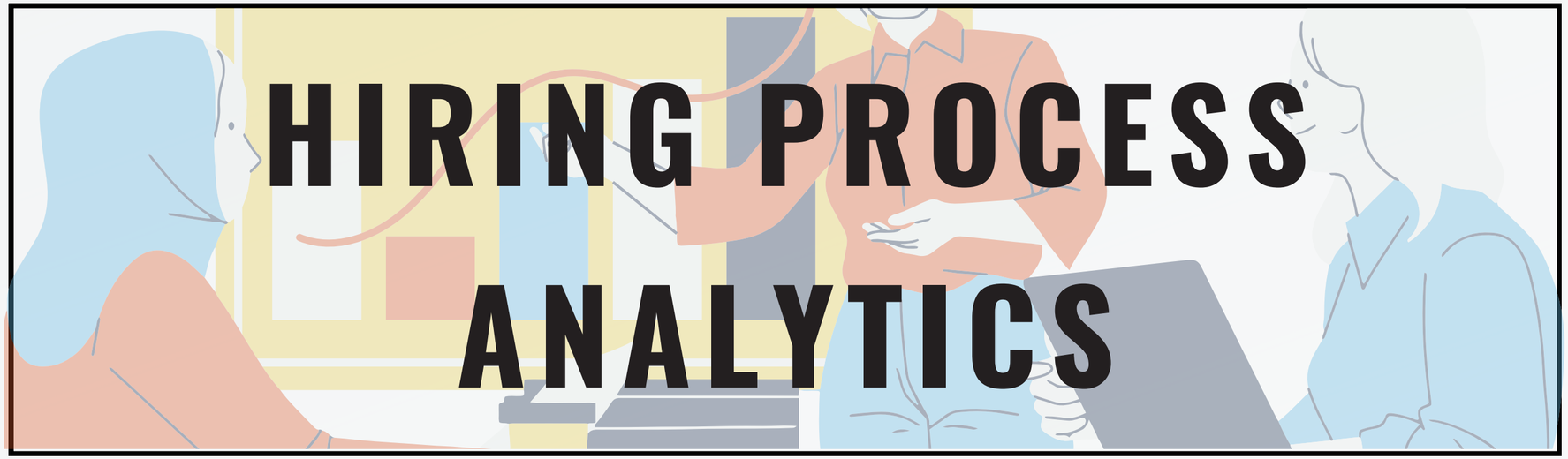
HIRING PROCESS ANALYTICS



CONTENT

PROJECT DESCRIPTION

The "Hiring Process Analytics" project focuses on leveraging data-driven insights to optimize the end-to-end hiring process. As a Data Analyst, you collaborate with the hiring department to extract valuable insights from collected data. By analyzing metrics such as rejections, interviews, job types, and vacancies, you provide actionable recommendations to enhance the hiring process and drive organizational growth. Excel is used as the primary tool for data analysis, allowing you to identify trends, address challenges, and improve overall hiring efficiency.

APPROACH

For the "Hiring Process Analytics" project, I adopted a data-driven approach to extract and analyze relevant information from the company's hiring dataset. Using Excel as the primary tool, I performed various data analysis techniques to derive insights and support data-driven decision-making.

Overall, through the utilization of Excel functions, pivot tables, and visualizations, I was able to gain valuable insights into the hiring process, identify trends, and provide actionable recommendations.

