HIRING PROCESS ANALYTICS

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PROJECT DESCRIPTION

The project is about finding out valuable insights that can help improve the company's hiring process. We analyze this data on the following points:

A. Hiring Analysis
B. Salary Analysis
C. Salary Distribution
D. Departmental Analysis
E. Position Tier Analysis

Software Used:-

- Microsoft Excel 2307

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

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

Formula:-

Men : =COUNTIFS(D:D, J38, C:C, K38)

Female : =COUNTIFS(D:D, J39, C:C, K39)

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event_name	Status	no_of_male_and_female
Male	Hired	2563
Female	Hired	1856

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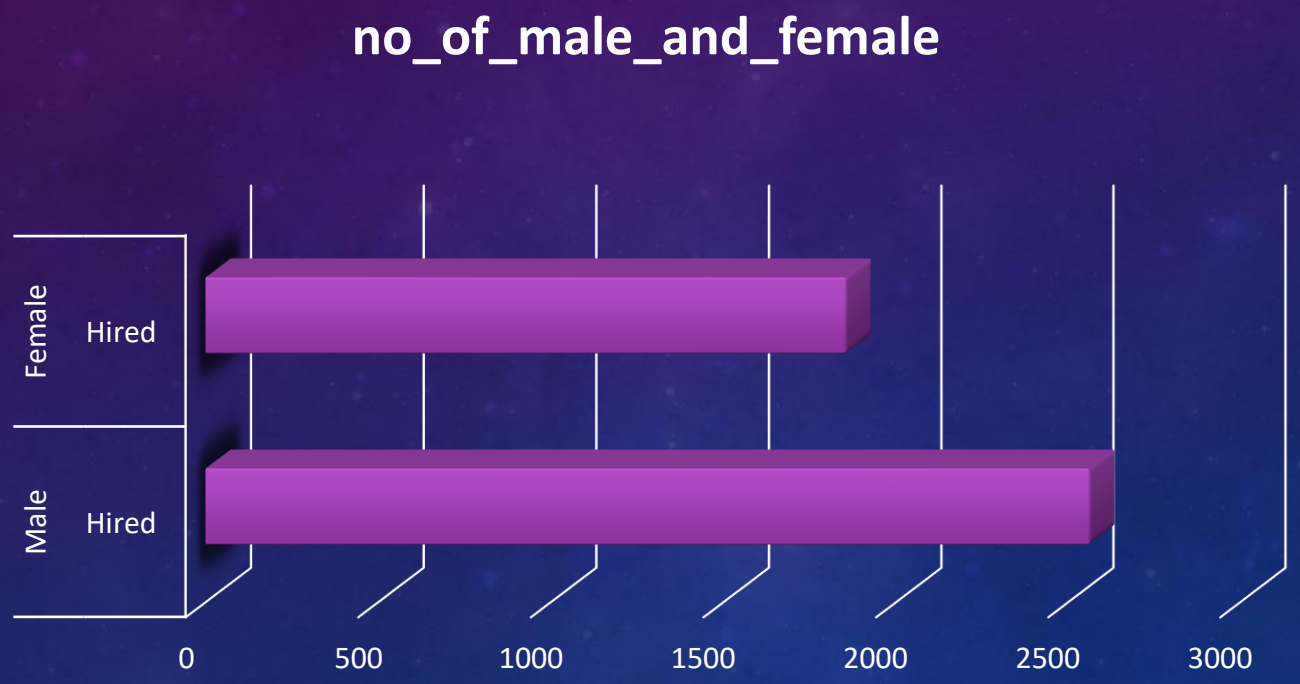

Salary Analysis: The average salary is calculated by adding up the salaries of a group of employees and then dividing the total by the number of employees.

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

Formula:-

=AVERAGE(G:G)

Output:-

Average	49983.02902

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

- There are outliers in this Dataset. First we need to remove outliers.

