

Presented by Paloma Mozer

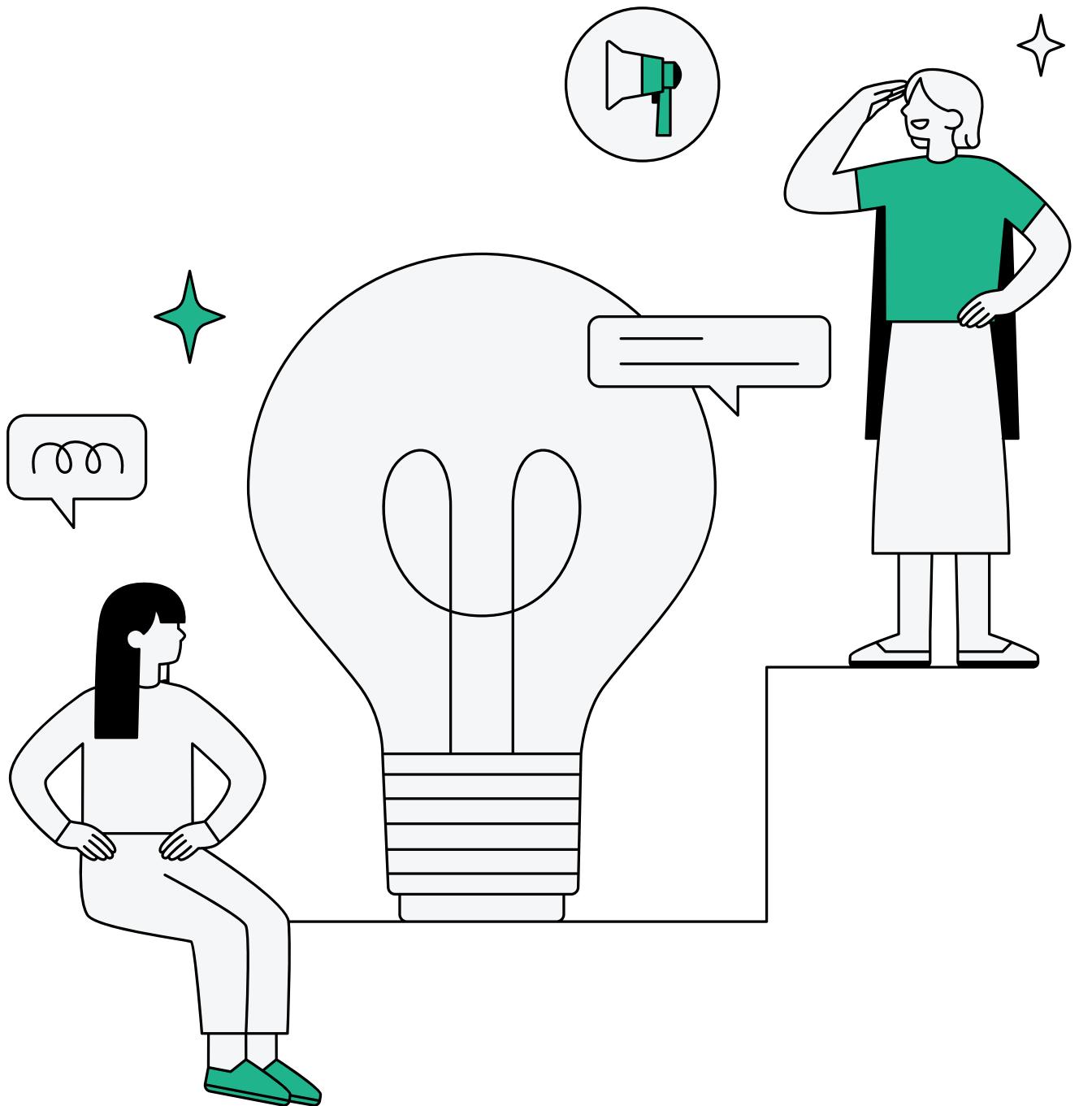
# Hiring Process Analytics

## Statistics



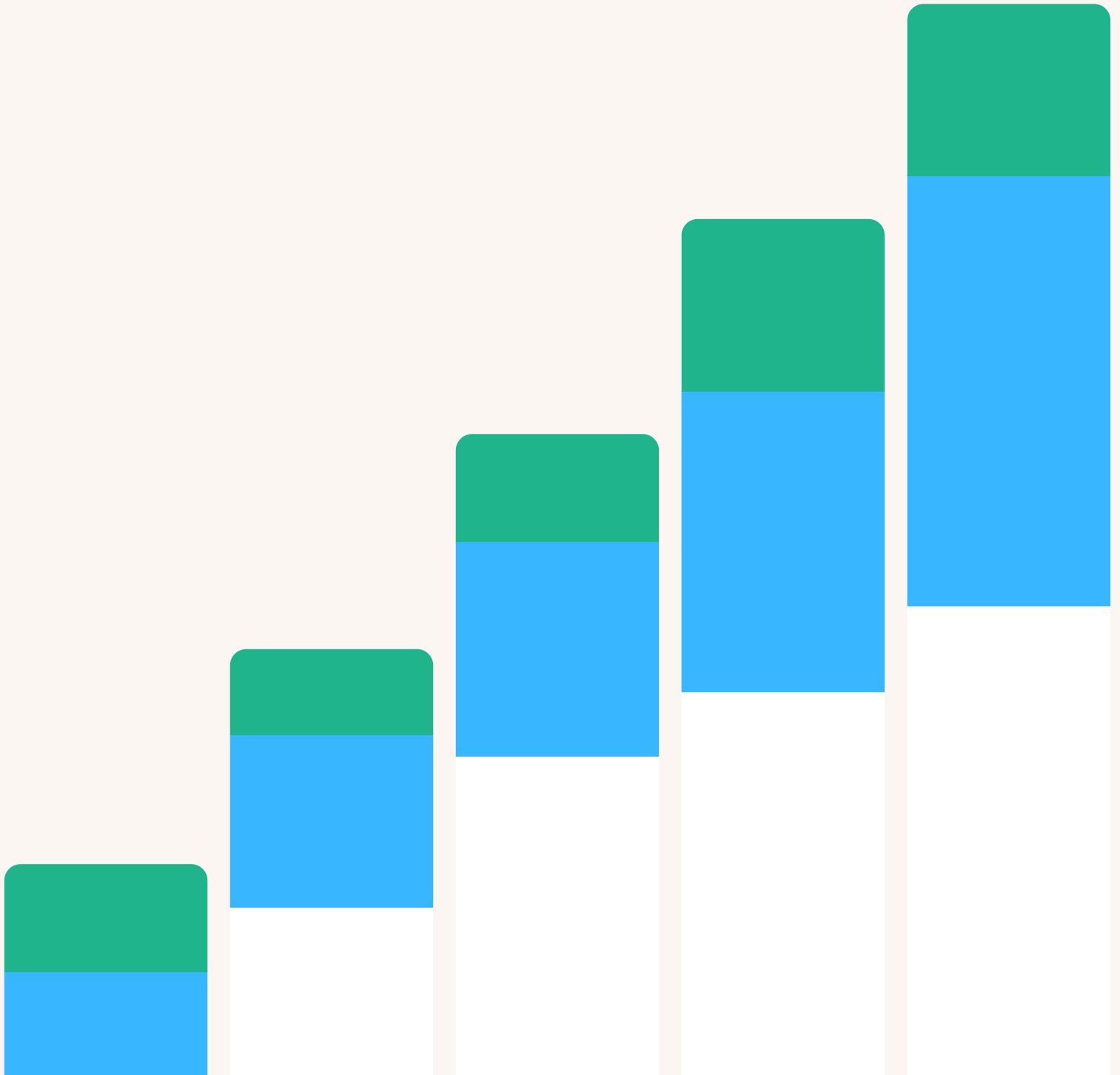
# Goal of the project

**The goal of the project is to analyze the hiring trends of a multinational company, and to extract meaningful insights from the data and provide a detailed report to the hiring department.**



# Methodology used in the analysis

On this project I used Exploratory Data Analysis (EDA), where I first understand the data columns and their content, checked for missing data, identified and handled outliers, and created a data summary.





# Tech-stack used

The primary tech stack for this project involve using Excel, an excellent platform with a wide range of functions and tools for data analysis and manipulation, making it ideal for tasks like exploratory data analysis and drawing insights from the dataset. It is also good for data visualization, that is essencial in any data analysis.

# Tasks of this project

01.

Gender Distribution in Hires

02.

Average Salary Analysis

03.

Salary Distribution by  
Class Intervals

04.

