

HIRING PROCESS ANALYTICS

Project Description

This project analyzes hiring trends, salary distribution, and departmental workforce composition within a company. The objective was to clean the dataset, handle missing data, detect outliers, and generate insights using Excel. The analysis helps in understanding gender-based hiring patterns, salary structures, and departmental distributions.

Approach

1. **Data Cleaning** – Handled missing values by filling them with the median salary.
2. **Clubbing Categories** – Merged similar departments for simplified analysis.
3. **Outlier Detection** – Checked for extreme values in salaries.
4. **Data Analysis** – Used Excel formulas to calculate hiring distribution, average salary, and salary ranges.
5. **Visualization** – Created charts for departmental and position distributions.

Tech-Stack Used

- **Microsoft Excel 2022** – Used for data cleaning, analysis, and visualization.
- **Excel Functions & Pivot Tables** – Used for calculations and summarizing data.
- **Charts (Pie, Bar Graphs)** – Used to visually represent hiring and salary trends.

Insights

- The company hires more males than females.
- The average offered salary is around **₹49,625**.
- Most employees fall in the **₹20,000 - ₹60,000 salary range**.
- The **Operations & Service** department has the highest number of employees.

- Job positions are distributed across various tiers, with some roles being more common than others.

Result

The project provided a **clear understanding of hiring trends, salary structures, and workforce distribution** in the company. The findings help in making data-driven decisions related to hiring and salary policies. Through this project, I gained hands-on experience in **data cleaning, analysis, and visualization using Excel**

[LINK:](#)