Hiring Process Analytics

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Project Description

The "Hiring Process Analytics" project analyzes hiring data to understand trends and improve strategies. Key steps include handling missing data, combining columns, detecting and addressing outliers, and summarizing data with visualizations. The project provides insights to enhance the company's hiring process.

Tech-Stack Used: EXCEL

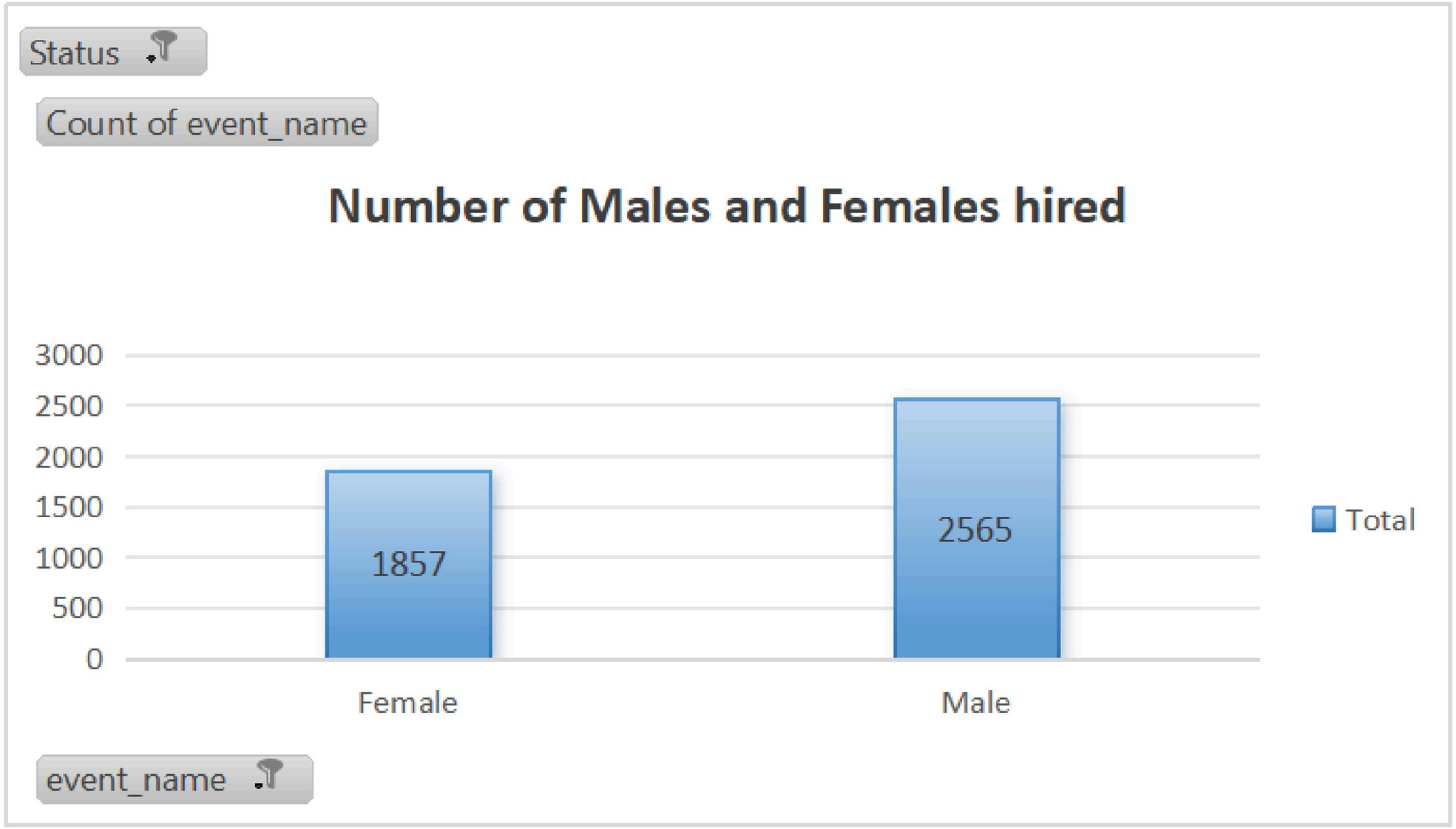
Hiring Analysis

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?

	A	B	C
1	Status	Hired	
2			
3	event_name	Count of event_name	
4	Female	1857	
5	Male	2565	
6	Grand Total	4422	
7			
8			

Hiring Analysis



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.

