the departments.
- ◆ 58946.41 is the average highest salary offered for the i4 post.