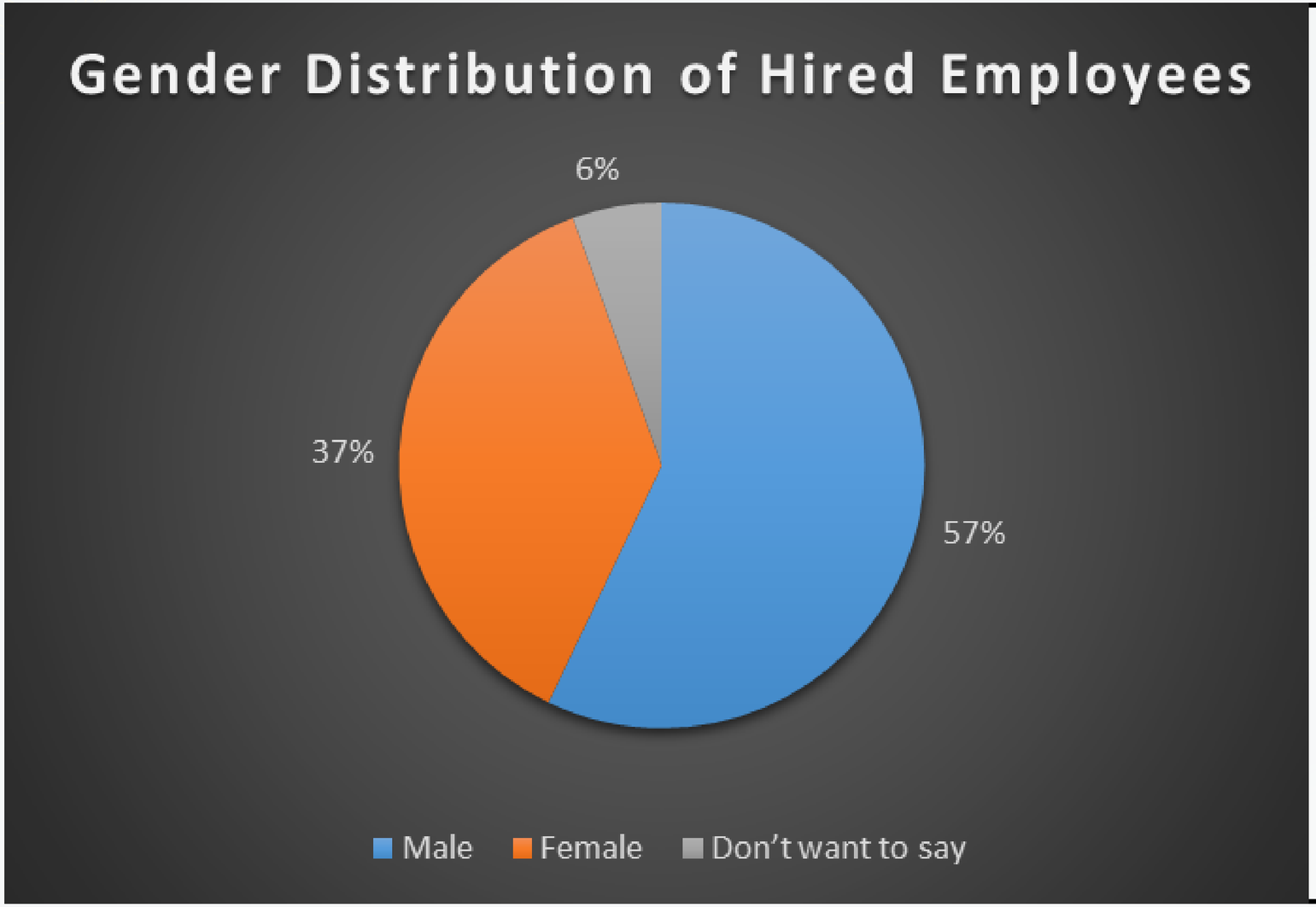
Using Excel, I calculated the number of males and females hired, determined the average salary offered in the company, drew class intervals for salary analysis, and visualized the proportion of people working in different departments using pie charts or bar graphs. Additionally, I represented different post tiers through charts or graphs, showcasing the distribution across various job positions.

By leveraging Excel's capabilities for data analysis and visualization, I obtained meaningful insights that can assist the hiring department in making informed decisions, optimizing the hiring process, and driving organizational success.

