

HIRING PROCESS ANALYTICS

PRODUCT DESCRIPTION

The hiring process is a crucial function of any company, and understanding trends such as the number of rejections, interviews, job types, and vacancies can provide valuable insights for the hiring department.

As a data analyst, you'll be given a dataset containing records of previous hires. Your job is to analyze this data and answer certain questions that can help the company improve its hiring process. The task includes analyzing the dataset provided by the company to extract the useful insights and draw conclusions about the company's recruitment process using statistical analysis in Excel.

PROJECT APPROACH

The approach used in the process of analyzing the provided dataset involve the following steps:

1. The data would need to be cleaned to remove any duplicate (or) irrelevant entries and ensure that the data is properly formatted.
2. Check and identify the outliers and remove any outliers that may have significant impact on the analysis.
3. Perform relevant descriptive statistic calculations to gain a general understanding of dataset.
4. Extract the useful insights using statistical analysis and visualize the insights using data visualization methods.

TECH STACK USED

Microsoft Excel 2021 has been used for this project.

The data has been cleaned. Missing values are removed as it was very less in number and not relevant. Duplicates in the dataset has been taken care.

Below are some of the insights from the HR process dataset:

INSIGHTS

A. Hiring Analysis:

Table A1:

Gender Distribution	
Male	2561
Female	1855

Table A1 shows the number of male candidates hired are more than female candidates.

Table A2:

Gender distribution by department		
Male	Sales Department	294
	Service Department	784
	Finance Department	10
	Operations Department	1032
	Production Department	128
	Purchase Department	133
	Marketing Department	127
	General Management	10
	Human Resource Department	43
Female	Service Department	468
	Operations Department	695
	Finance Department	154
	Sales Department	171
	Production Department	104
	Purchase Department	76
	Marketing Department	66
	General Management	95
	Human Resource Department	26

Table A2 depicts the gender distribution of all the hired candidates by department.

B. Salary Analysis:

Table B1:

Salary description	
Mean	49892.13
Median	49625
Max	99967
Min	1007

Table B1 shows the salary description for the dataset after cleaning and removing the irrelevant outliers.

Table B2:

Average Salary offered	
Sales Department	51244.50
Service Department	49444.11
Finance Department	50681.29
Operations Department	49187.68
Production Department	50939.48
Purchase Department	51703.00
Marketing Department	50658.21
General Management	51176.19
Human Resource Department	51572.62

Table B2 shows the average salary for all the department. We can see that mean salary of the departments are approximately equal.

Table B3:

Gender	Department	Average salary
Male	Sales Department	49077.4721
	Service Department	48317.67194
	Finance Department	68760.21429
	Operations Department	47116.18376
	Production Department	46938.95455
	Purchase Department	49316.365
	Marketing Department	48230.69048
	General Management	71881.27273
	Human Resource Department	54270.70175
Female	Sales Department	54783.94355
	Service Department	51251.29447
	Finance Department	49613
	Operations Department	52488.26903
	Production Department	57265.10638
	Purchase Department	54186
	Marketing Department	57001.93137
	General Management	50218.40789
	Human Resource Department	49482.44444

Table B3 shows the salary range grouped by gender and department.

C. Salary Distribution

Table C1:

Department	Upper	Lower	Salary Range
Sales Department	99841	1007	98834
Service Department	99953	1035	98918
Finance Department	98626	1105	97521
Operations Department	99967	1188	98779
Production Department	99800	1362	98438
Purchase Department	97563	1524	96039
Marketing Department	99432	1752	97680
General Management	96350	2128	94222
Human Resource Department	99617	3100	96517

Table C2:

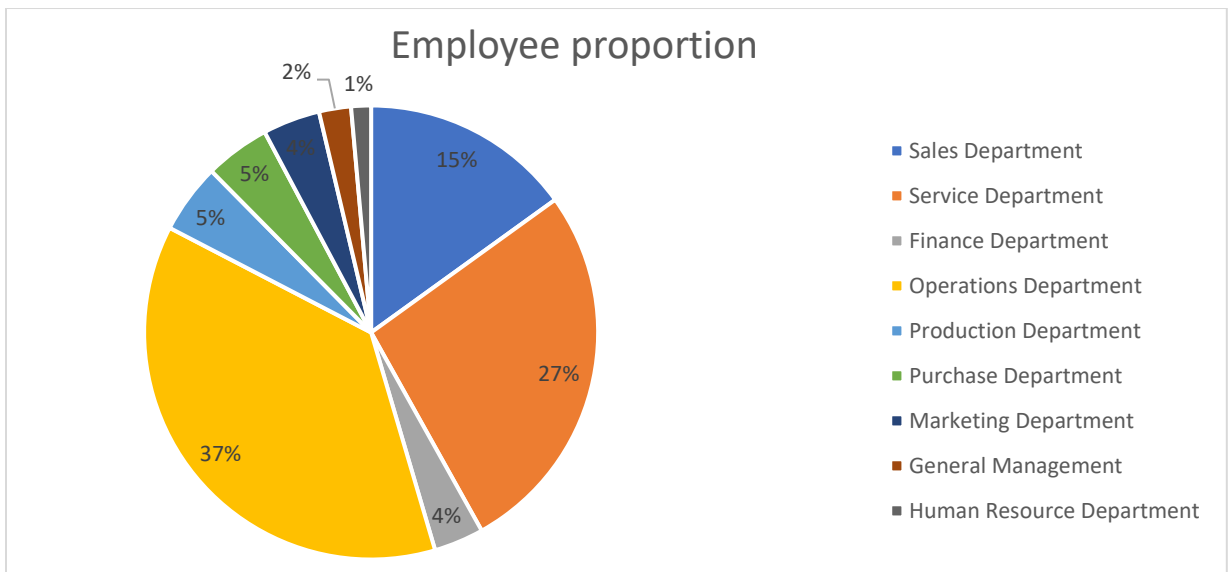
Department	Count
Finance Department	288
General Management	172
Human Resource Department	97
Marketing Department	325
Operations Department	2769
Production Department	380
Purchase Department	333
Sales Department	746
Service Department	2052
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Grand Total	7162

It shows the number of hired candidates from different department.

Operation department has maximum number of hired candidates and human resource department has minimum number of hires.

D. Departmental Analysis

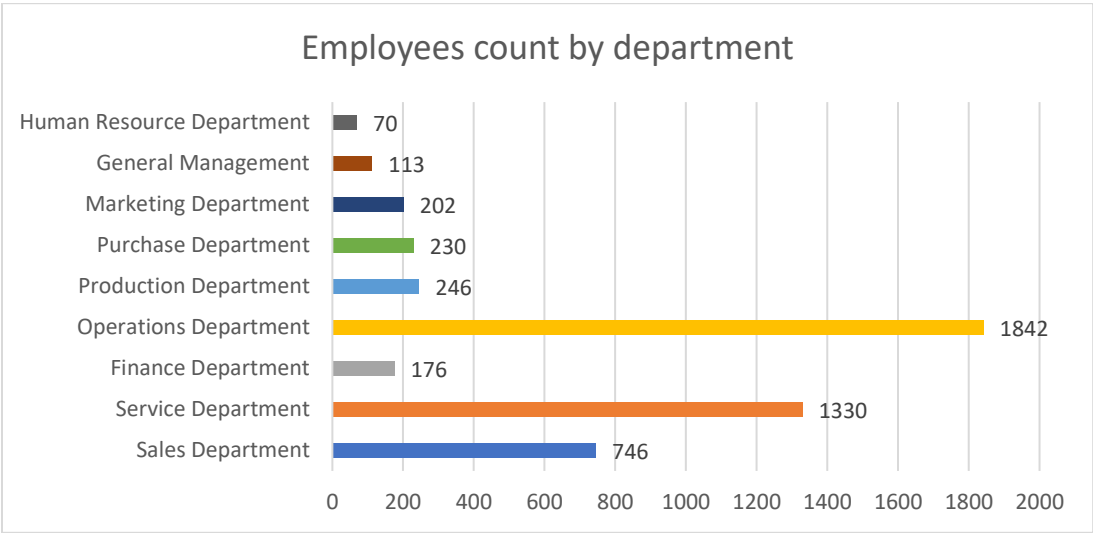
Table D1:



In the pie chart we can see the percentage of employees in different departments.