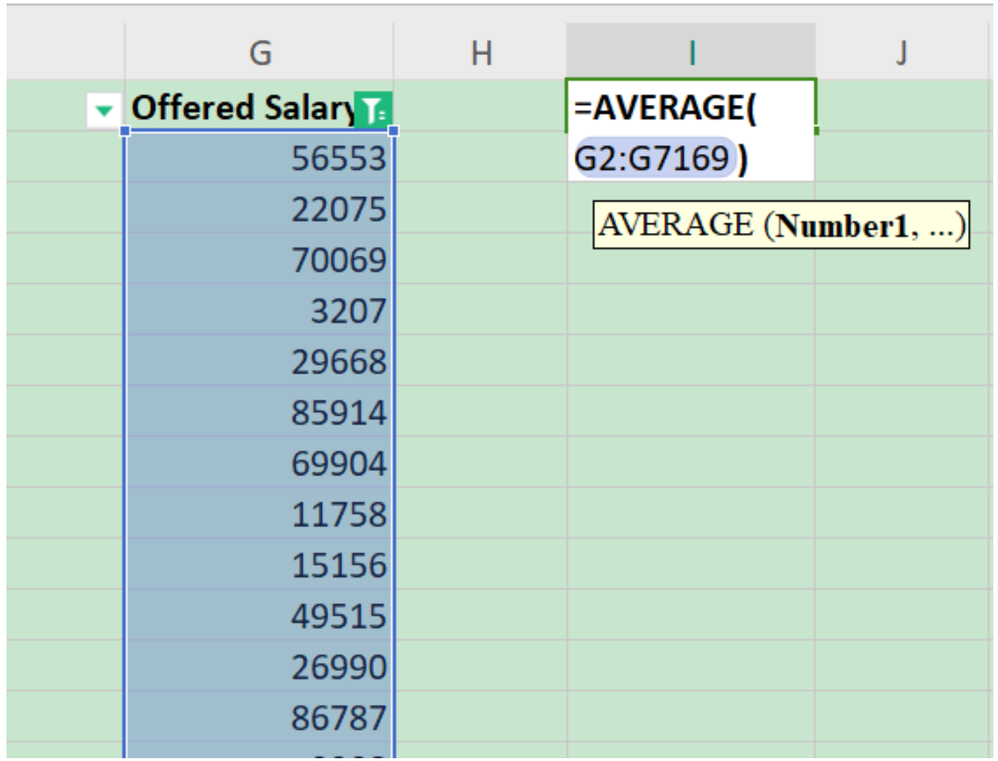
TASK: What is the average salary offered by this company? Use Excel functions to calculate this.

We used the average function to find out the average salary.
Here, we removed the outliers, such that we filtered the salary column by putting a range of 1000-100000.
This is because of variuos reasons:

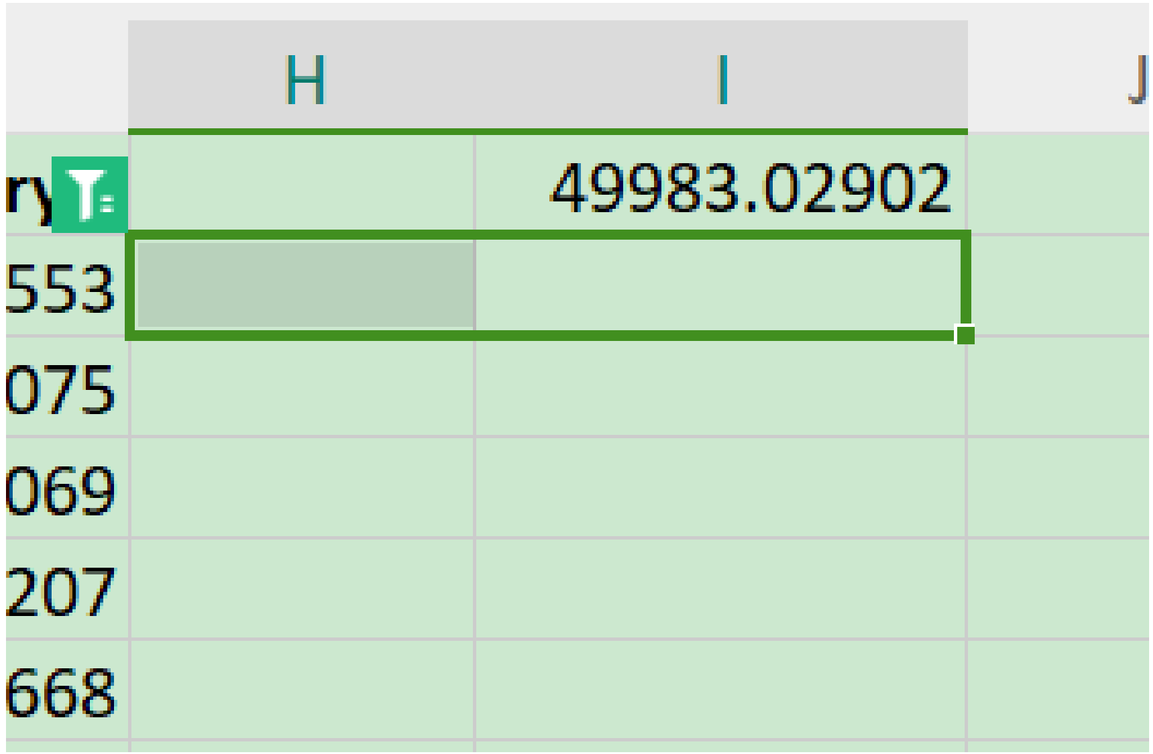
- Outliers skew the average salary, making it less representative of typical salaries.
- Removing outliers provides clearer insights into the typical salary range.
- Eliminates anomalies, ensuring the data reflects true hiring practices.
- Enhances clarity of charts and graphs, making data easier to interpret.

