PROJECT- 4

Hiring Process Analytics

Project Description:

- Hiring Process is an important aspect of an organisation that requires to identify and select qualified individuals for the job.
- With the help of this we can analyse the data, and make better decisions.
- It improves the efficiency and effectiveness of the hiring process.

Approach:

- Download the statistics excel data.
- Understand and clean the data.
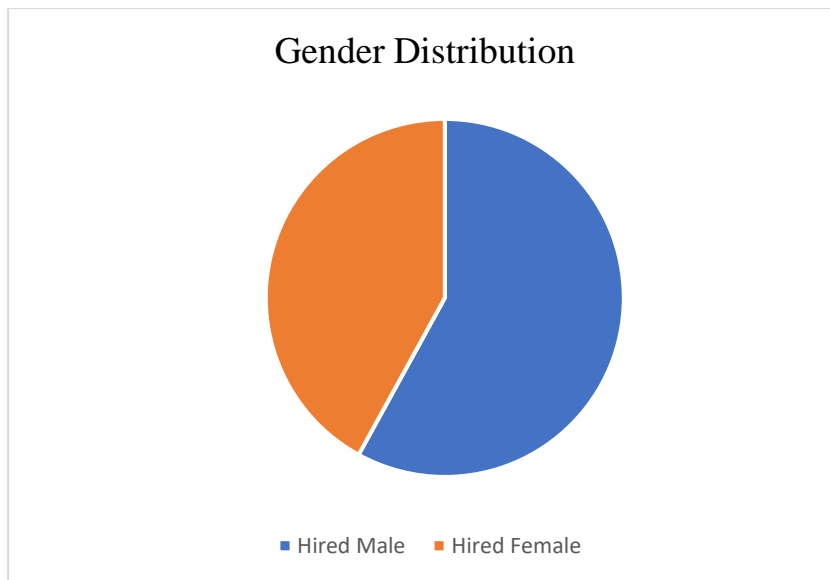- Use excels and statistics formulas to solve the problem.

Tech-Stack Used:

Microsoft Excel to solve the problem using excel and statistics formula.

Data Analytics Tasks:

1. **Hiring Analysis:**
   Determine the gender distribution of hires. How many males and females have been hired by the company?

Candidate Hired	
Hired Male	**Hired Female**
2563	1856

Gender Distribution

More male candidate was hired than female candidates.

2. Salary Analysis:

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

B8		fx	=AVERAGE(Sheet1!$G$2:$G$7169)

	A	B	C	D
1	Hiring Process Analytics			
2				
3				
4				
5				
6				
7				
8	Avg Offered Salary:	49983.02902		
9				

B10		fx	=AVERAGEIF(Sheet1!C2:C7169,"Hired",Sheet1!G2:G7169)

	A	B	C	D	E	F
1	Hiring Process Analytics					
2						
3						
4						
5						
6						
7						
8	Avg Offered Salary:	49983.02902				
9						
10	Avg Salary Hired Candidates:	49752.8961				
11						

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

| Class Interval for Salary	Number of employees
1-10000	439
10001-20000	489
2001-30000	457
30001-40000	486
40001-50000	527
50001-60000	494
60001-70000	450
70001-80000	479
80001-90000	459
90001-100000	414
100001-400000	3
Grand Total	**4697**
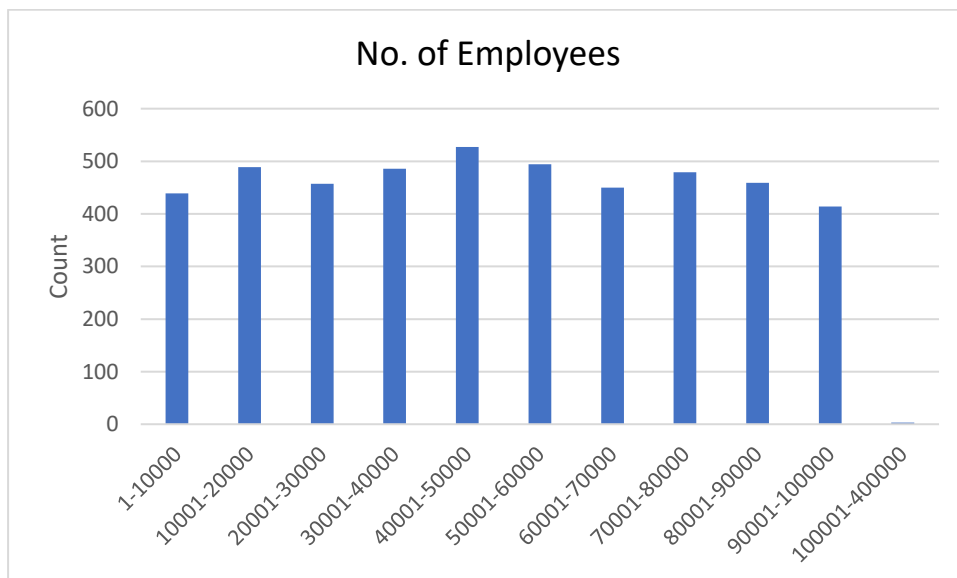
4. Departmental Analysis:

