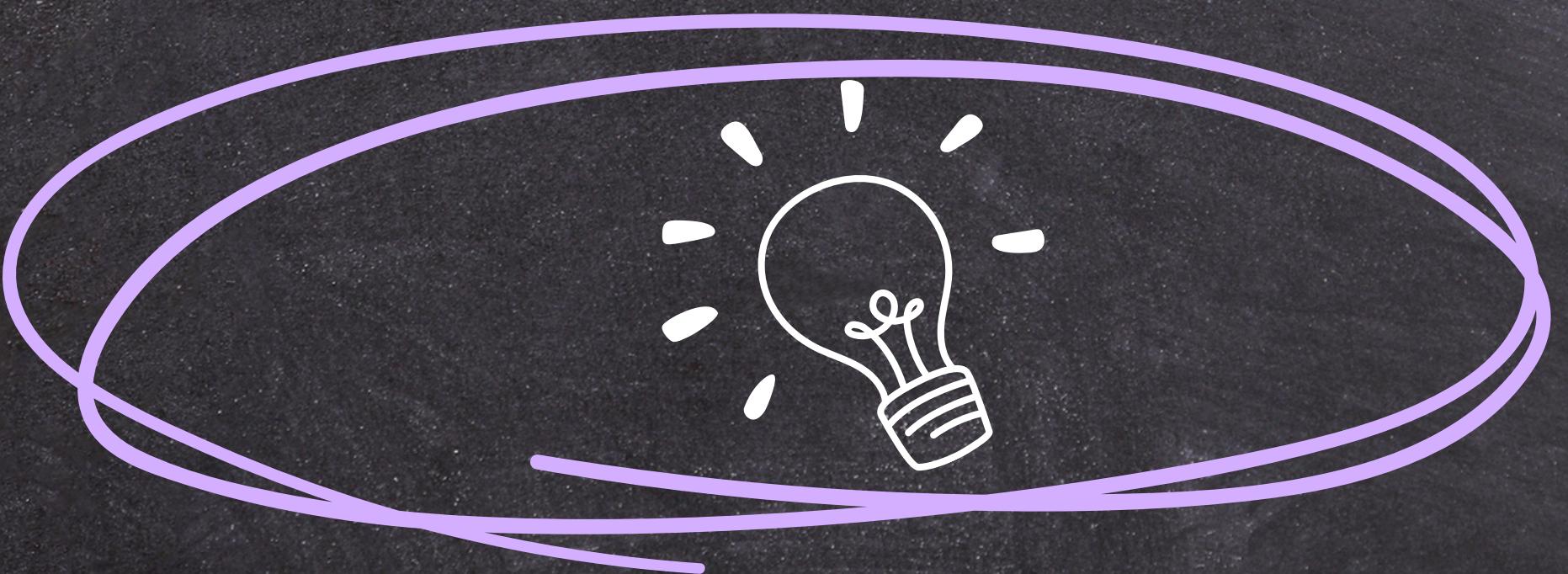


# Hiring Process Analytics



Preeti Kumari



# Project Description



This Project HR process analytics refers to the use of data and analytics to gain insights and make informed decisions about various HR processes within an organization. It involves collecting and analyzing data related to human resources activities and systems to identify patterns, trends, and areas for improvement.

It helps HR professionals identify areas of improvement, streamline processes, and ultimately contribute to the overall success of the organization.





# APPROACH

My approach towards this project is to initially perform Exploratory data analysis which involves data cleaning and pre-processing

- Understanding data columns and data
- Checking for missing data
- Clubbing columns with multiple categories
- Checking for outliers
- Removing outliers
- Drawing Data Summary

Thereafter find out the following insights from the dataset

- Process of intake of people into an organization for different kinds of positions.
- Average salary offered in this company
- Class intervals for salary in the company ?
- Using Pie Chart / Bar Graph ( or any other graph ) to show proportion. of people working different department.
- Represent different post tiers using chart/graph.