TECH-STACK USED

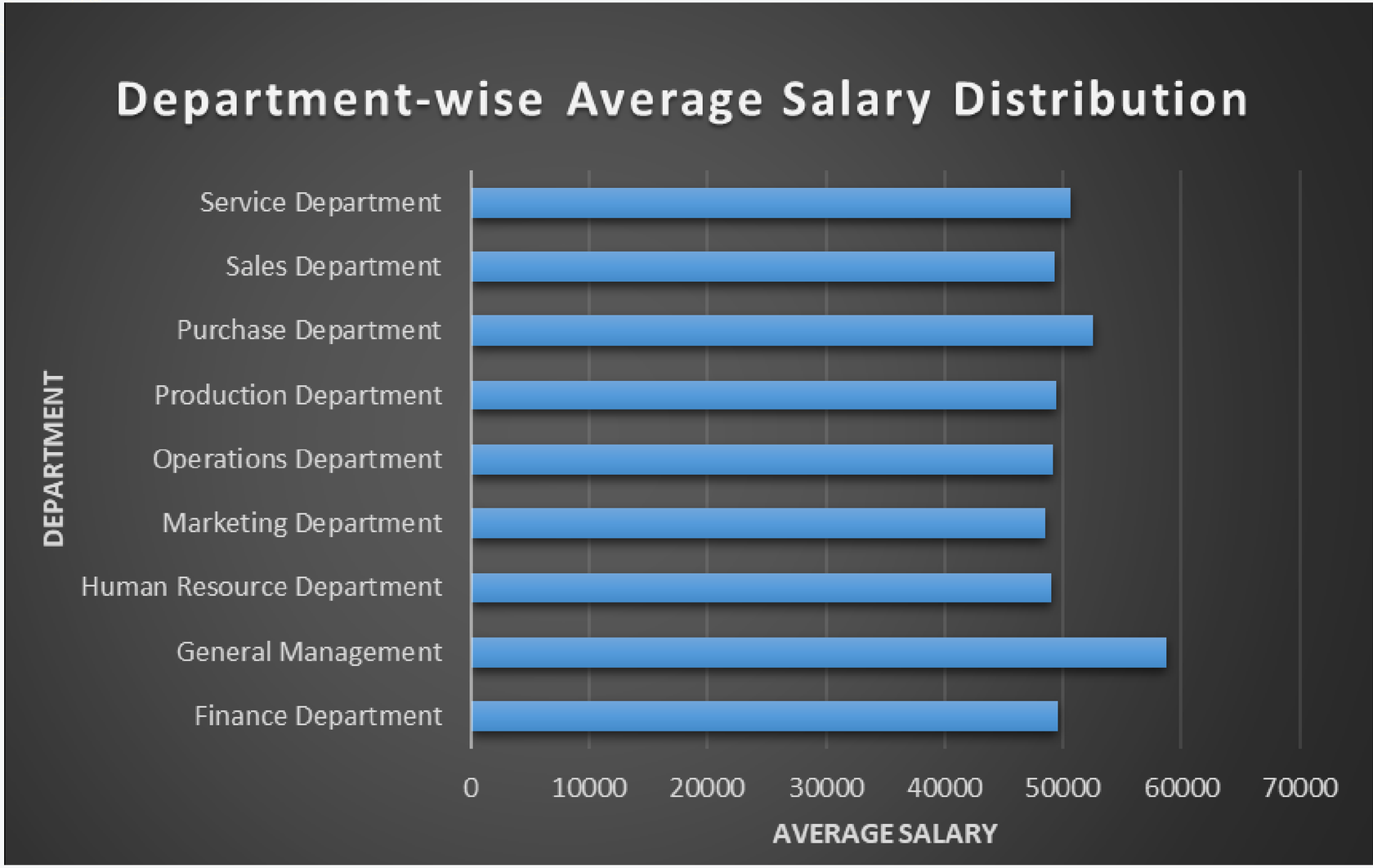
In the "Hiring Process Analytics" project, I utilized Excel as the primary tool for data extraction and analysis. Leveraging the features and functions of Excel, I efficiently processed and analyzed the hiring dataset. By applying various data analysis techniques, I gained valuable insights into the hiring process, identified trends and patterns, and provided actionable recommendations. This data-driven approach in Excel facilitated informed decision-making and optimization of the hiring process, leading to improved efficiency and successful talent acquisition. The utilization of Excel's capabilities proved to be instrumental in driving the analysis and providing valuable insights for the hiring department.