Salary Analysis

FORMULA USED:



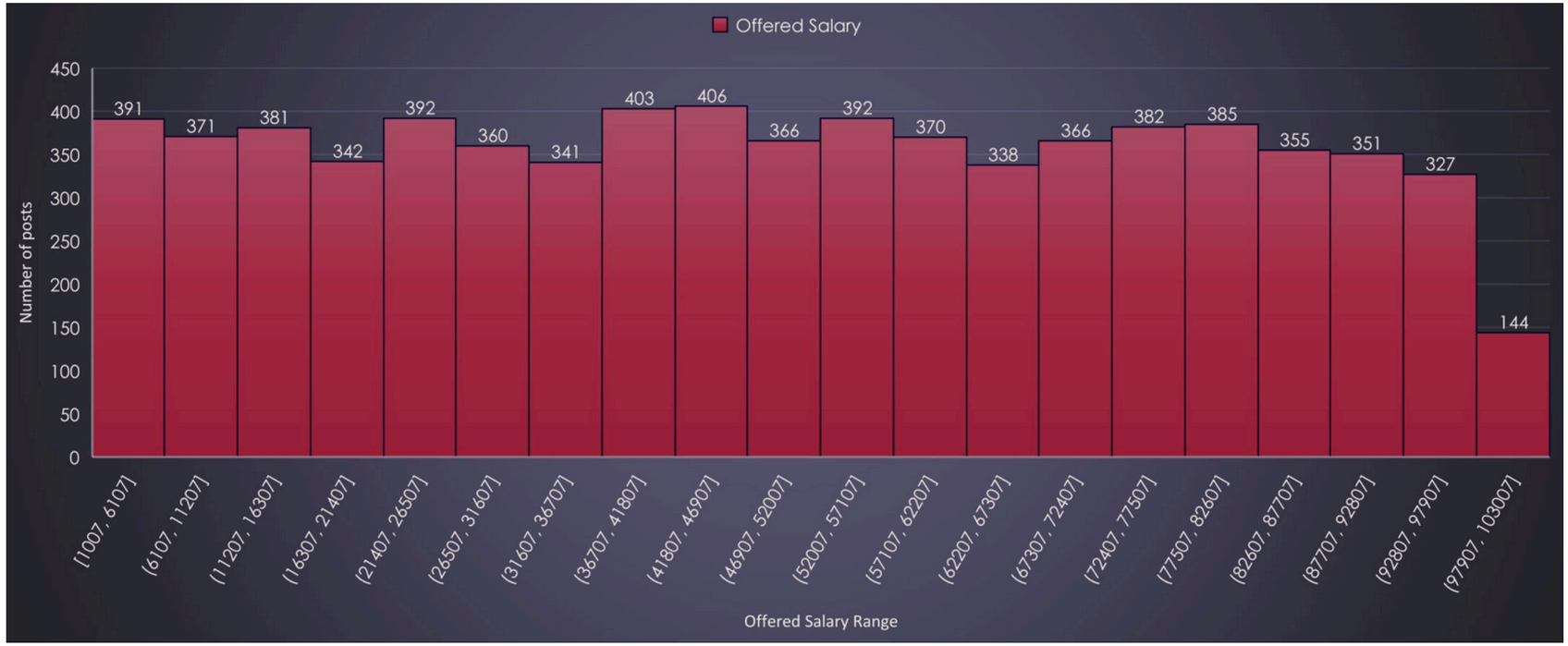
OUTPUT:



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.