# TECH-STACK



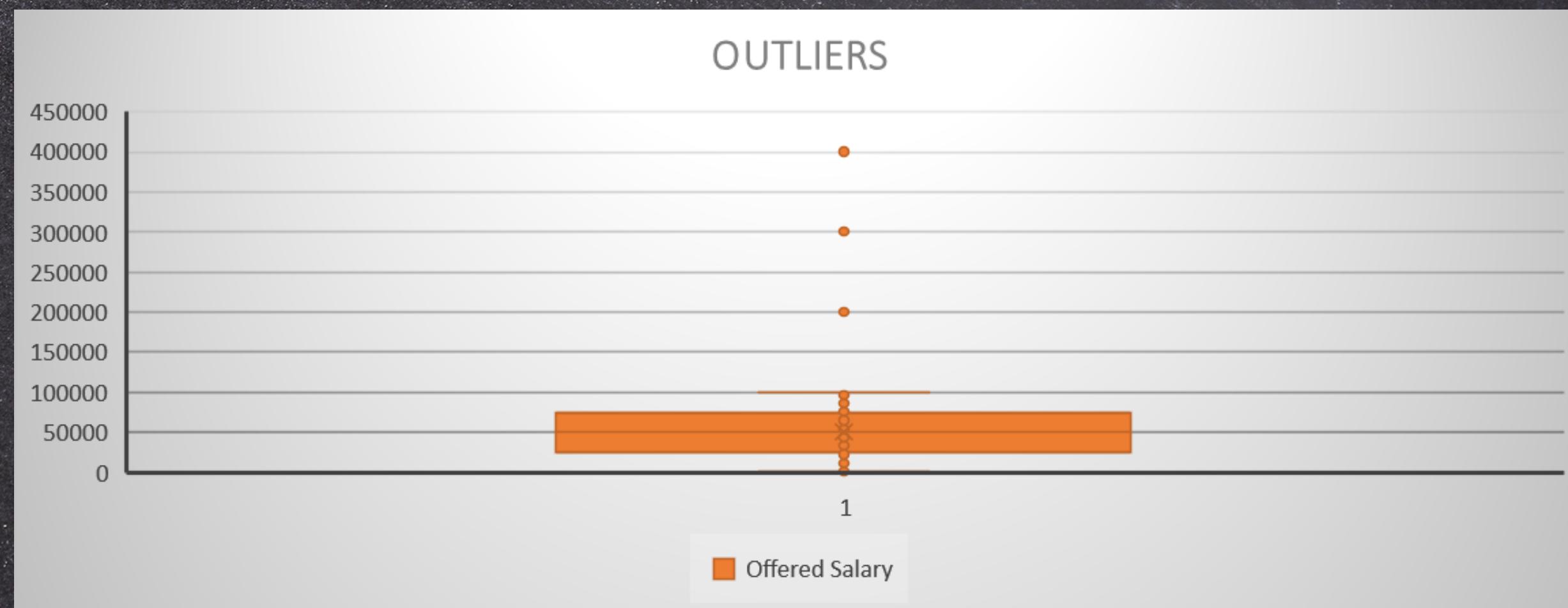


**INSIGHTS**

# INSIGHTS

## EXPLORATORY DATA ANALYSIS

DATA CLEANED	
Earlier total no. of applicants	7168
TOTAL APPLICANTS(CLEANING)	7121
OUTLIERS	
Duplicate values	27
Missing value in Event_name	15
Missing value in post name	1
Missing value in OFFERED_SALARY	1





max(salary)	99967
MIN(SALARY)	800
QUARTILE 1	25595
QUARTILE 2	49631
QUARTILE 3	74384
Q3-Q1	48789
LOWER BOUND	-47588.5
UPPER BOUND	147567.5

