TRAINITY

HIRING PROCESS ANALYTICS

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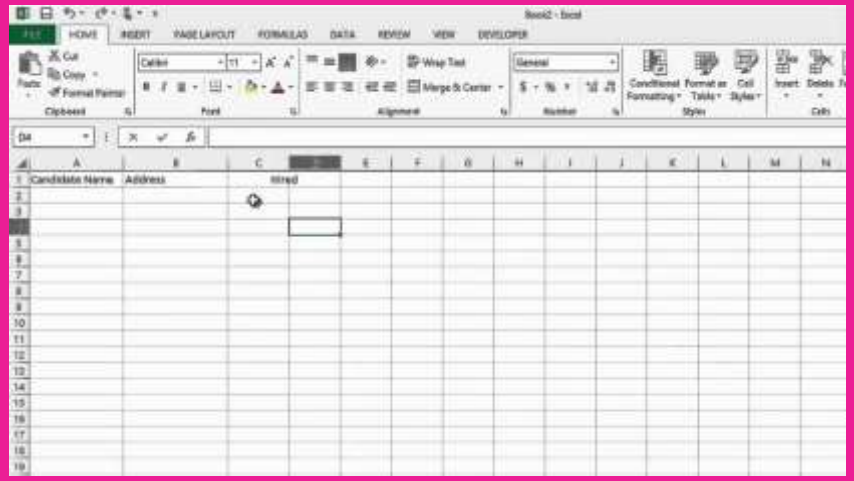
PROJECT DESCRIPTION

The hiring process is a very important factor that can influence a company's long-term growth. It is crucial for HR to consider a variety of factors when hiring a candidate because doing so will help both the company and the individual grow and develop. Therefore, hiring should be done with care.The goal of this project is to analyze and improve the recruiting process of an organisation.

APPROACH

1. *We are using MS excel to solve the problems.*
2. *Microsoft Excel is an application developed by Microsoft for Windows, macOS, Android, and iOS*
3. *We use MS excel formulas to analyze the solutions.*



A.HIRING ANALYSIS

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?

FORMULAS USED :

```
=COUNTIFS(D:D,"Female",C:C,"Hired")
```

```
=COUNTIFS(D:D,"Male",C:C,"Hired")
```

OUTPUT

Status	event_name	hiring	Column
hired	FEMALE	1856	
hired	MALE	2563	

B.SALARY ANALYSIS

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.

FORMULA USED:

```
=AVERAGE(G:G)
```

OUTPUT:

AVERAGE SALARY	49983.03

C.SALARY DISTRIBUTION

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.

FORMULAS USED:

=MAX(G:G)

=MIN(G:G)

FOR INTERVALS FORMULAS USED:

CONCATENATE(LEFT(C7227,3),"-",LEFT(C7227,3)+$C$7230)
=CONCATENATE(RIGHT(B7233,5)+1,"-",RIGHT(B7233,5)+$C$7230)
=CONCATENATE(RIGHT(B7234,6)+1,"-",RIGHT(B7234,6)+$C$7230)
=CONCATENATE(RIGHT(B7235,6)+1,"-",RIGHT(B7235,6)+$C$7230)
=CONCATENATE(RIGHT(B7236,6)+1,"-",RIGHT(B7236,6)+$C$7230)

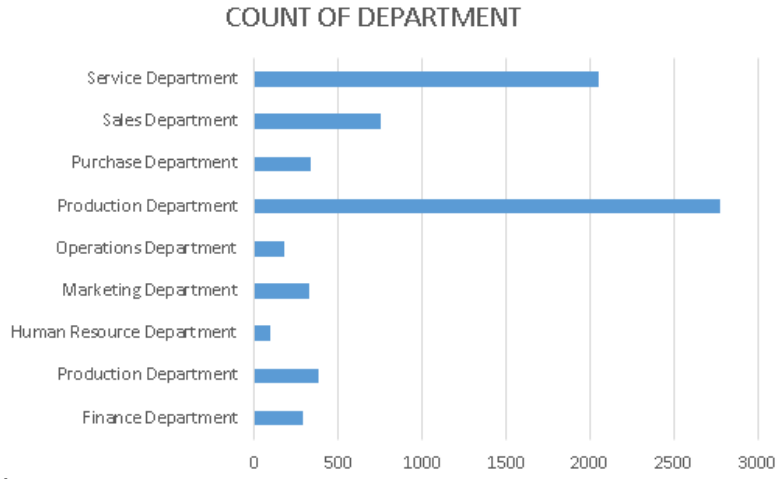
7225		
7226	Max Salary	400000
7227	Min Salary	100
7228	Diff (Range)	399900
7229	Bins	5
7230	Range/Bins	79980
7231		
7232	Class Intervals for Salary	
7233	100-80080	
7234	80081-160060	
7235	160061-240040	
7236	240041-320020	
7237	320021-400000	

D. DEPARTMENTAL ANALYSIS

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.

