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Hiring Process Analytics

Project Description

and

Tech Stack Used

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.

In this Project, I have leveraged my Excel skills to perform analysis according to the requirement using pivot tables and charts. I was able to derive detailed insights about the applications, the salaries offered and positions offered by the company.

I used **Microsoft Excel 2021** to perform the analysis.
Excel is a powerful software that can be used to perform analysis, visualize data.

Missing data handled.

There were fields with missing data in the Gender, Position and salary offered columns.

I handled the missing data in the Gender column by setting the missing fields to "Don't want to say", since the Gender is not confirmed for those applications.

For the position field, I replaced the missing data as the most repeated position offered to the applicants.

As for the Salary Fields, the missing field was replaced by the mean value of all the salaries offered to the applicants.
I used Excel functions like if(), isblank() and mean() to find the missing values and replaced these statistically derived values in the missing value fields in their respective columns.

INSIGHTS

Hiring Analysis

Hiring per Gender	No. of applications
Hired	4697
Don't want to say	278
Female	1856
Male	2563
Grand Total	4697

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?

I created a pivot table containing the data about the genders and check if they were hired or rejected by the company.

A total of **4697** people were hired (all genders included).

Salary Analysis

Departments	Average salary offered
Finance Department	49628
General Management	58722
Human Resource Department	49002
Marketing Department	48490
Operations Department	49151
Production Department	49448
Purchase Department	52565
Sales Department	49310
Service Department	50630
Average Salary Offered	49983

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.

Using the **average()** function on excel, I was able to calculate the average salaries offered to the applicants as **49983.03**

Then, I created a pivot table to check the average salaries offered as per the department, as mentioned in the table.

Salary Distrubution

Salary Class	No. of Applications
100-10100	686
10100-20100	728
20100-30100	711
30100-40100	713
40100-50100	777
50100-60100	754
60100-70100	698
70100-80100	733
80100-90100	716
90100-100100	649
190100-200100	1
290100-300100	1
390100-400100	1
Grand Total	7168

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.

I used pivot tables to show data for the salaries offered and grouped them in an interval of 10000. And the number of applicants that were offered the salary range.

Most people were offered salary in the range **40100-50100**

Departmental Analysis

Department	No. of applications
Finance Department	288
General Management	172
Human Resource Department	97
Marketing Department	325
Operations Department	2771
Production Department	380
Purchase Department	333
Sales Department	747
Service Department	2055
Grand Total	7168

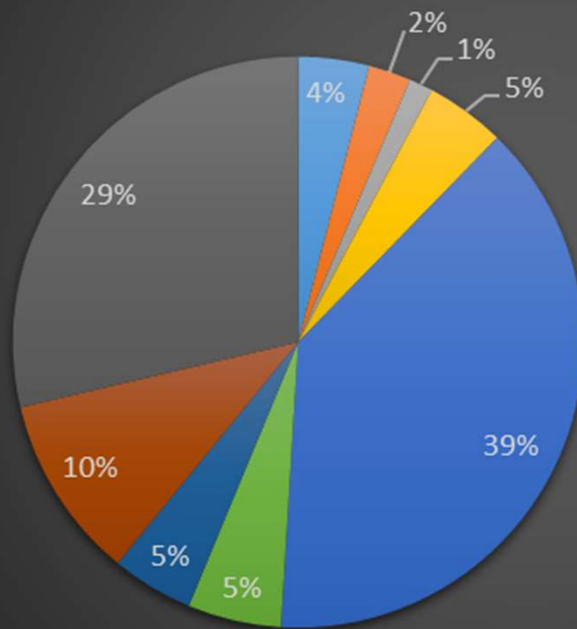**Departmental Analysis:** Visualizing data through charts and plots is a crucial part of data analysis.
Task: Use a pie chart, bar graph, or any other suitable visualization to show the proportion of people working in different departments.

I created a pivot table containing the information about different departments in the company and number of applicants working under the department.
Then, I used a pie chart to represent the data in the created pivot table.