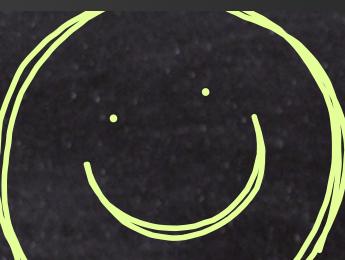
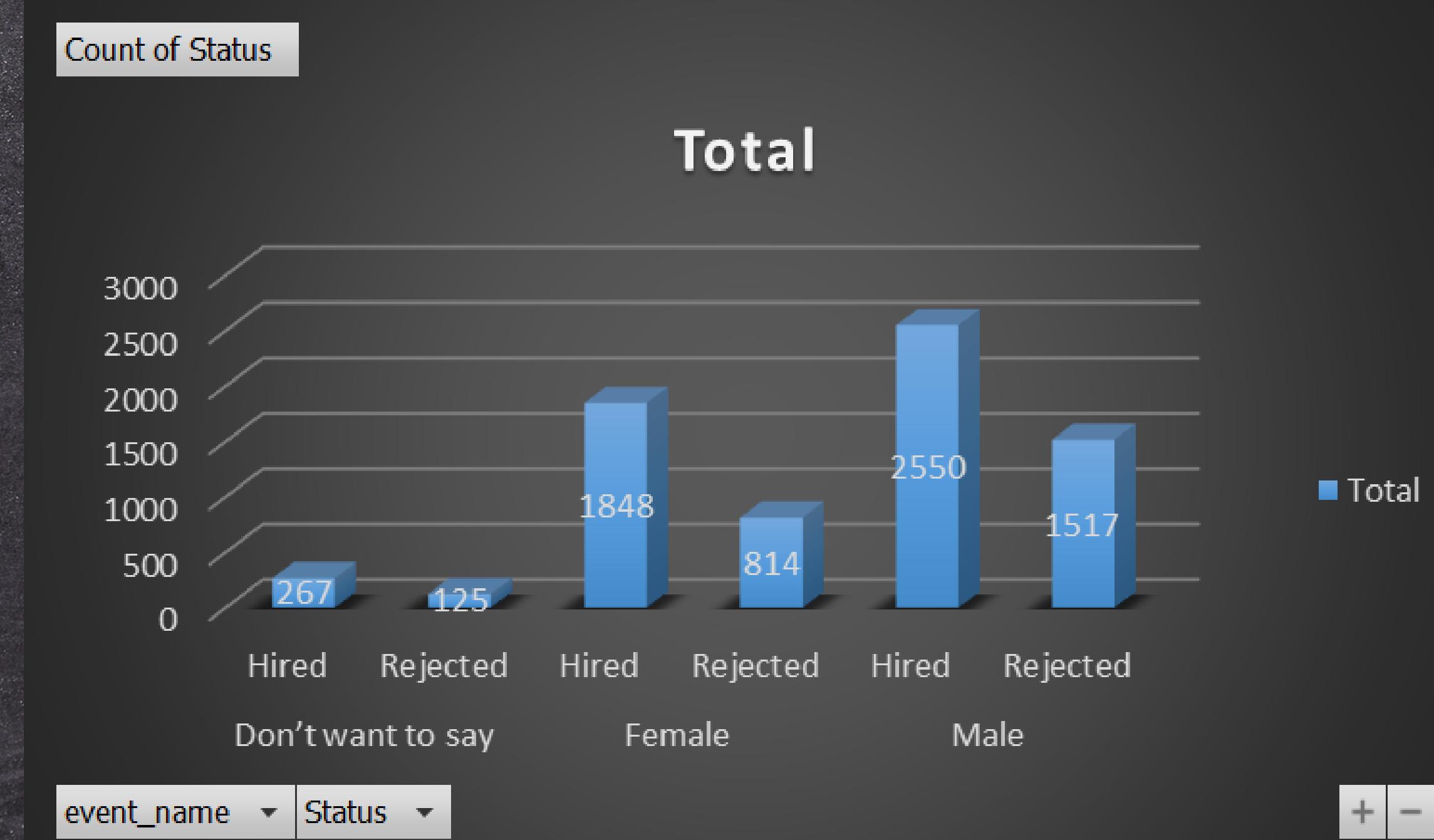