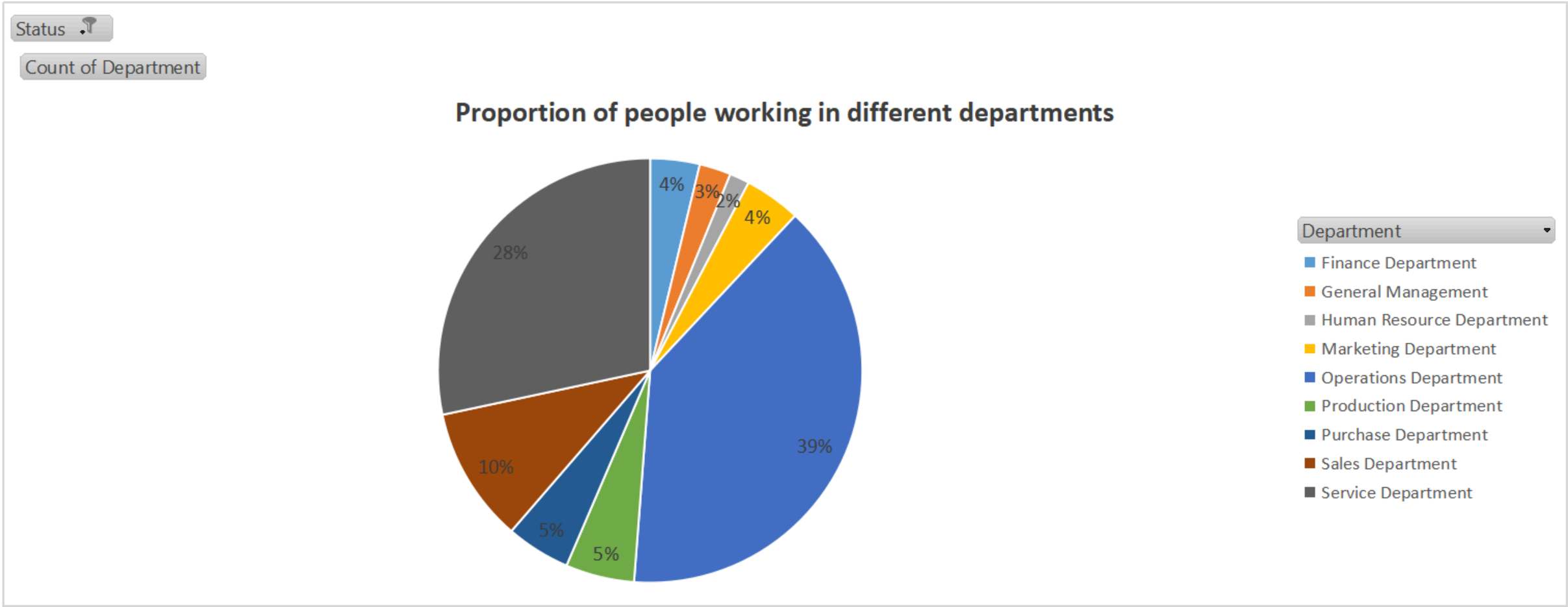
Departmental Analysis

Visualizing data through charts and plots is a crucial part of data analysis.

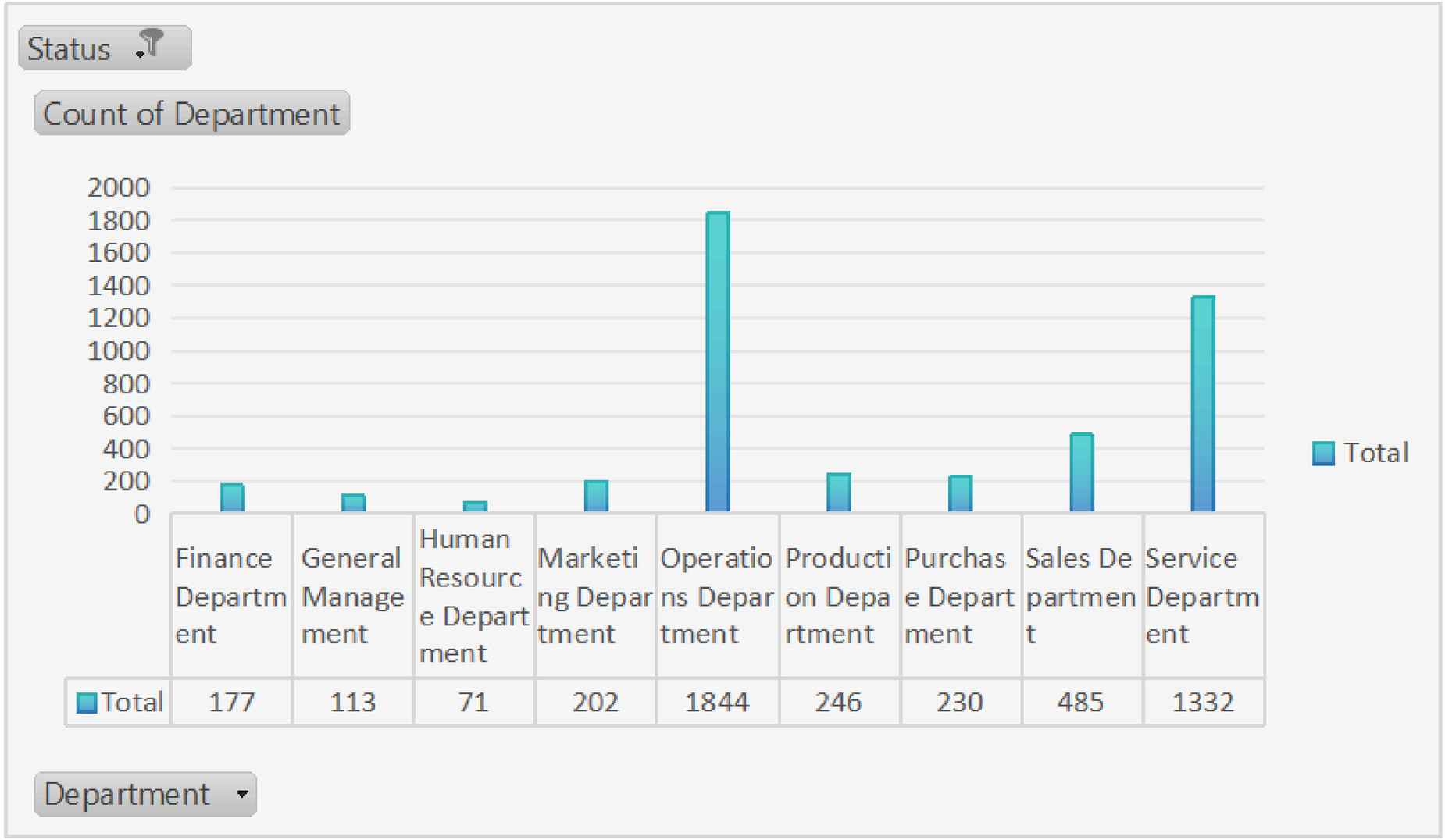
TASK: Use a pie chart, bar graph, or any other suitable visualization to show the proportion of people working in different departments.