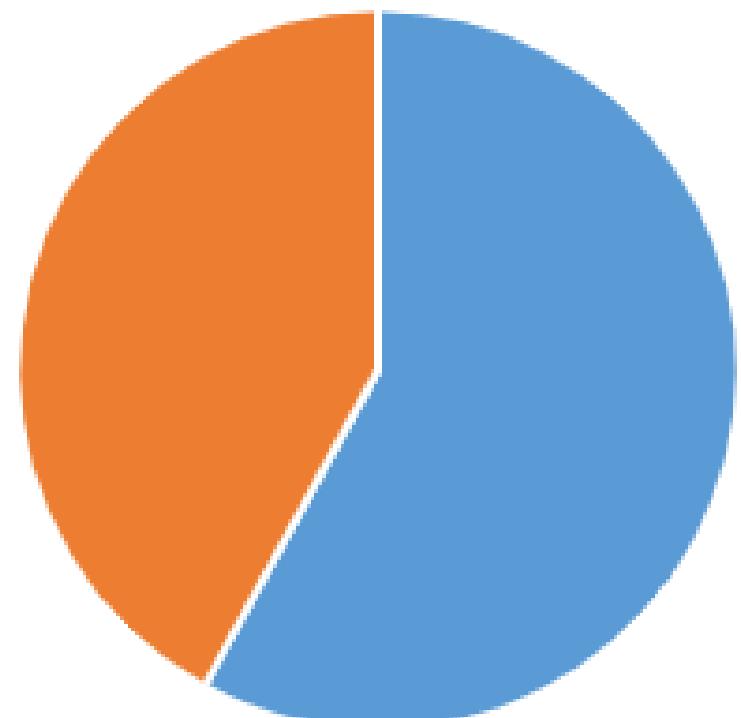
Departmental Proportions  
Visualization

05.

Post Tier Representation  
Analysis

# Task 1

Gender distribution in hires	
Male	2563
Female	1856



■ Male ■ Female

The company hired more males than females.

The company may conduct a gender diversity review to ensure equitable hiring practices.

# Task 2

Average salary	\$49,983.03
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The average salary is **\$49,983.03**

The company should do a research to evaluate if the average salary aligns with the competitors, if it is lower, the enterprise need to reevaluate the salary so that they can retain more talents and stay competitive.