# INSIGHTS

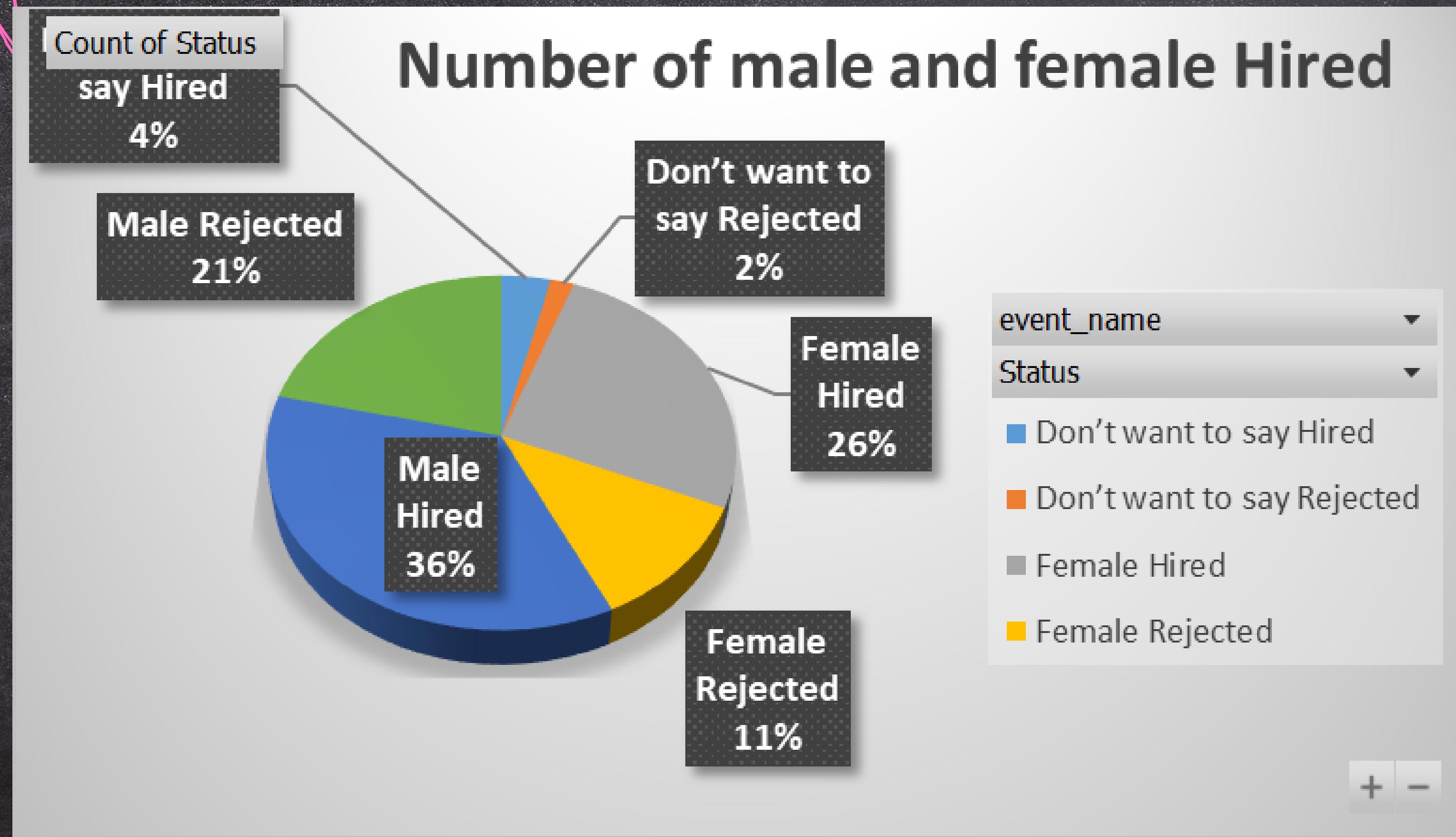
Row Labels

	Count of Status
Don't want to say	392
Hired	267
Rejected	125
Female	2662
Hired	1848
Rejected	814
Male	4067
Hired	2550
Rejected	1517
Grand Total	7121