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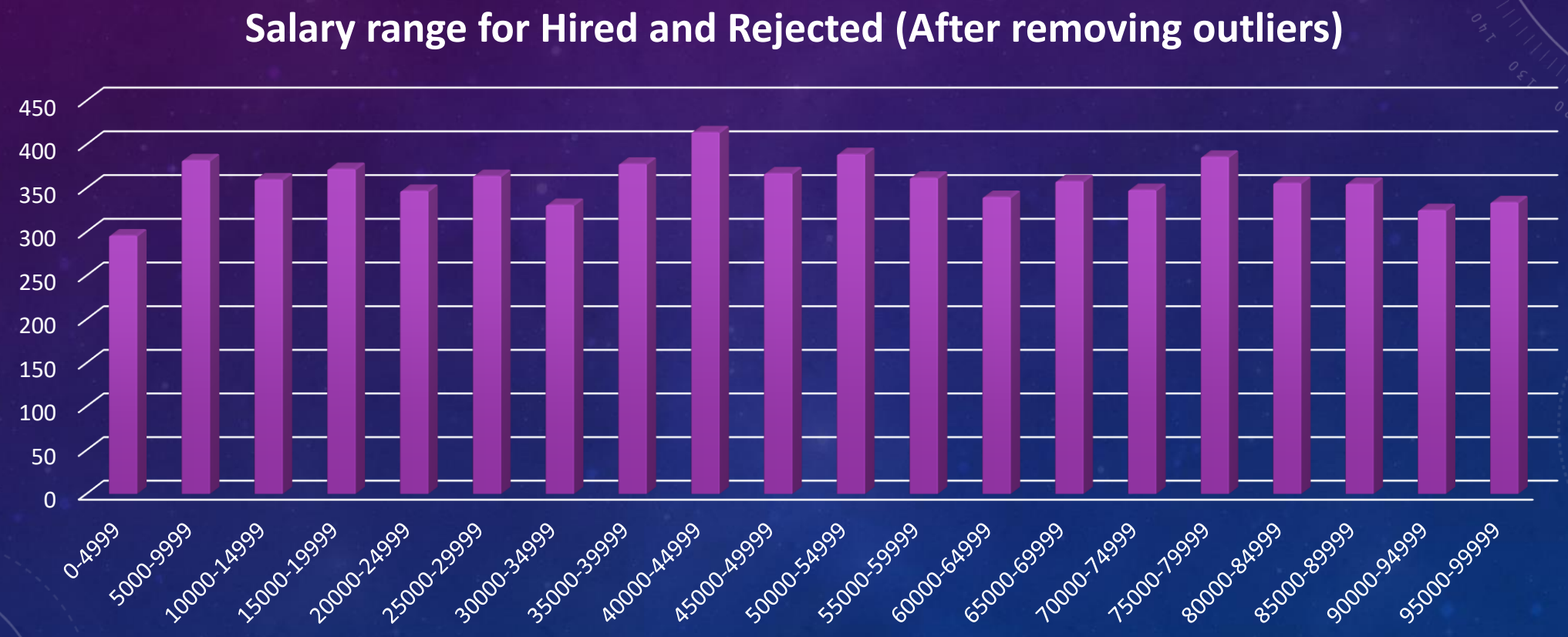

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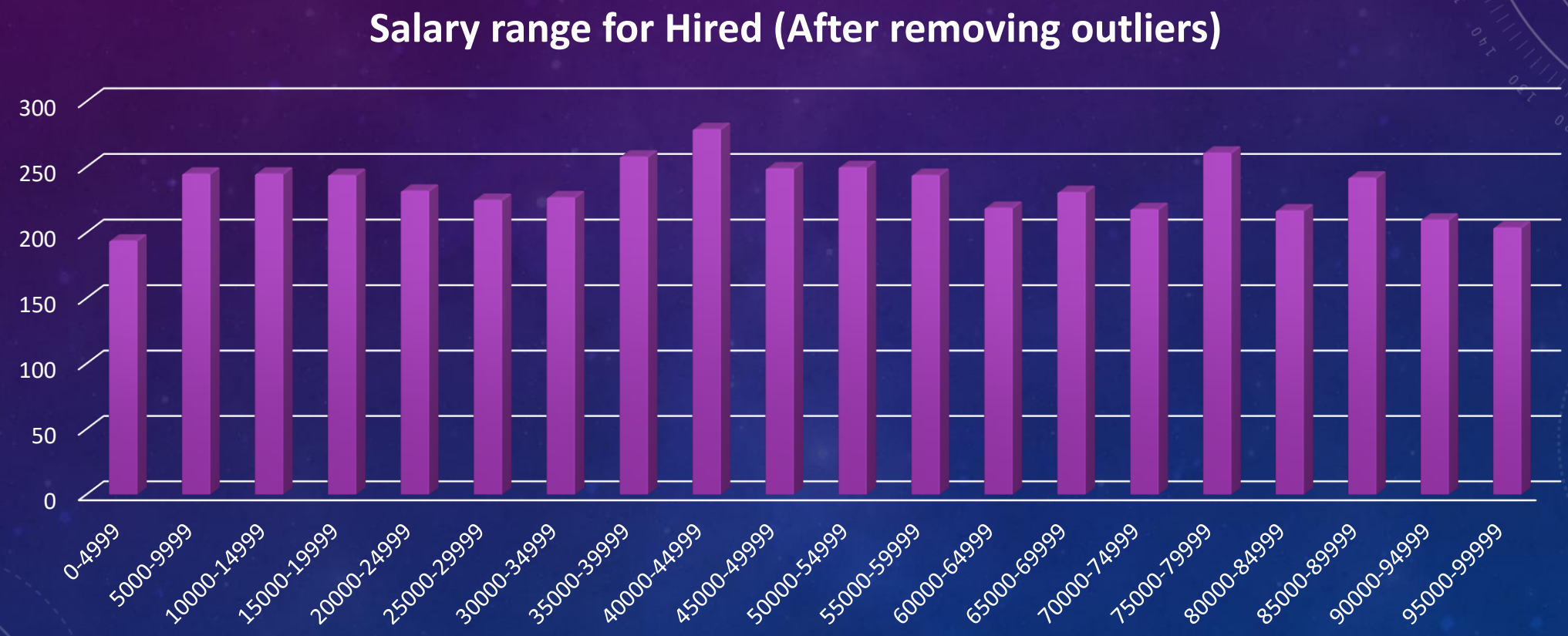