INSIGHTS



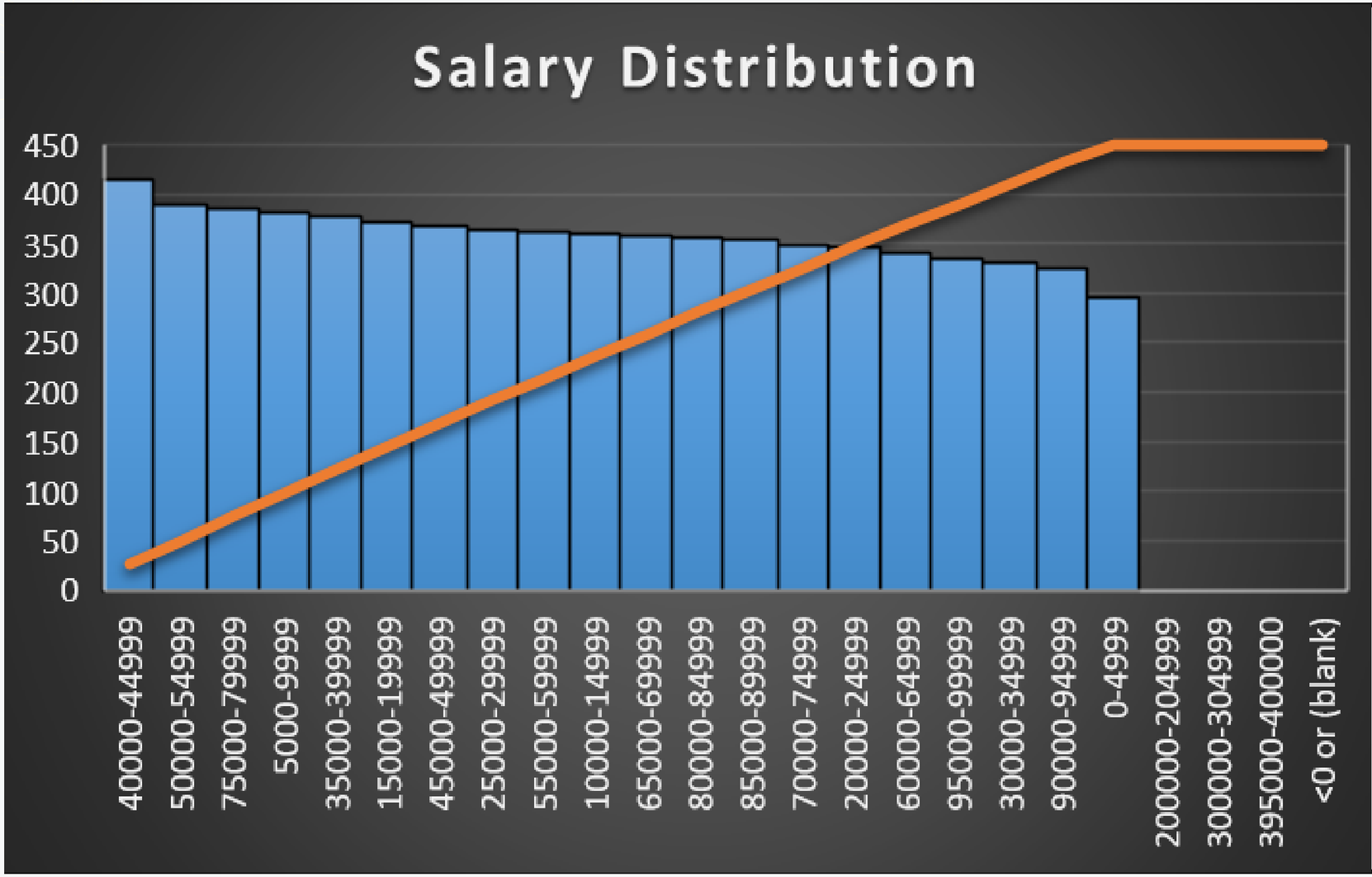
- The hiring process achieved diversity with 4,084 males, 2,675 females, and 393 undisclosed genders.
- Ongoing monitoring is needed to ensure inclusivity and address disparities.
- Analyzing gender distribution can help identify and rectify imbalances. Promoting gender diversity and equality is crucial.