1. How many males and females are Hired ?



# 1. How many males and females are Hired ?

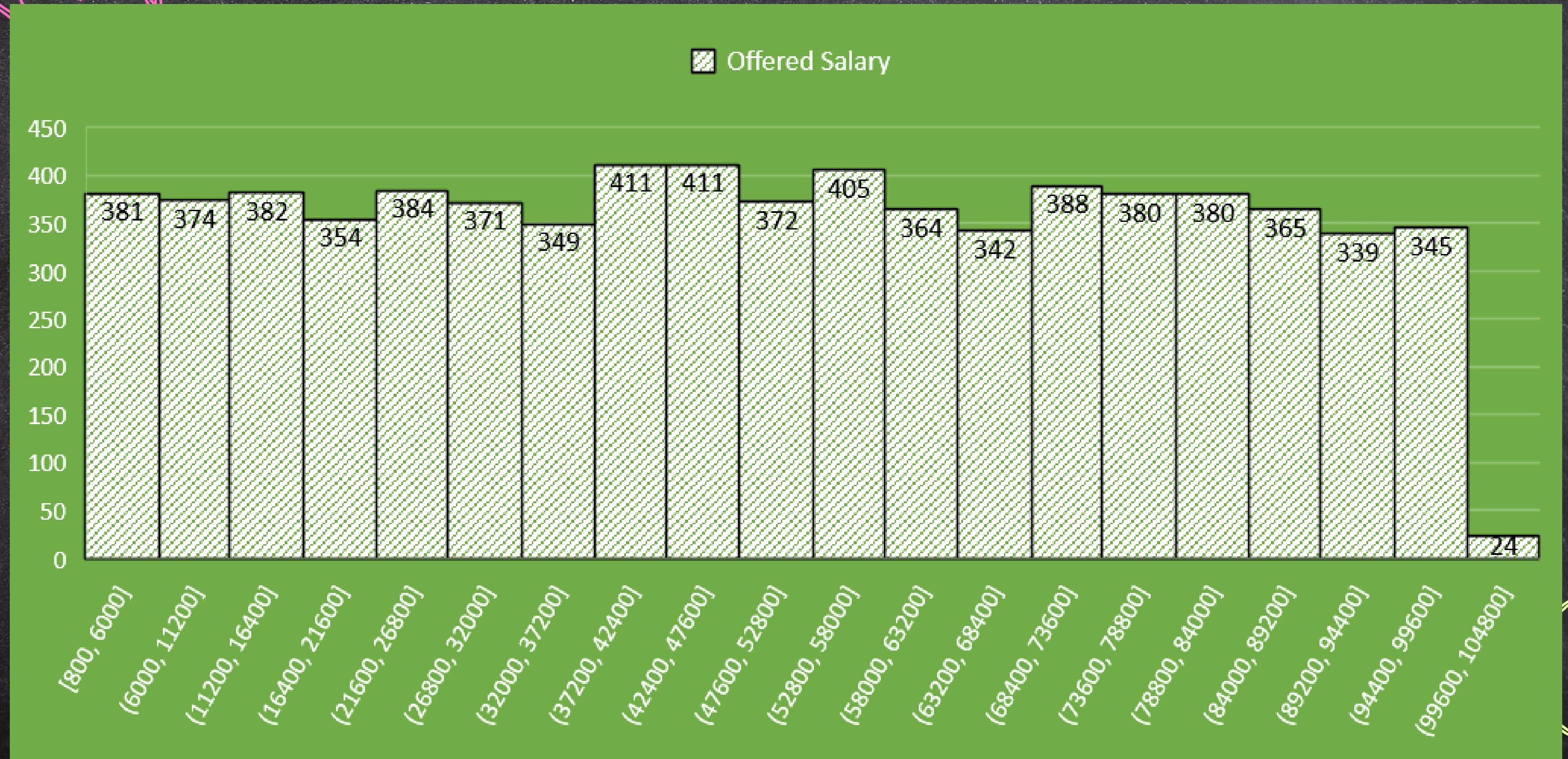


2. What is the average salary offered in this company ?

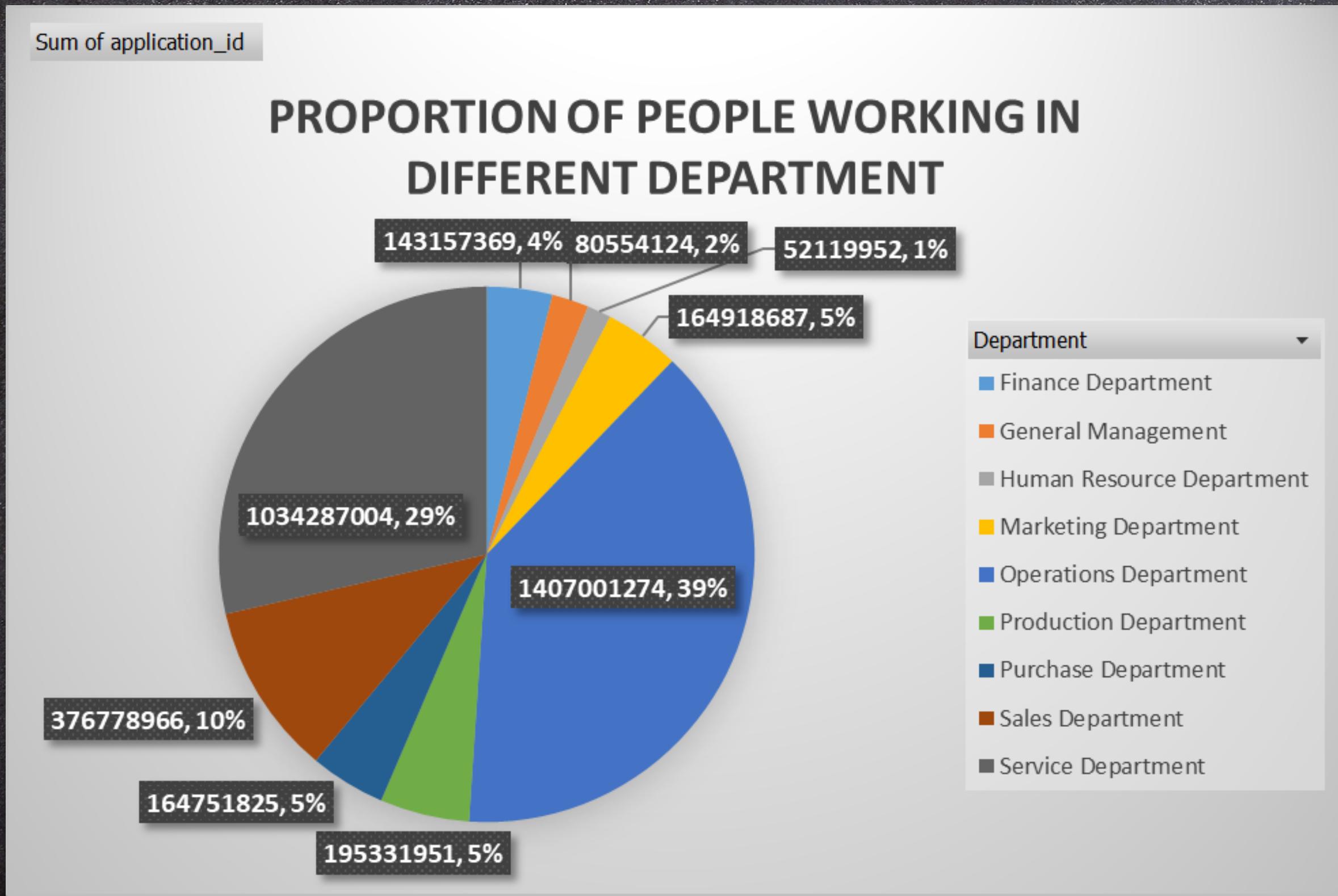
AVERAGE SALARY 49907.75593



### 3. Draw the class intervals for salary in the company ?



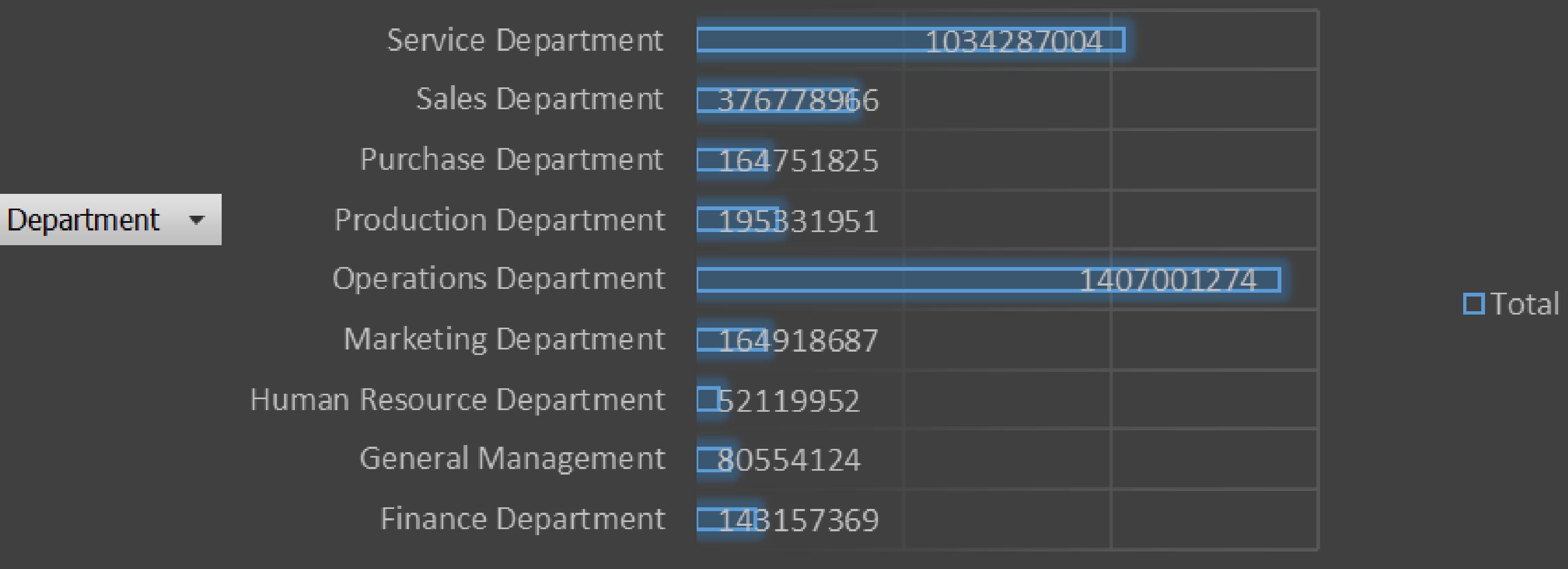
### 3. Draw Pie Chart / Bar Graph to show proportion of people working different department ?



Row Labels	Sum of application_id
Finance Department	143157369
General Management	80554124
Human Resource Department	52119952
Marketing Department	164918687
Operations Department	1407001274
Production Department	195331951
Purchase Department	164751825
Sales Department	376778966
Service Department	1034287004
Grand Total	3618901152

