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Project Name: Hiring Process Analytics

Using: Excel

Purpose:

The Purpose of the project is to conduct a analysis of the hiring process data within a multinational company, such as Google, with the aim of extracting valuable insights to enhance the efficiency and effectiveness of the company's hiring procedures. The project involves several key tasks:

1. Handling Missing Data: We identified and address the missing values in the dataset to ensure the accuracy and completeness of the analysis.
2. Outlier Detection: We identified outliers within the dataset and removed them. This decision is critical for producing accurate and reliable insights.

The overarching goal of the project is to leverage statistical analysis and Excel Skills to uncover patterns, trends, and potential areas for improvement in the company's hiring process. The insights gained from this analysis can inform strategic decision, allowing the company to refine its hiring procedures, reduce inefficiencies, and ultimately make more informed and successful hiring decision in the future.

Data Analytics Tasks:

A. **Hiring Analysis:** The hiring process involves bringing new individuals into the organization for various roles.

Your task: Determine the gender distribution of hires. How many males and females have been hired by the company?

Soln →

Count of Status	Column Labels	
Row Labels	Hired	Grand Total
-	10	10
Don't want to say	268	268
Female	1856	1856
Male	2562	2562
Grand Total	4696	4696

Status
- Hired
- Rejected

By using pivot table we find out there are 4696 candidates who get hired by the company.

B. **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.

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

Soln →

Formula: =AVERAGE(Cleaned_data!G2:G7169)
                    49881.48

The average salary offered by the company is 49881.48.

C. **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.

Your Task: Create class intervals for the salaries in the company. This will help you understand the salary distribution.

Soln →

Formula:

= MIN(Cleaned_data!$G$2:$G$7169)
= MAX(Cleaned_data!$G$2:$G$7169)
= FREQUENCY(Cleaned_data!G2:G7169,Q_3!C16:C25)

Soln:
We will find out the Minimum and Maximum values to create the class interval
We will be taking 10 class intervals for better understanding

| Minimum	100	
Maximum	99967	
Range of Salary	99867	Max-Min
Class Interval	10	
Class Width	9986.7	Class Interval / Range of Salary

	CLASS INTERVAL	FREQUENCY
Minumum	100	1
	10086.7	685
	20073.4	725
	30060.1	712
	40046.8	714
	50033.5	775
	60020.2	750
	70006.9	698
	79993.6	734
	89980.3	711
Maximum	99967	660

D. **Departmental Analysis:** Visualizing data through charts and plots in a crucial part of data analysis.

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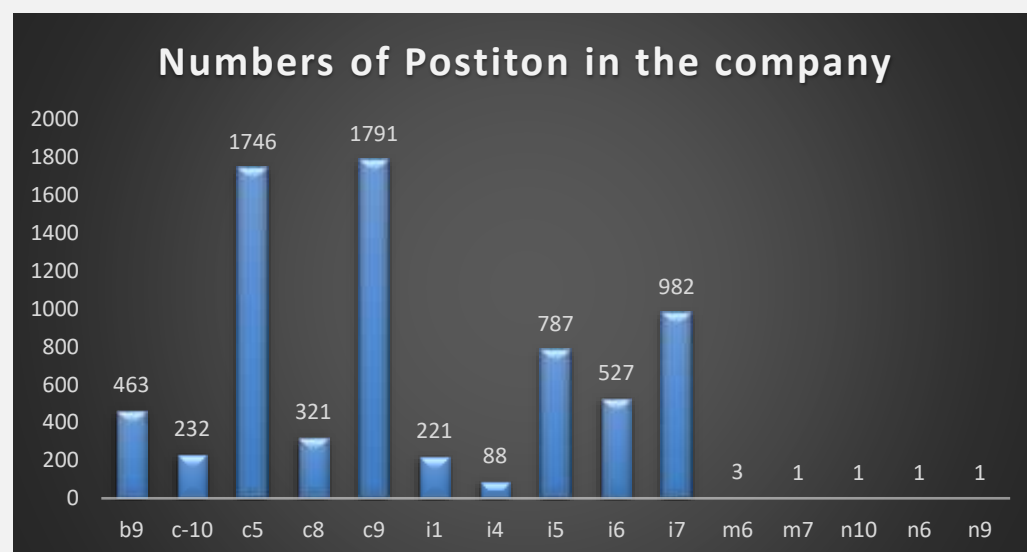
Soln →

Department Names	Count of Department
Human Resource Department	96
General Management	172
Finance Department	288
Marketing Department	325
Purchase Department	333
Production Department	380
Sales Department	746
Service Department	2054
Operations Department	2771
Grand Total	**7165**

Proportion of people working in different departments.
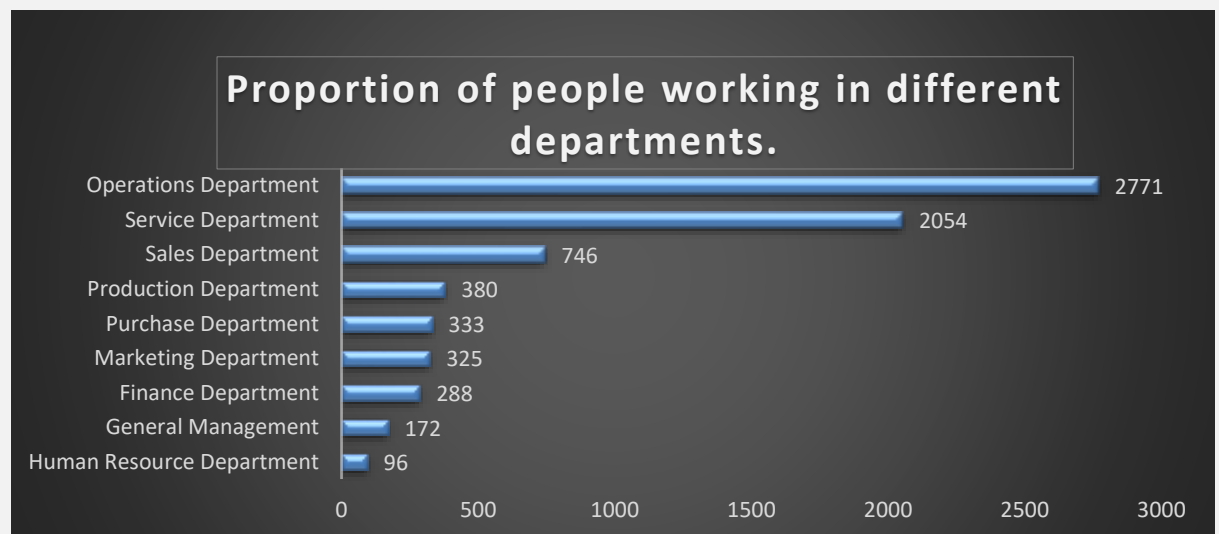
E. **Position Tier Analysis:** Different positions within a company often have different tiers or levels.

Your 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
b9	463
c-10	232
c5	1746
c8	321
c9	1791
i1	221
i4	88
i5	787
i6	527
i7	982
m6	3
m7	1
n10	1
n6	1
n9	1
Grand Total	**7165**

Link of complete excel workbook
https://docs.google.com/spreadsheets/d/1jmu8AyT9d4hRE-ypy6t9HSc0QK-wFhSV/edit?usp=sharing&ouid=10793307329377324 4015&rtpof=true&sd=true