INSIGHTS



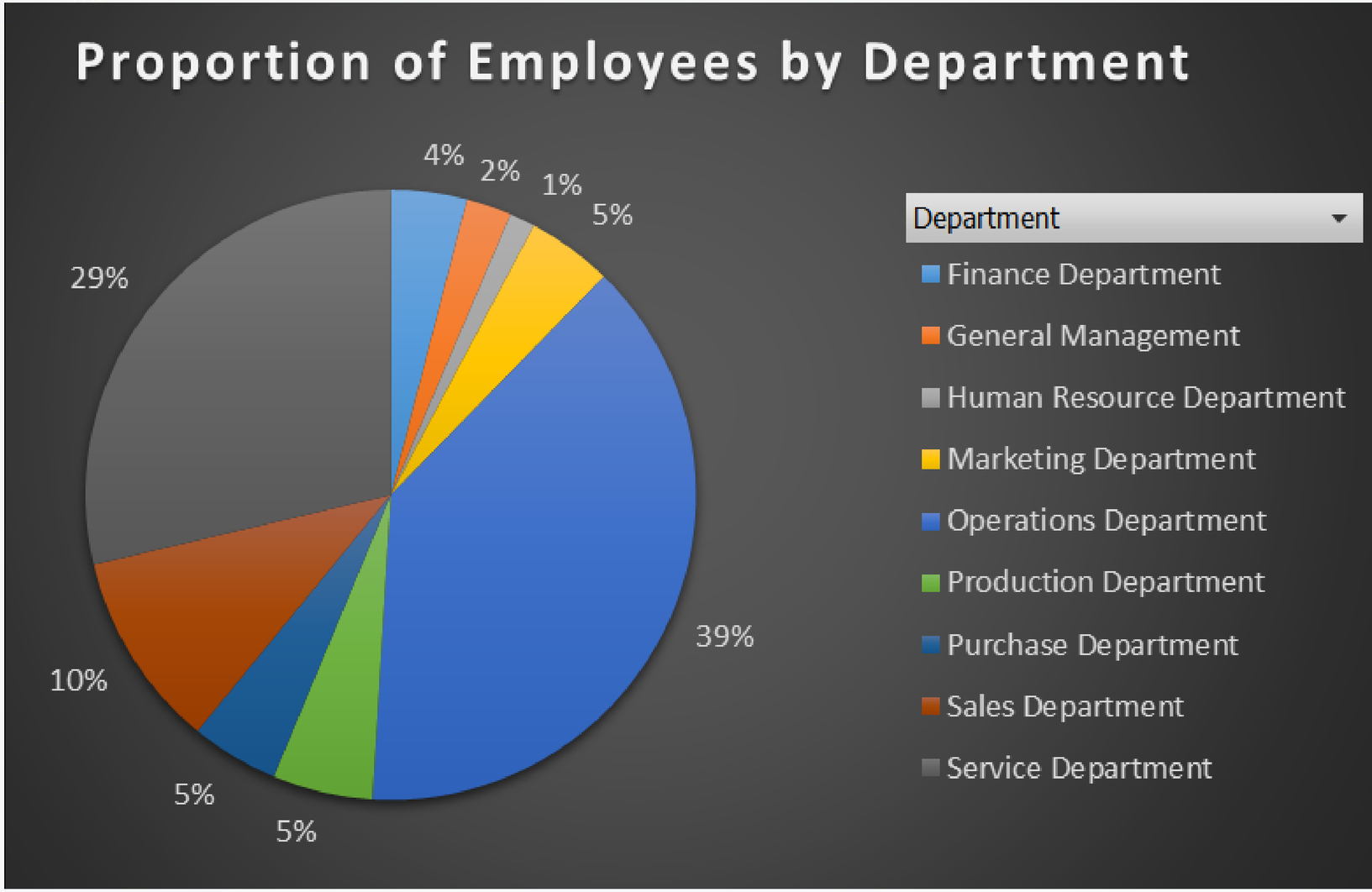
- General Management has the highest average salary ($58,722.09302), indicating higher-level positions receive relatively higher compensation.
- Marketing has the lowest average salary ($48,489.93538) among the departments analyzed.
- The average salaries provide valuable insights into the compensation structure and potential areas for further analysis.