Departmental Analysis: Visualizing data through charts and plots is a crucial part of data analysis.

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

Department	no_of_people
Finance Department	176
General Management	113
Human Resource Department	70
Marketing Department	202
Operations Department	1843
Production Department	246
Purchase Department	230
Sales Department	485
Service Department	1332

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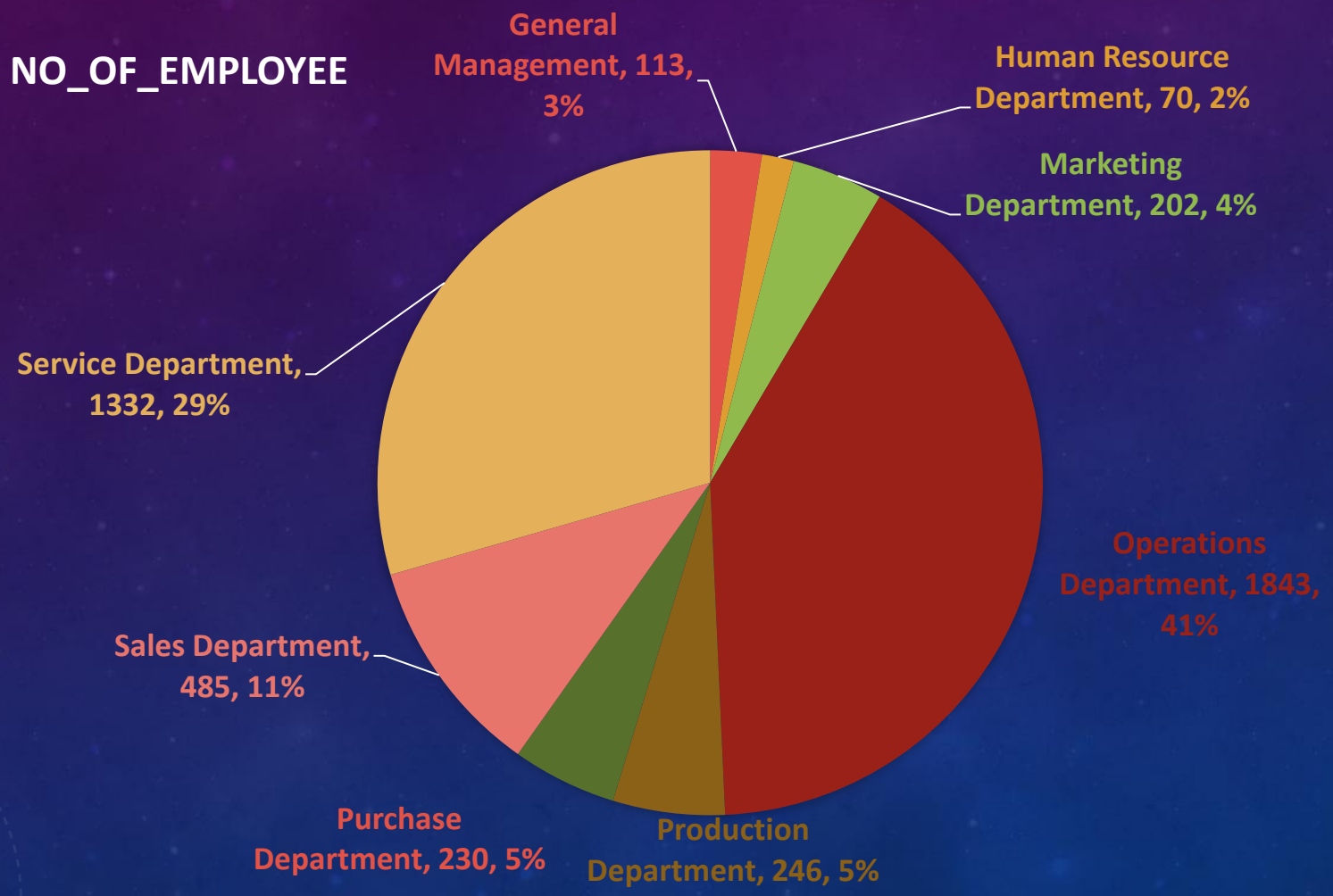