17		
18	Status	Hired
19		
20	Department	Count of Department
21	Finance Department	177
22	General Management	113
23	Human Resource Department	71
24	Marketing Department	202
25	Operations Department	1844
26	Production Department	246
27	Purchase Department	230
28	Sales Department	485
29	Service Department	1332
30	Grand Total	4700
31		
32		

Departmental Analysis



Departmental Analysis



	Finance Department	General Management	Human Resource Department	Marketing Department	Operations Department	Production Department	Purchase Department	Sales Department	Service Department
Total	177	113	71	202	1844	246	230	485	1332

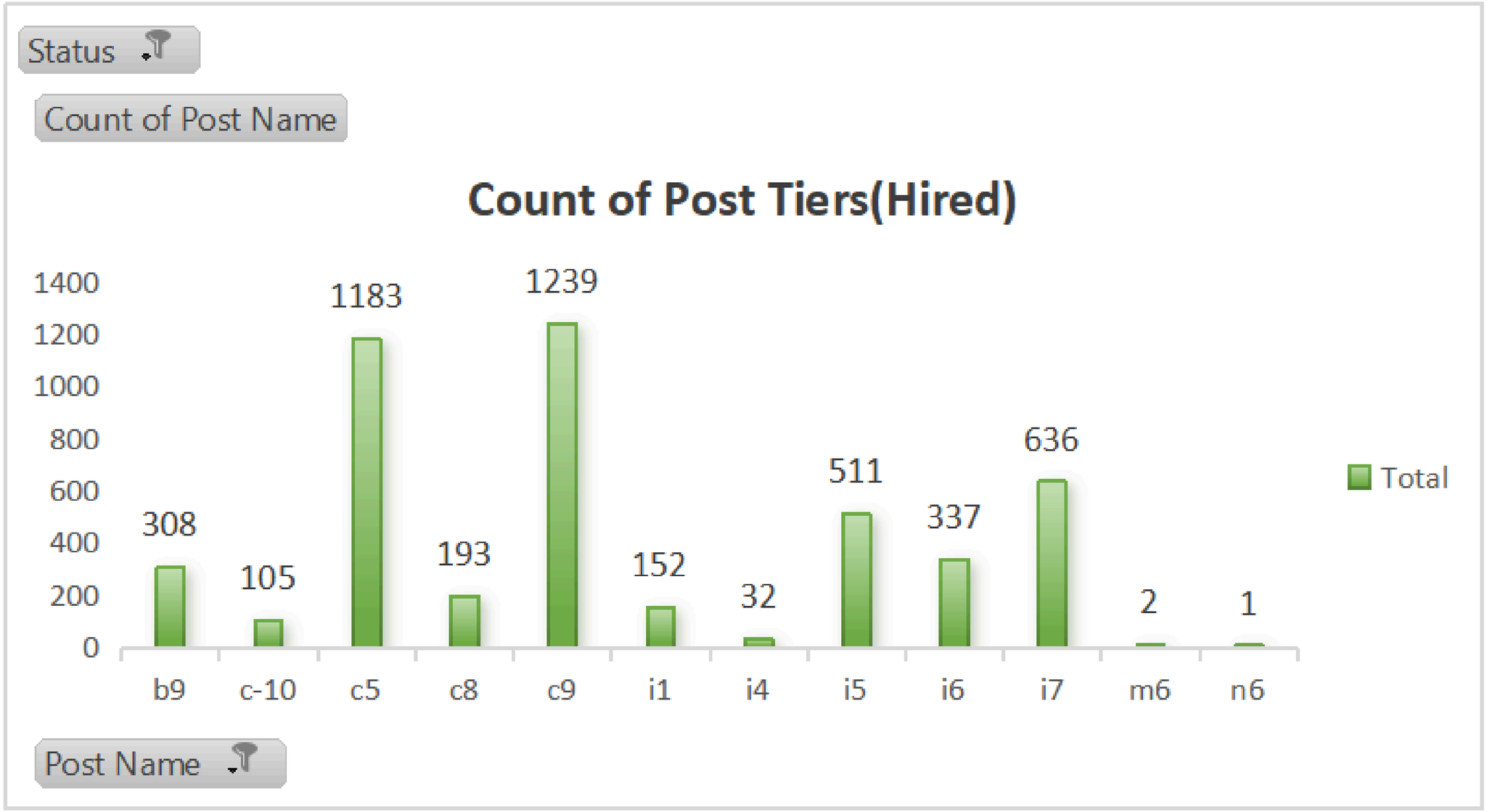
Position Tier Analysis(Hired)