DEPARTMENT	COUNT
Finance Department	288
Production Department	380
Human Resource Department	97
Marketing Department	325
Operations Department	176
Production Department	2771
Purchase Department	333
Sales Department	747
Service Department	2055



FORMULAS USED:

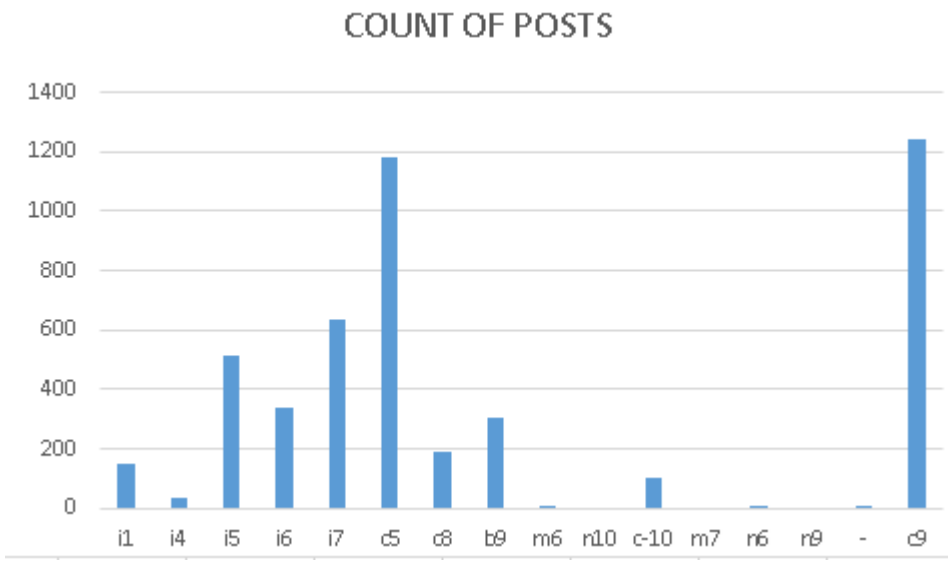
=COUNTIFS(E2:E7169,"Service Department",C2:C7169,"Hired")
=COUNTIFS(E2:E7169," Operations Department",C2:C7169,"Hired")
=COUNTIFS(E2:E7169," Sales Department",C2:C7169,"Hired")
=COUNTIFS(E2:E7169," Finance Department",C2:C7169,"Hired")
=COUNTIFS(E2:E7169," Production Department",C2:C7169,"Hired")
=COUNTIFS(E2:E7169," Purchase Department",C2:C7169,"Hired")
=COUNTIFS(E2:E7169," Marketing Department",C2:C7169,"Hired")
=COUNTIFS(E2:E7169," General Management",C2:C7169,"Hired")
=COUNTIFS(E2:E7169," Human Resource Department",C2:C7169,"Hire

E.POSITION TIER ANALYSIS

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.

POSTS	NO OF POSTS
i1	151
i4	32
i5	511
i6	337
i7	635
c5	1182
c8	193
b9	308
m6	2
n10	0
c-10	105
m7	0
n6	1
n9	0
-	1
c9	1239



FORMULAS USED:

=COUNTIF(F2:F7169,"c8")
=COUNTIF(F2:F7169,"c5")
=COUNTIF(F2:F7169,"i4")
=COUNTIF(F2:F7169,"-")
=COUNTIF(F2:F7169,"i7")
=COUNTIF(F2:F7169,"n10")
=COUNTIF(F2:F7169,"b9")
=COUNTIF(F2:F7169,"i5")
=COUNTIF(F2:F7169,"i1")
=COUNTIF(F2:F7169,"i6")
=COUNTIF(F2:F7169,"m6")
=COUNTIF(F2:F7169,"m7")
=COUNTIF(F2:F7169,"c-10")
=COUNTIF(F2:F7169,"c9")
=COUNTIF(F2:F7169,"n9")
=COUNTIF(F2:F7169,"n6")

RESULT

I became acquainted with new EXCEL features, lingo, and methods.
By obtaining the appropriate insights from the problem description, practical problems can be resolved. Thanks to the concepts, I was able to comprehend the description of the problem. This project has improved my problem-solving skills and taught me how to apply the theoretical concepts I learned in training to actual-world circumstances.