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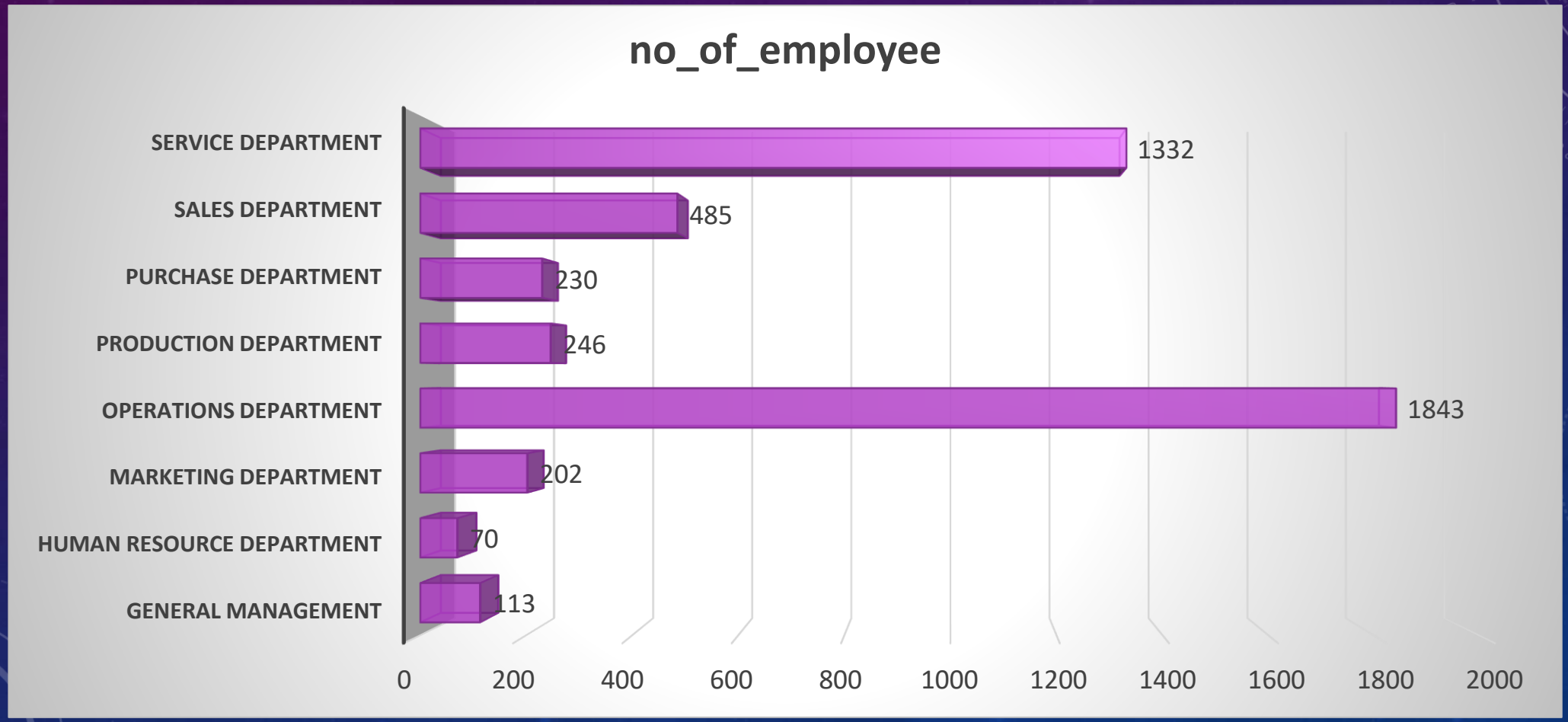

Position Tier Analysis: Different positions within a company often have different tiers or levels.

Task E: 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	no_of_people_hired
b9	308
c-10	105
c5	1182
c8	193
c9	1239
i1	151
i4	32
i5	511
i6	337
i7	635
m6	2
n6	1

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