Different positions within a company often have different tiers or levels.

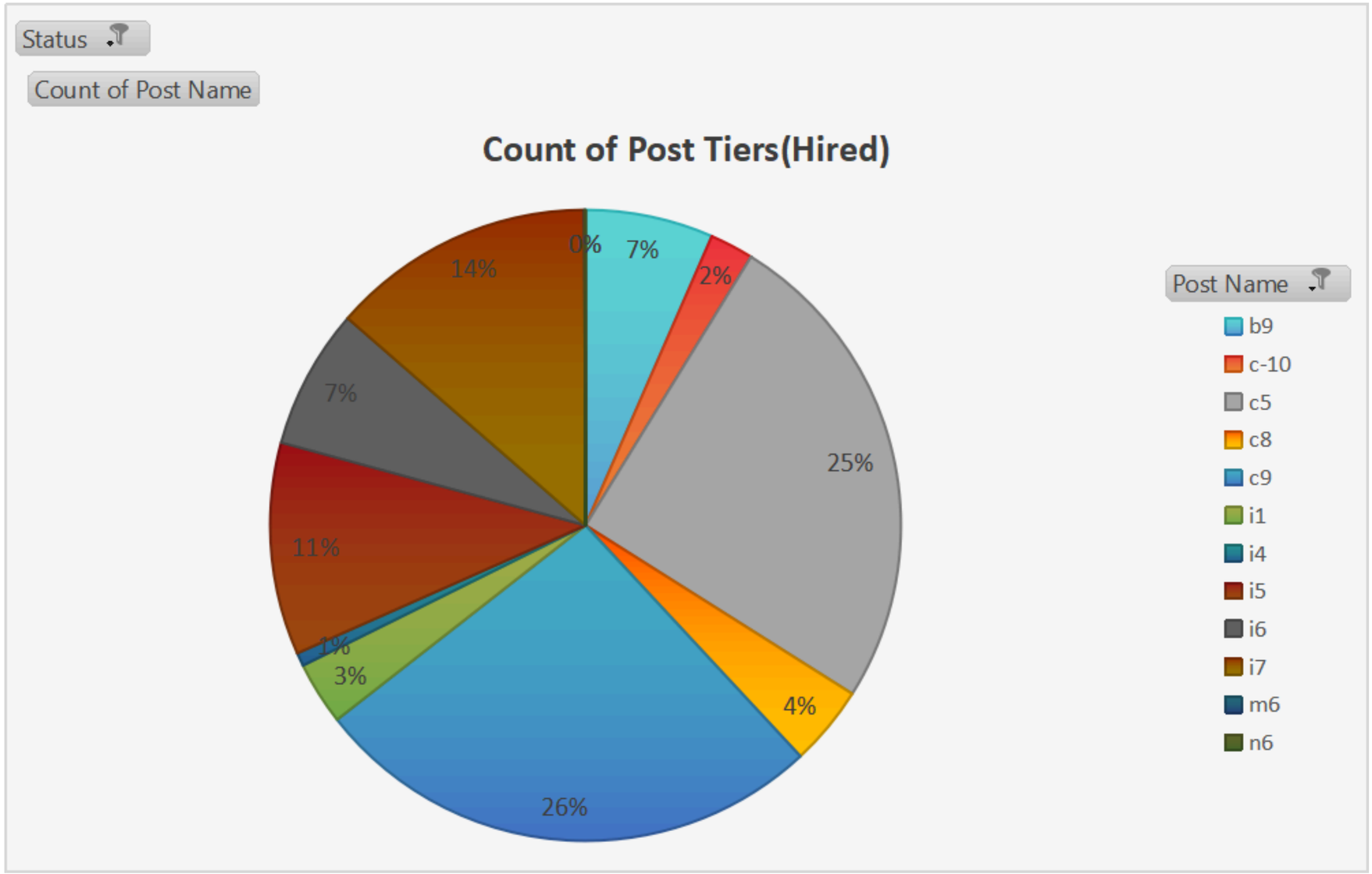
TASK: Use a chart or graph to represent the different position tiers within the company. This will help you understand the distribution of positions across different tiers.