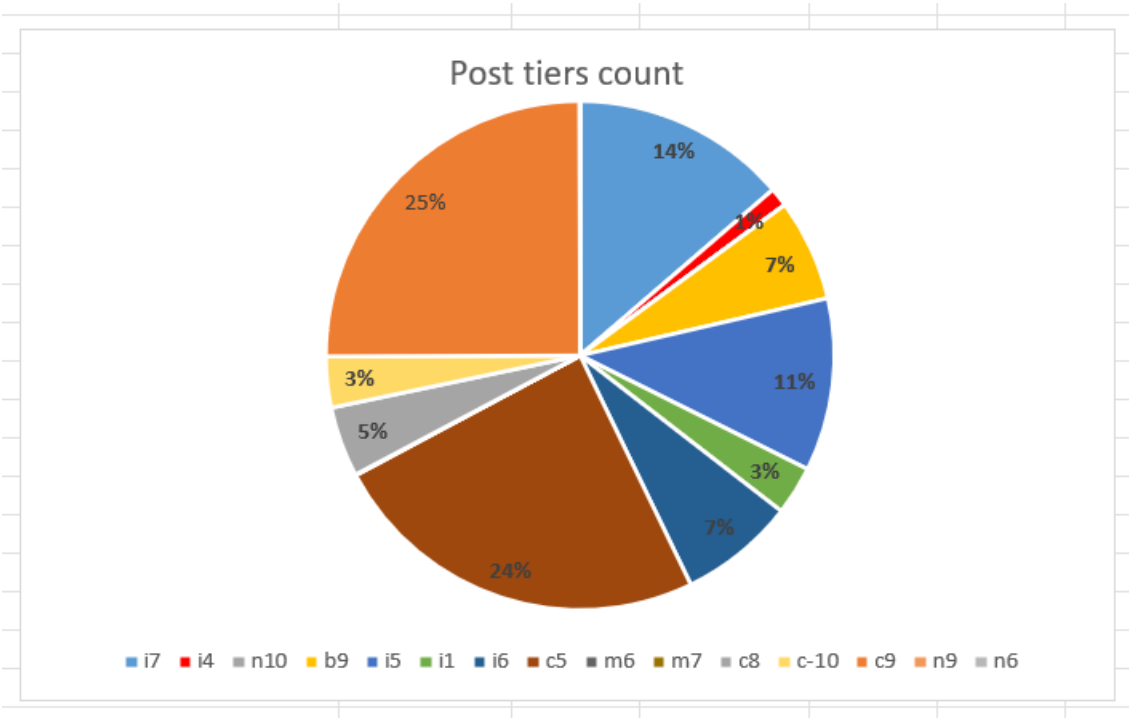
Operation department has maximum percentage of employees.

Table D2:



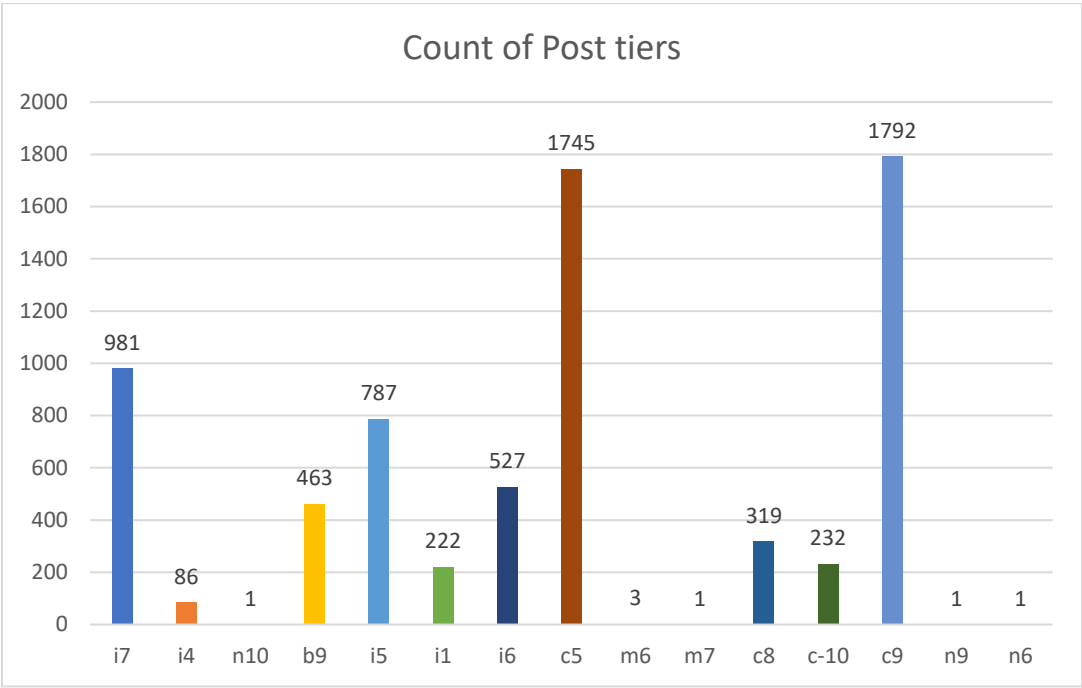
E. Position Tier Analysis

Table E1:



We can infer from the pie chart that c9 has highest percentage of count and i4 has minimum percentage of count. (24%)

Table E2:



We can infer from the Bar chart that c9 has maximum number of positions (1792).