

Hiring Process Analytics Report

Project Description

The Project is “Hiring Process Analytics” where we try to understand the Hiring Process of a company, like how many candidates are getting hired based on applications to improve hiring good candidates.

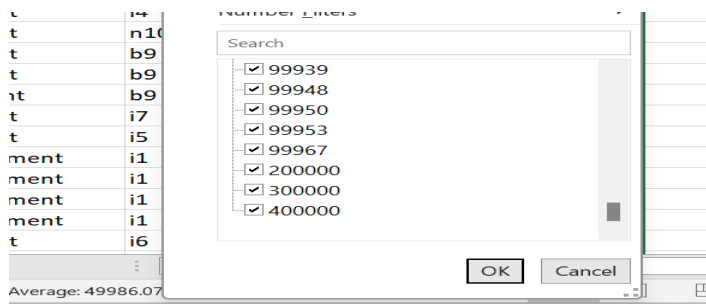
In this project I have used MS Excel from cleaning of data to get the required insights to answer the questions for hiring process improvement.

Approach

Dataset Cleaning and Understanding:

In this step I have cleaned the given dataset given to me by doing following steps:

- Handling Missing Data: Removed all the data rows which had blanks or “-”.
- Outlier Detection: There are some values in salary which were higher than the remaining values which could be a mistake so I removed those data rows too.



After all the cleaning the dataset looked as below,

	A	B	C	D	E	F	G
1	application_id	Interview Taken on	Status	event_name	Department	Post Name	Offered Salary
2	383422	01-05-2014 11:40	Hired	Male	Service Department	c8	56553
3	907518	06-05-2014 08:08	Hired	Female	Service Department	c5	22075
4	176719	06-05-2014 08:08	Rejected	Male	Service Department	c5	70069
5	429799	02-05-2014 16:28	Rejected	Female	Operations Department	i4	3207
6	253651	02-05-2014 16:32	Hired	Male	Operations Department	i4	29668
7	959124	06-05-2014 16:27	Rejected	Male	Sales Department	i7	69904
8	86642	09-05-2014 13:17	Rejected	Male	Sales Department	i7	11758
9	751029	02-05-2014 13:09	Hired	Female	Service Department	i4	15156
10	434547	02-05-2014 13:11	Rejected	Female	Service Department	i4	49515

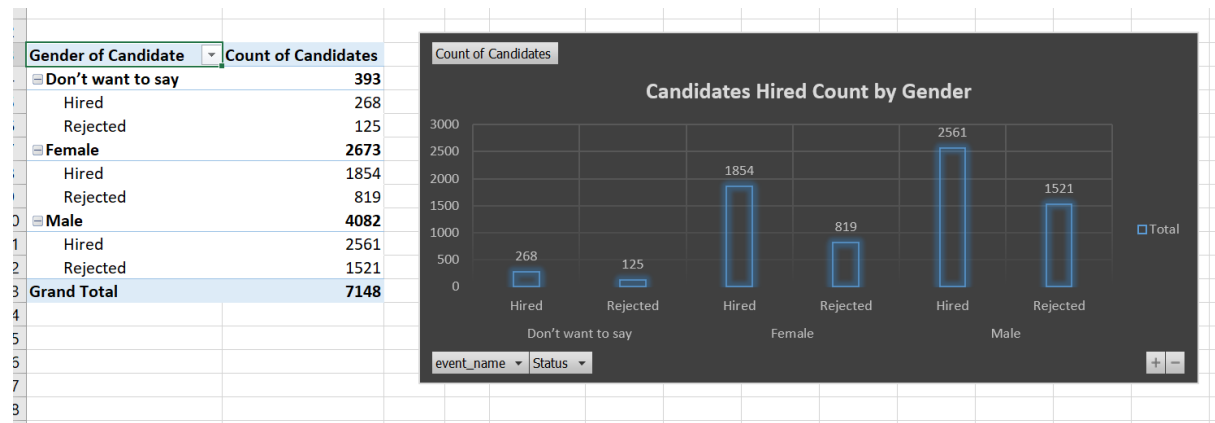
The dataset describes about the data of candidates who applied for the company in 2014 (May, June, July, August).

Steps used to find the Insights:

To get the required insights, I have answered few questions which are as follows;

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?



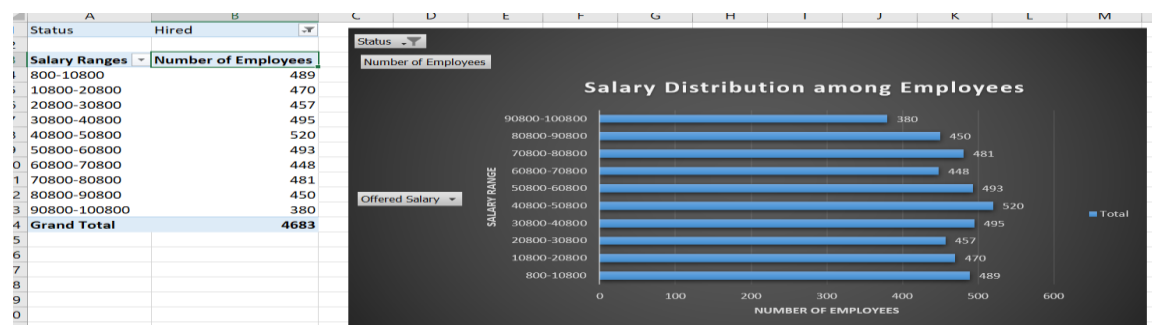
B. Salary Analysis: The average salary is calculated by adding up the salaries of a group of employees and then dividing the total by the number of employees.