58		
59	Status	Hired
60		
61	Post Name	Count of Post Name
62	b9	308
63	c-10	105
64	c5	1183
65	c8	193
66	c9	1239
67	i1	152
68	i4	32
69	i5	511
70	i6	337
71	i7	636
72	m6	2
73	n6	1
74	Grand Total	4699
75		

Position Tier Analysis(Hired)



Position Tier Analysis(Hired)



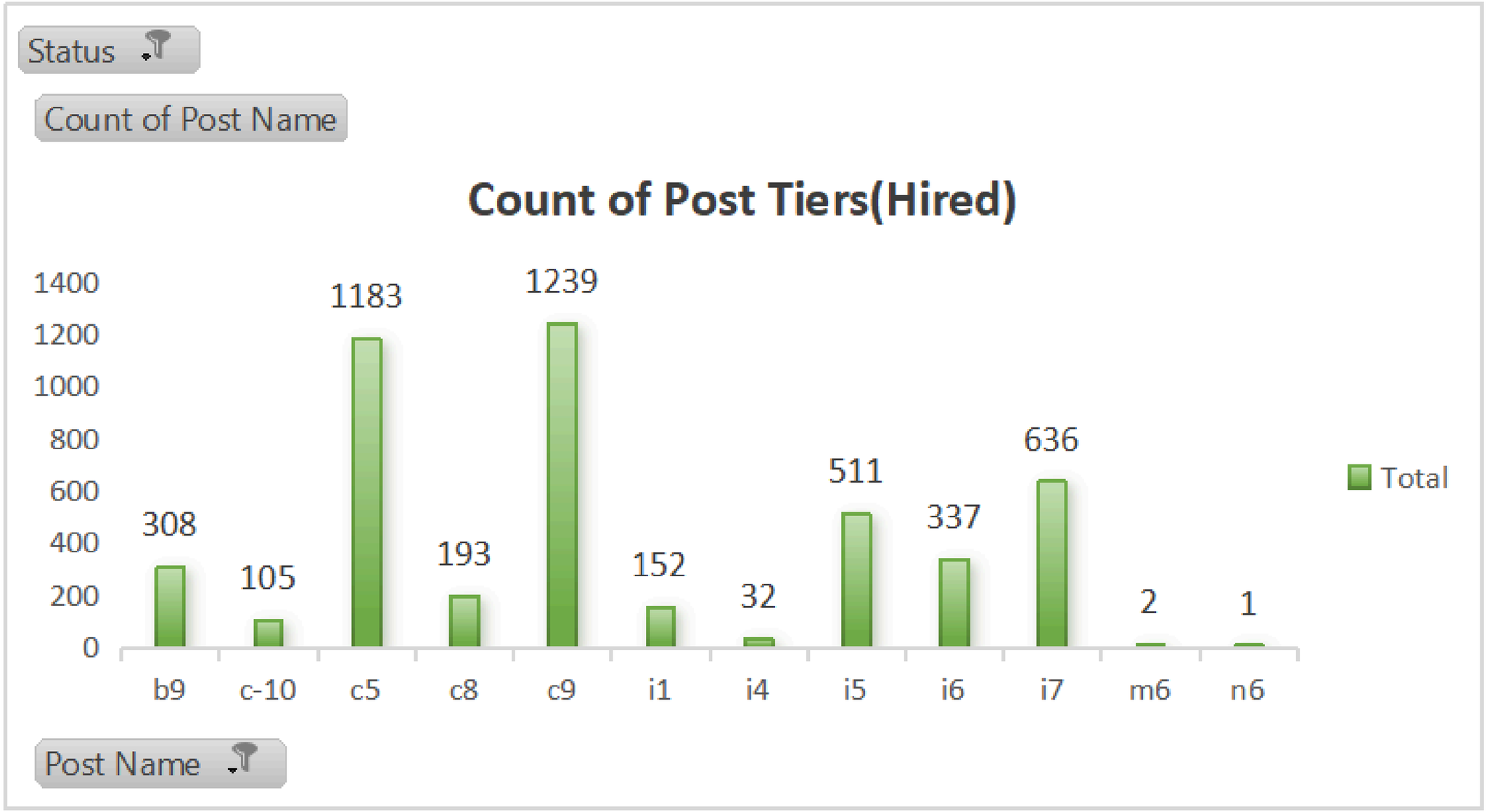
Position Tier Analysis(All)

Different positions within a company often have different tiers or levels.