Position Tier Analysis

| Position tier	No. of applications
b9	463
c-10	232
c5	1747
c8	320
c9	1793
i1	222
i4	88
i5	787
i6	527
i7	982
m6	3
m7	1
n10	1
n6	1
n9	1
Grand Total	7168

Position Tier Analysis: 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.

Using pivot tables analyzed the number of applications under each position tier.
and the **c9** position has the most number of applications.
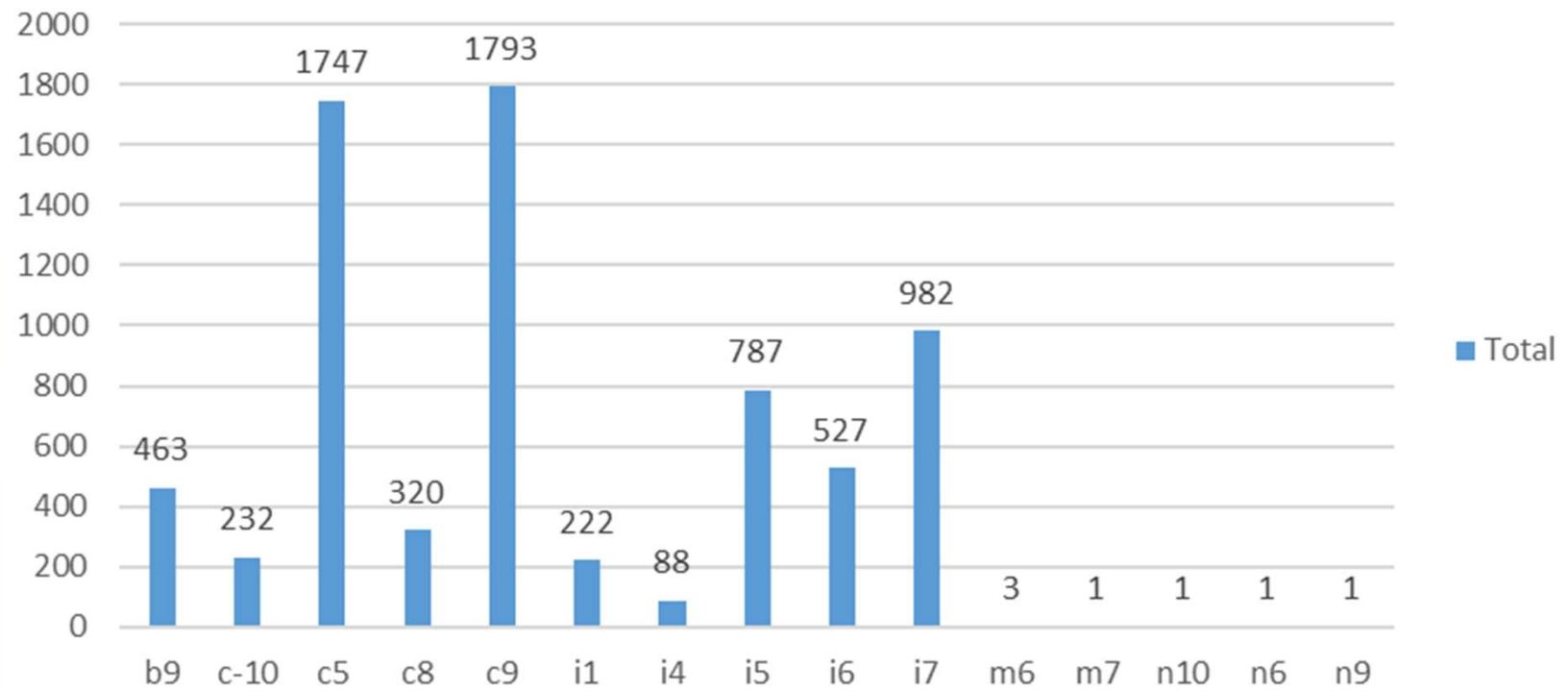
Thank You !

Link to the Excel Sheet:

https://docs.google.com/spreadsheets/d/1zxepWvl2jYsu6FLRE3zwqy6zG5lF-mAq/edit?usp=drive_link&ouid=107492555231180833672&rtpof=true&sd=true