

Welcome

Description

This report analyzes the hiring process of a multinational company using data on previous hires. We aim to identify trends and patterns in areas such as gender distribution, salary offers, departmental breakdown, and position tiers.

Approach

Data Acquisition: Downloaded the provided dataset and ensured access to Microsoft Excel 2023.

Data Cleaning: Checked for missing values, clubbed relevant columns, and addressed outliers.

Data Exploration: Calculated statistics, created tables, pivot tables, pivot chart & visualizations, and identified key insights.

Tech-Stack Used

Microsoft Excel 2023: Data analysis, calculations, and visualization.

Insights

Gender Distribution - We found a total number of 2563 male and 1856 female hires, indicating a balance in the gender distribution.

Salary Analysis - The average salary offered is 49752.89, with a range of 100 to 400000.

Insights

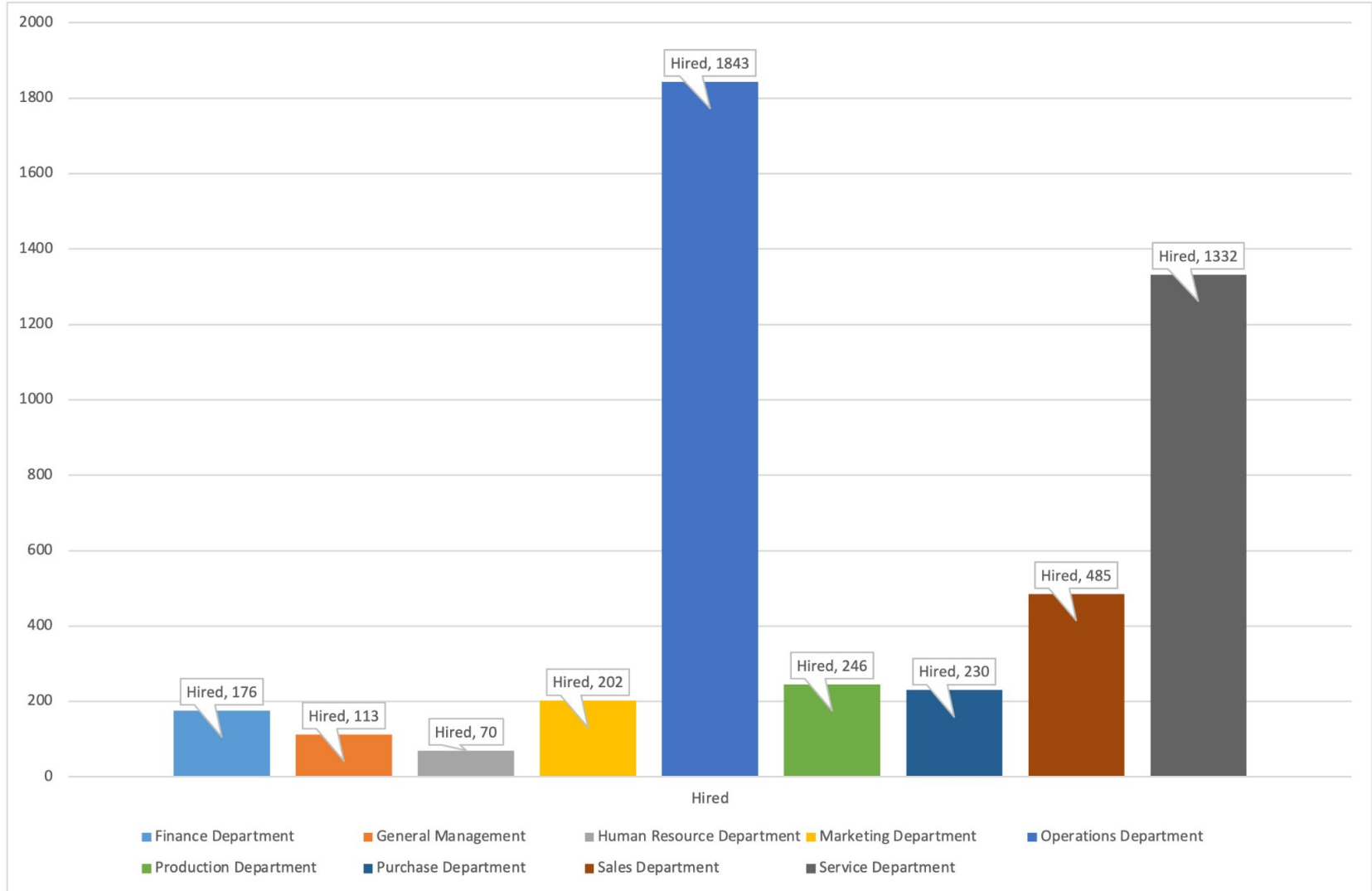
Salary Distribution -

The number of employees belonging to a certain range of salary in the company.