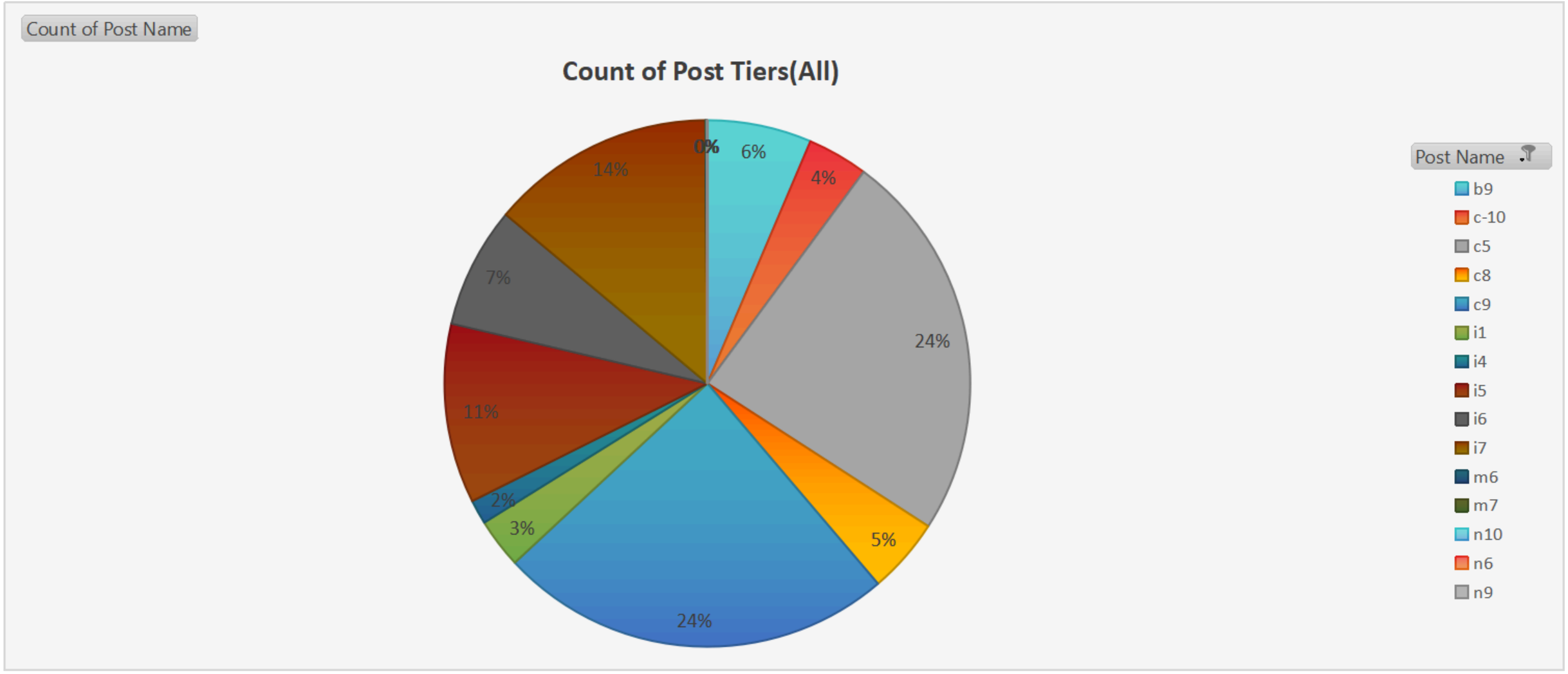
TASK: Use a chart or graph to represent the different position tiers within the company. This will help you understand the distribution of positions across different tiers.

Post Name	Count of Post Name
b9	618
c-10	359
c5	2313
c8	447
c9	2345
i1	294
i4	144
i5	1063
i6	717
i7	1330
m6	4
m7	2
n10	2
n6	1
n9	2
Grand Total	9641

Position Tier Analysis(All)



Position Tier Analysis(All)



Drive Link for updated Excel Sheet:

Statistics.xlsx Google Sheet

RESULT:

- Comprehensive Understanding: Gained a clearer understanding of the company's hiring patterns, including gender diversity, salary ranges, departmental distribution, and position hierarchy.
- Data-Driven Insights: Enabled better decision-making by providing data-driven insights into hiring practices, helping the company maintain competitive and fair hiring standards.
- Effective Visualizations: Created visualizations that effectively communicate key metrics, aiding in strategic planning and stakeholder presentations.
- Foundational Analytics: Established a solid framework for ongoing hiring process analysis, ensuring continuous improvement and optimization.