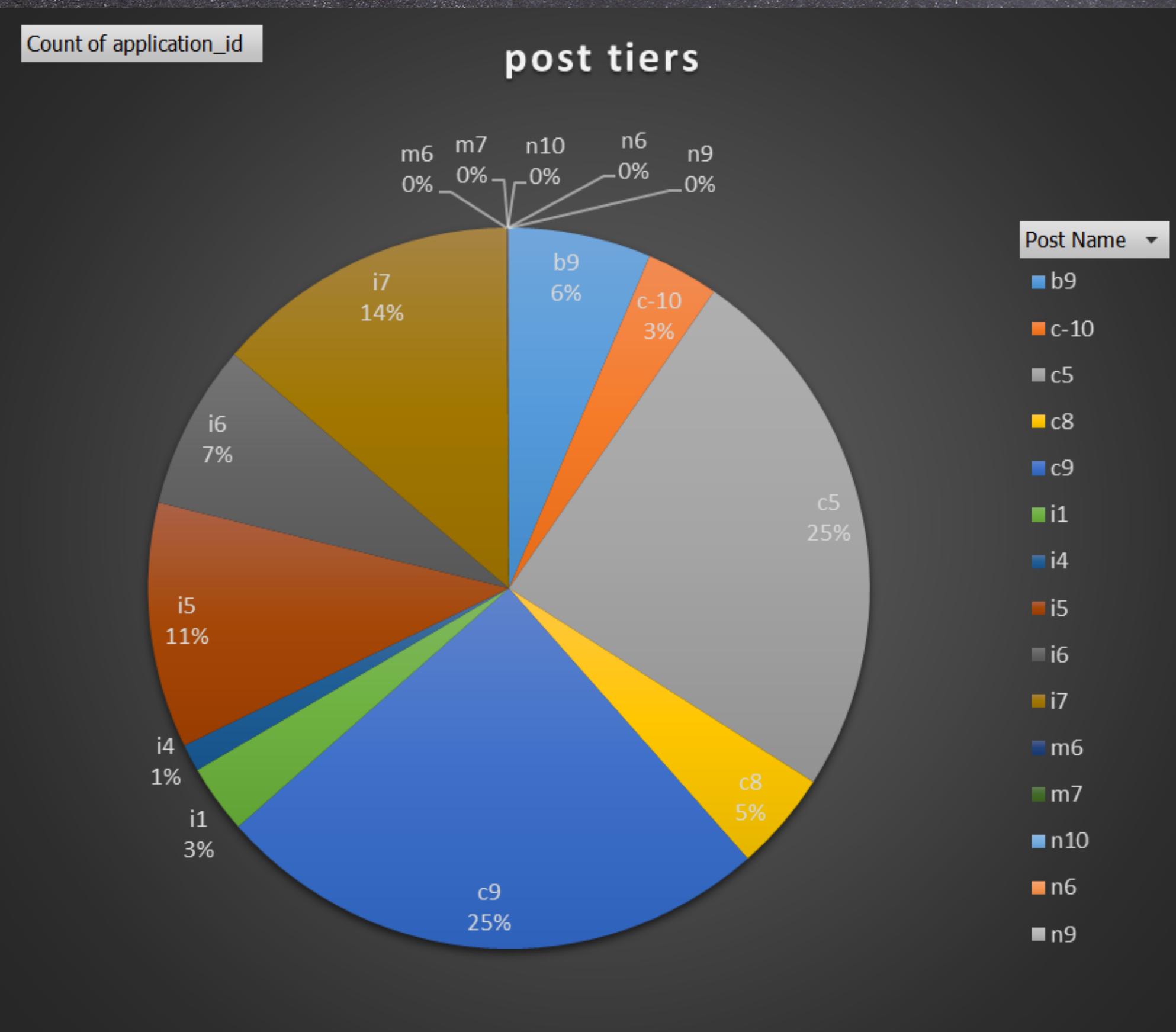
Sum of application\_id

## PROPORTION OF PEOPLE WORKING IN DIFFERENT DEPARTMENT



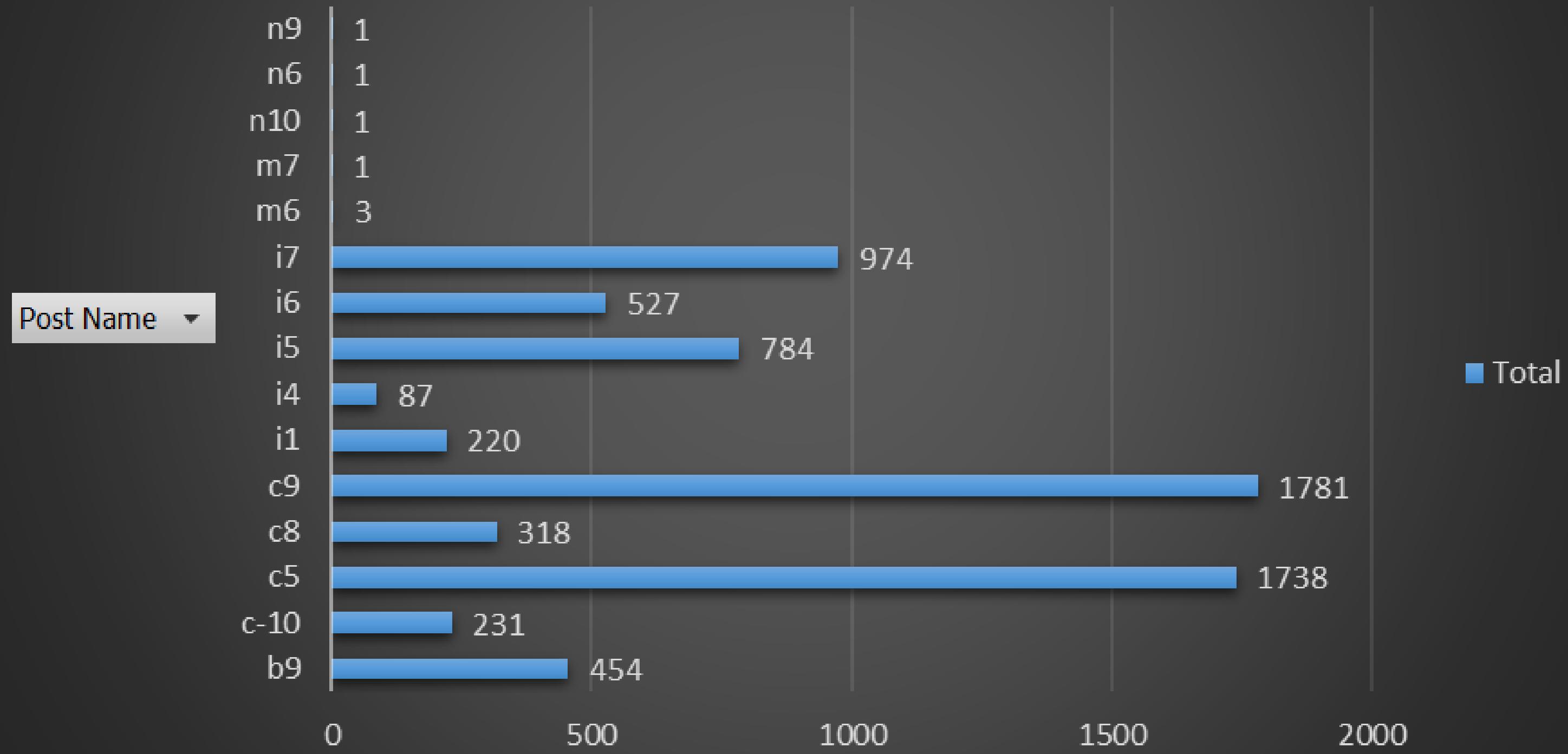
Row Labels	Count of application_id
b9	454
c-10	231
c5	1738
c8	318
c9	1781
i1	220
i4	87
i5	784
i6	527
i7	974
m6	3
m7	1
n10	1
n6	1
n9	1
Grand Total	7121

## 5. Represent different post tiers using chart/graph?

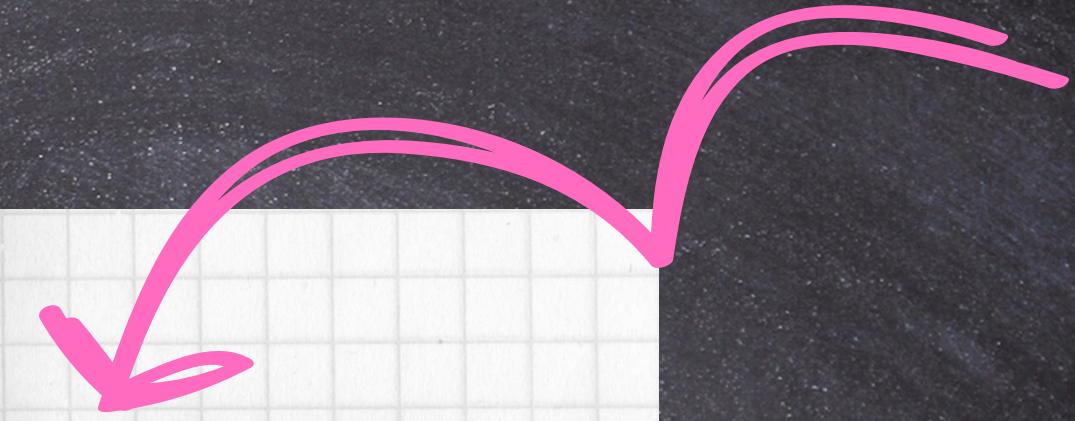


Count of application\_id

## POST TIERS



# Result



- This project provides valuable insights based on data and evidence rather than relying on assumptions or intuition. It enables informed decision making by identifying patterns, trends, and correlations within HR processes, allowing organizations to make data-driven decisions that lead to better outcomes.
- Provide support to strategic HR planning and workforce management.
- Identifies inefficiencies, bottlenecks, and areas for improvement and also helps in streamlining processes, reducing redundancies, and optimizing workflows.



THANK  
YOU