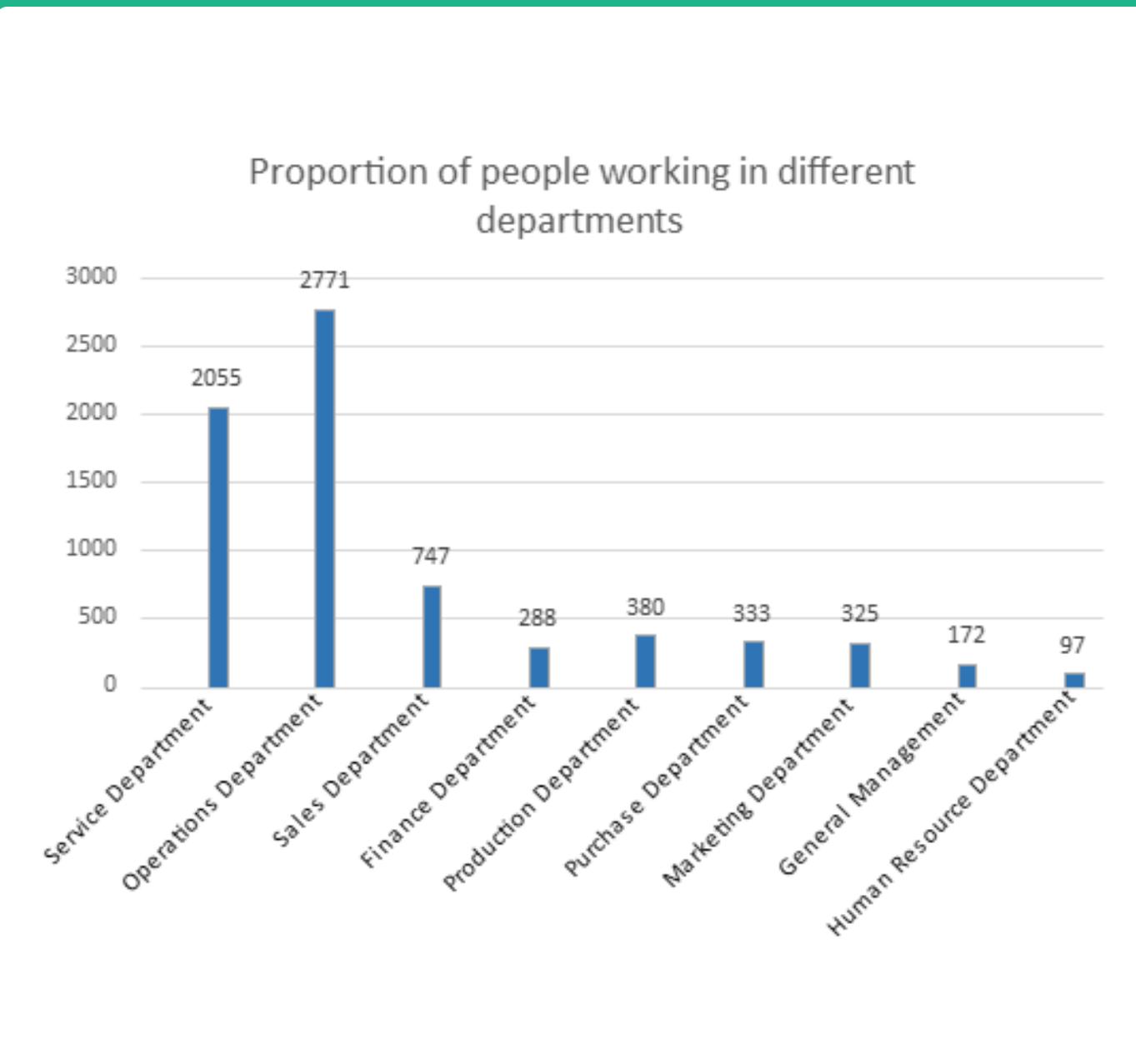
# Task 3

Class Intervals	Frequency
0 - 40.000	2831
40.001 - 80.000	2963
80.001 - 120.000	1370
120.001 - 160.000	0
160.001 - 200.000	1

The majority of employees fall within the salary range of \$0-\$80,000.

The company should consider if there are compensation adjustments that need to be made to ensure fair and competitive salaries.

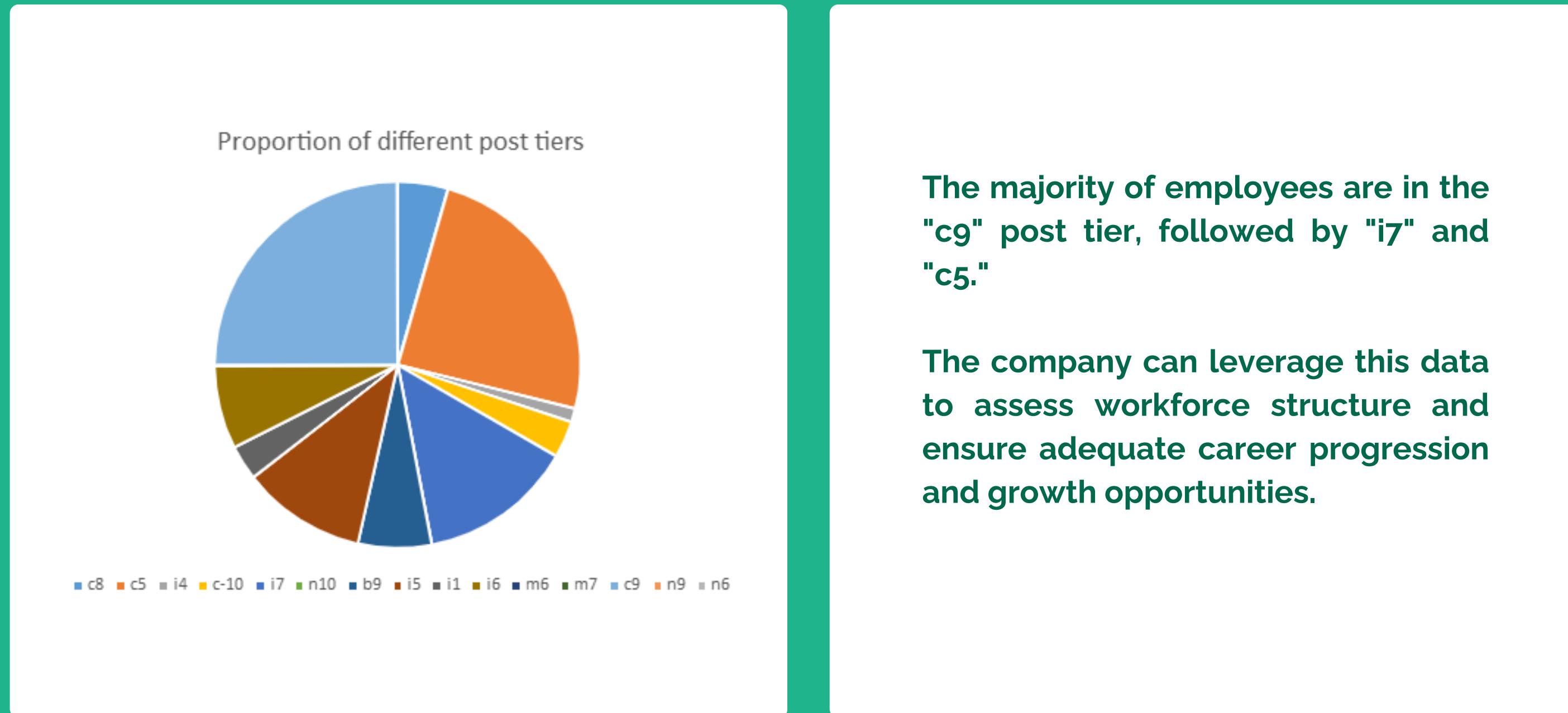
# Task 4



**The majority of employees work in the "Operations" and "Service" departments**

**The company can assess departmental distribution and explore strengthening other departments by adjusting recruitment strategies or offering incentives to attract more talent.**

# Task 5



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# Thank you very much!