Count of application_id		Column Labels	
Row Labels	Hired	Grand Total	
0-9999	439	439	
10000-19999	489	489	
20000-29999	457	457	
30000-39999	485	485	
40000-49999	528	528	
50000-59999	494	494	
60000-69999	450	450	
70000-79999	479	479	
80000-89999	459	459	
90000-99999	414	414	
200000-209999	1	1	
300000-309999	1	1	
390000-400000	1	1	
Grand Total	4697	4697	

Insights

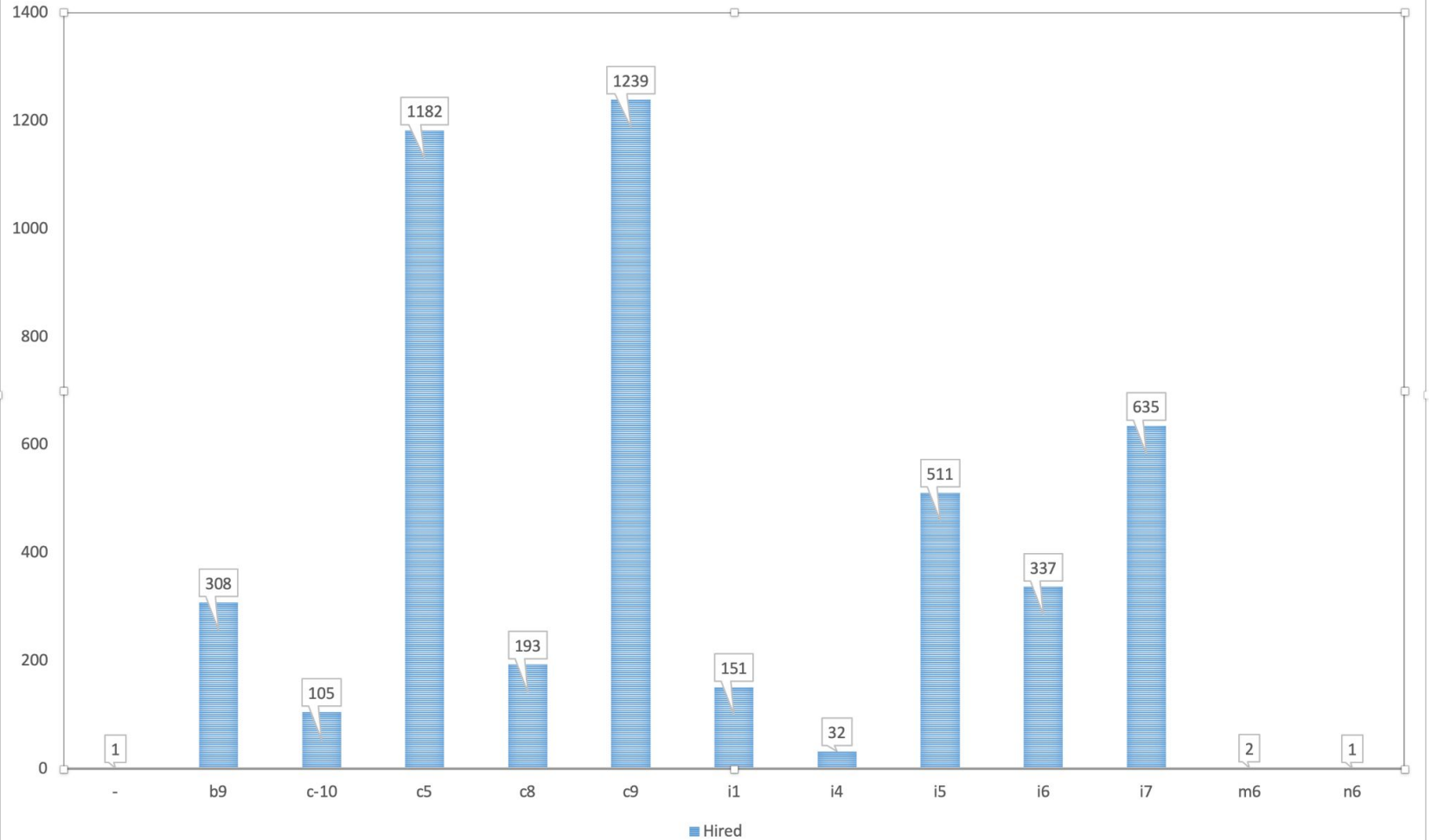
Departmental Analysis - The chart showed that the majority of employees work in Operations department, followed by Service department and Sales department.



Insights

Position Tier Analysis - The chart illustrated a distribution of 1239 employees in c9 tier, in [tier], 1182 employees in c5 tier and 635 employees in i7 tier.

HIRED



Results

This analysis provides valuable insights for the company's hiring strategy:

Identify potential gender bias: There is no gender bias in the company and the company can focus on hiring the right talent.

Optimize salary offers: A large number of employees belong to the salary range of 100 to 200000. Only three employees belong to the salary range 200000 to 400000, who might be in the leadership roles. This indicates that the company can hire few eligible leaders to bring out the best for the company.

Results

Focus recruitment efforts: Operations, Sales and Service departments have the highest number of employees. We can target departments with higher demand or consider reskilling initiatives.

Evaluate position tier alignment: Out of all the 12 tier, only 4 tier have more than 500 employees. We analyze if the distribution aligns with company goals and adjust recruitment strategies accordingly.

Thank
You