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

Status	Hired
Department	**Diff. dept proportion**
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
Sales Department	49310.3807
Service Department	50629.88418

| Status	Hired
Department	**Dept. wise proportion**
Finance Department	176
General Management	113
Human Resource Department	70
Marketing Department	202
Operations Department	1843
Production Department	246
Sales Department	485
Service Department	1332
Total	**4467**

Hired Dept. wise proportion
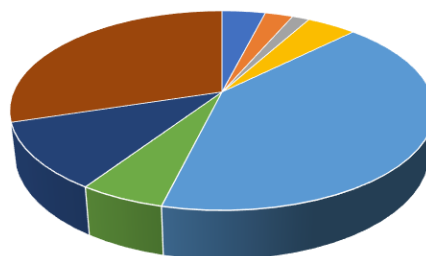
- Finance Department
- General Management
- Human Resource Department
- Marketing Department
- Operations Department
- Production Department
- Sales Department
- Service Department

5. Position Tier Analysis:

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.

Status	Hired
Post Name	Dist.of Post Tiers
c8	320
c5	1747
i4	88
i5	787
b9	463
c-10	232
c9	1792
i1	222
i6	527
i7	982
m6	3
m7	1
n10	1
n6	1
n9	1
Total	7167

Count of Diff. Position Tiers
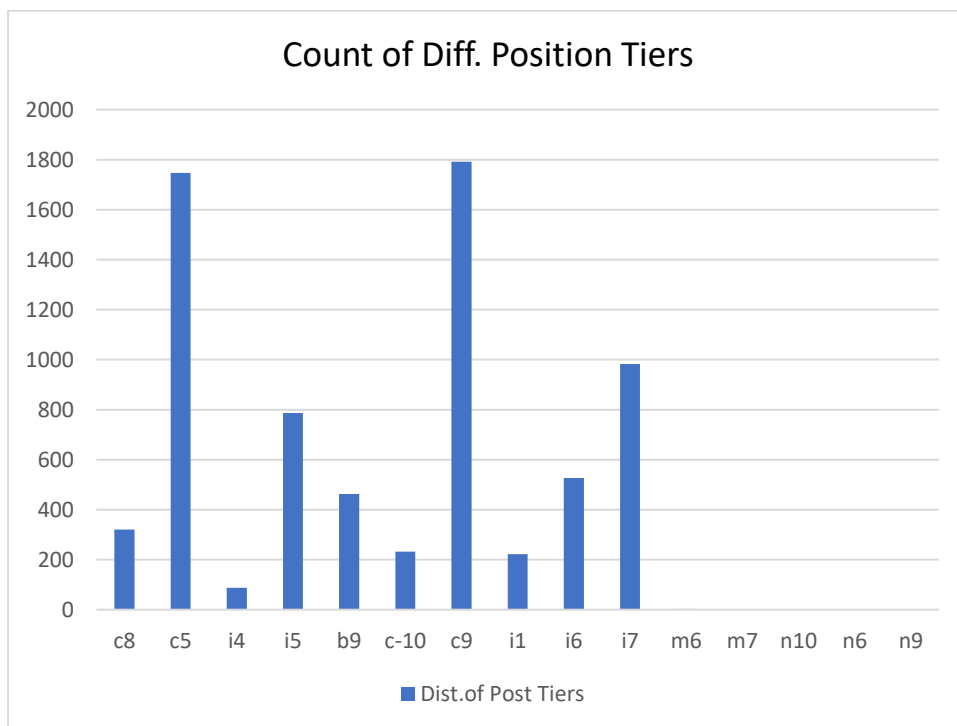
Conclusion:

This project helped me in understanding how important **Data Analytics** is for **Hiring Process** of an organization as it provides valuable insights such as number of rejections, reason for rejections, profile of applicants, vacancies etc. which helps the hiring department to take **Data Decisions**.