INSIGHTS



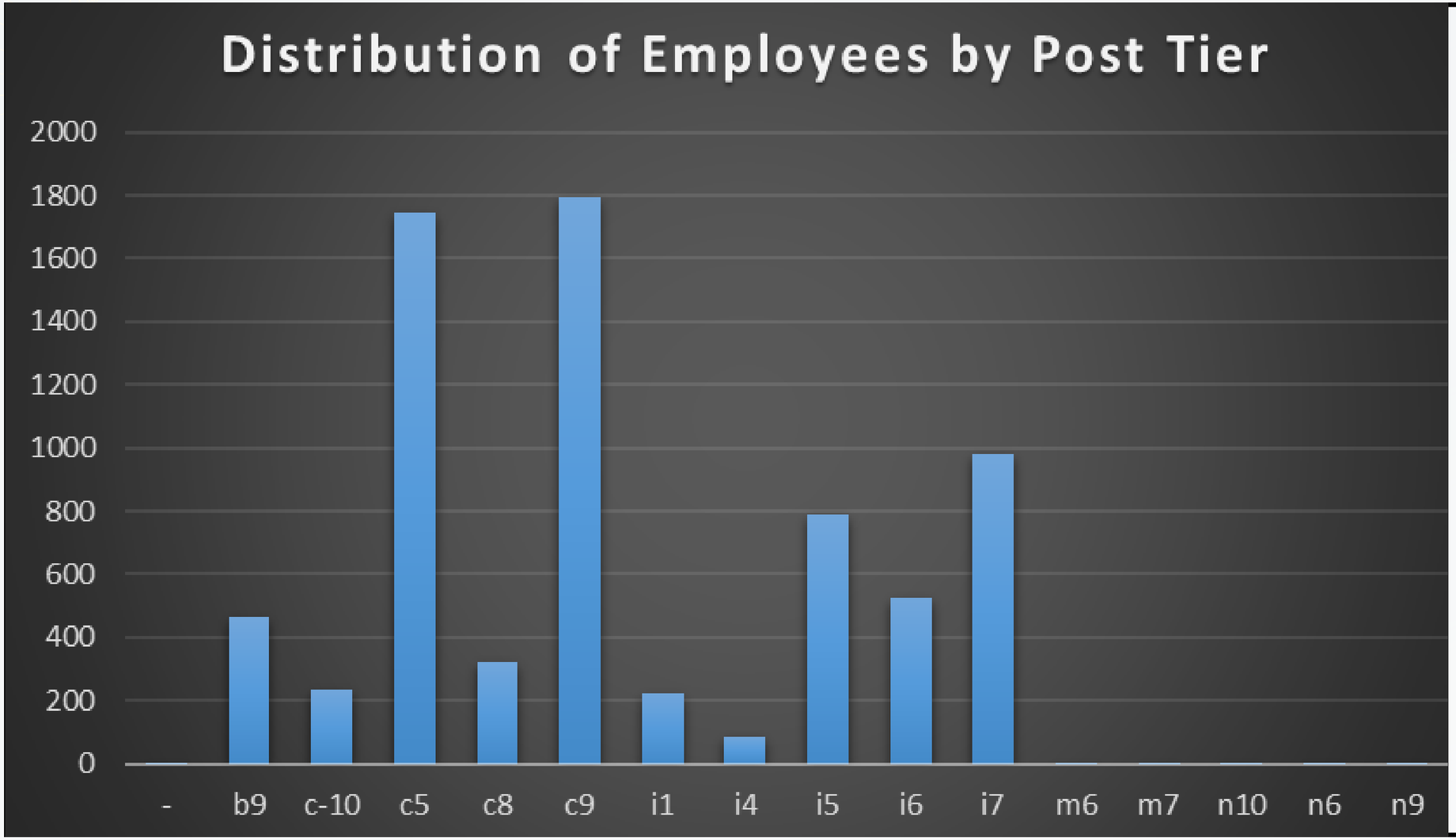
- Highest frequency of salaries is in the $0-4,999 class interval, indicating a significant number of employees earning lower salaries.
- These insights provide a general understanding of the salary distribution within the company, highlighting the concentration of salaries in lower ranges and the presence of a few outliers with exceptionally high salaries.

INSIGHTS



- The Operations Department has the highest number of employees i.e, 2,771, whereas, the Human Resource Department has the lowest number of employees i.e, only 97.
- These insights provide an overview of the departmental composition and support decision-making related to resource allocation and organizational structure.

INSIGHTS



- Post tiers "c5" and "c9" have the highest counts whereas Post tiers "m6," "m7," "n6," "n9," and "n10" have very low counts, suggesting minimal applicant interest.
- These insights highlight the distribution of applicants across different post tiers and can guide recruitment and hiring strategies.

RESULT

During the process of working on the "Hiring Process Analytics" project, I achieved significant milestones and gained valuable experience. Firstly, I successfully analyzed a real-world hiring dataset using Excel, honing my data analysis skills and gaining proficiency in Excel functions and pivot tables. This allowed me to extract meaningful insights related to gender distribution, average salary, class intervals, and department proportions. Through this project, I developed a deeper understanding of the hiring process and its key metrics. Furthermore, I improved my analytical thinking, problem-solving, and data visualization abilities. This project has equipped me with practical knowledge and skills that will be invaluable for future data analysis projects in the field of hiring and talent acquisition.

THANK YOU!

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