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

=ROUND(AVERAGE(G2:G7149),2)					
aken on	Status	event_name	Department	Post Name	Offered Salary
2014 01:37	Hired	Male	Service Department	c5	69932
2014 01:38	Rejected	Male	Service Department	c5	14489
2014 12:14	Hired	Male	Operations Department	c5	54201
Average salary by company					49881.14

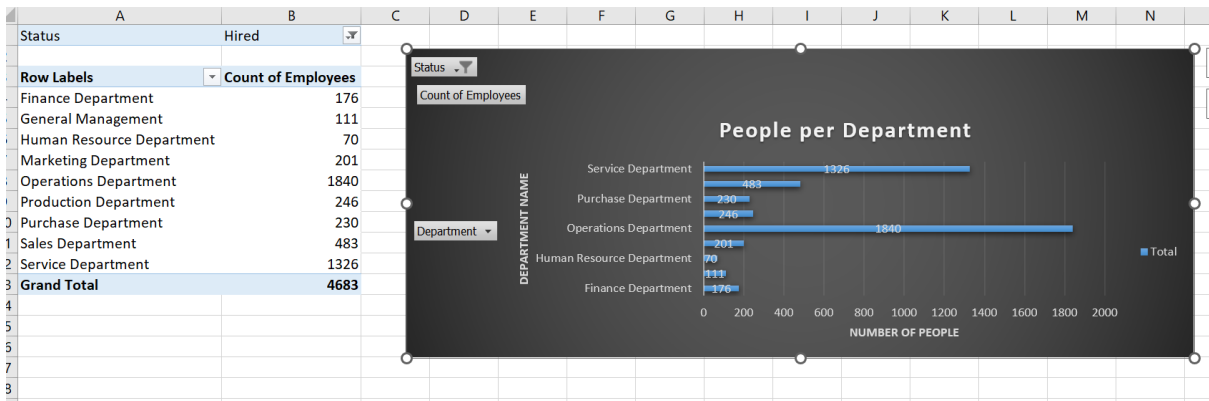
C. Salary Distribution: Class intervals represent ranges of values, in this case, salary ranges. The class interval is the difference between the upper and lower limits of a class.

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



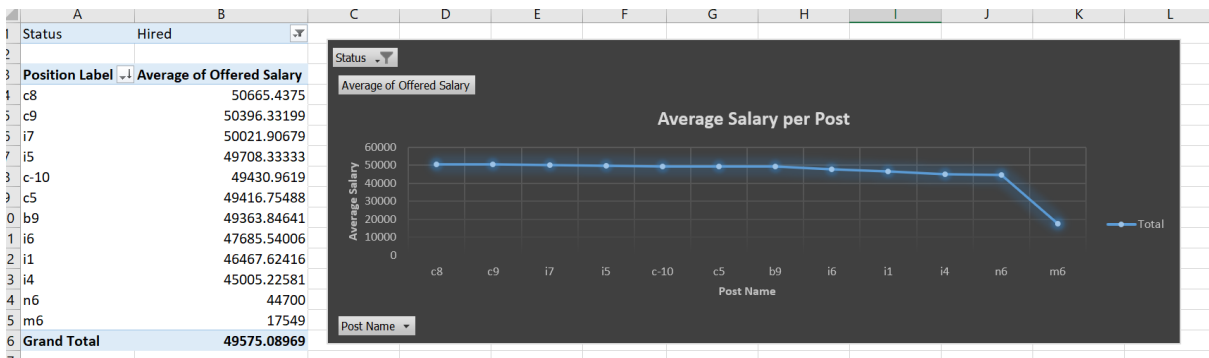
D. Departmental Analysis: Visualizing data through charts and plots is a crucial part of data analysis.

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



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.



Tech-Stack Used

The Tech-Stack I have used are as follows,

- Microsoft Excel
 - Microsoft Excel is best when dealing with less data for data analysis.
 - We can create different visualizations to clearly showcase our findings.

Insights

- Male hiring rate (2561) is higher than Female hiring rate (1854).
- Average salary offered by company is 49881.14
- I have used the filter of only hired people to get the following Insights;
- 40800 – 50800 has most employees (520) whereas 90800 – 100800 has least.
- HR department has least number of people and Operations department has most hires.
- Post Name is used to find the tier differences among positions in the company the average salary of Post Name c8 is the highest.

Result

- The result [Excel file](#) contains all the findings.
- Creating, Understanding and Cleaning of datasets.
- It is advised to hire more females to have a balance in gender.
- Most Number of hires are working for the average salary offered by company.
- The hires related to HR department could be increased or internal hiring can also be an option.

The Insights that I have found out are useful for the company hiring process to get the good candidates to be selected and to increase productivity.