

A PROJECT REPORT ON

HIRING PROCESS ANALYTICS



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PROJECT DESCRIPTION

The hiring process is of paramount importance as it serves as the foundation for building a successful and effective workforce. A well-structured hiring process ensures that the right candidates with the necessary skills, qualifications, and cultural fit are selected to join the organization. It contributes to higher employee satisfaction, reduced turnover, and increased productivity. Moreover, an effective hiring process helps shape a positive employer brand, attracting top talent and fostering a diverse and skilled workforce that can drive the company's growth and innovation.

Hiring analytics involves the systematic use of data and quantitative methods to optimize various aspects of the hiring process. In the context of recruitment, small businesses can leverage hiring analytics to gain valuable insights into their hiring efforts. By analysing data related to candidate sourcing, applicant tracking, interview performance, time-to-hire, and retention rates, small businesses can make informed decisions to enhance their hiring strategies. These insights enable them to identify effective sourcing channels, refine interview processes, reduce recruitment costs, and improve the overall quality of hires. Ultimately, hiring analytics empowers small businesses to streamline their recruitment processes, make data-driven decisions, and attract and retain the best-fit candidates for their organizational growth.

APPROACH

- Downloaded the given datafile
- Understanding the datafile
- Checking the blanks and outliers
- Removing unwanted data
- Drawing summary from the data
- Used formulas, pivot table and charts

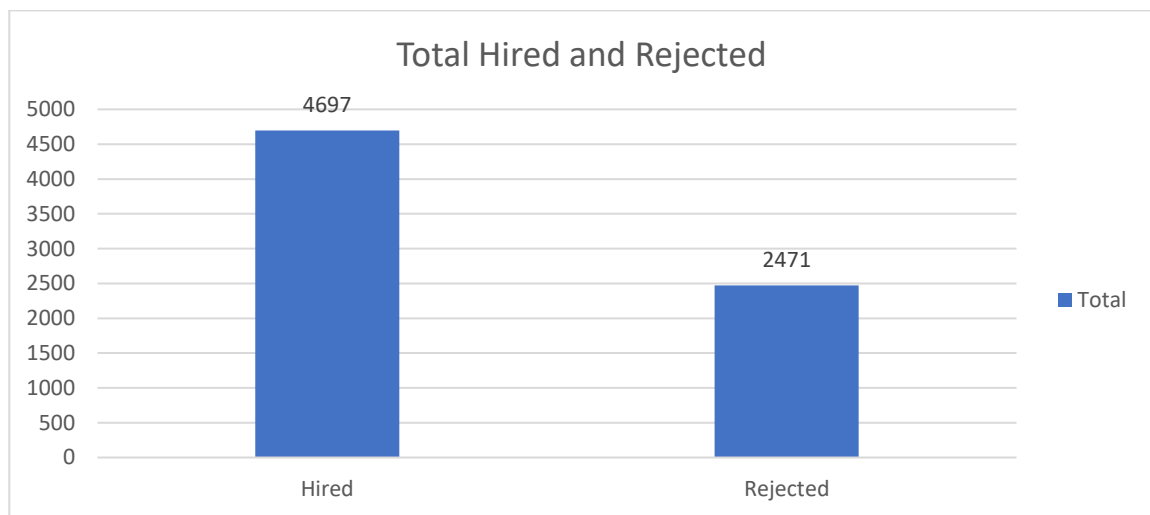
TECH STACK USED

- Microsoft Excel 2016

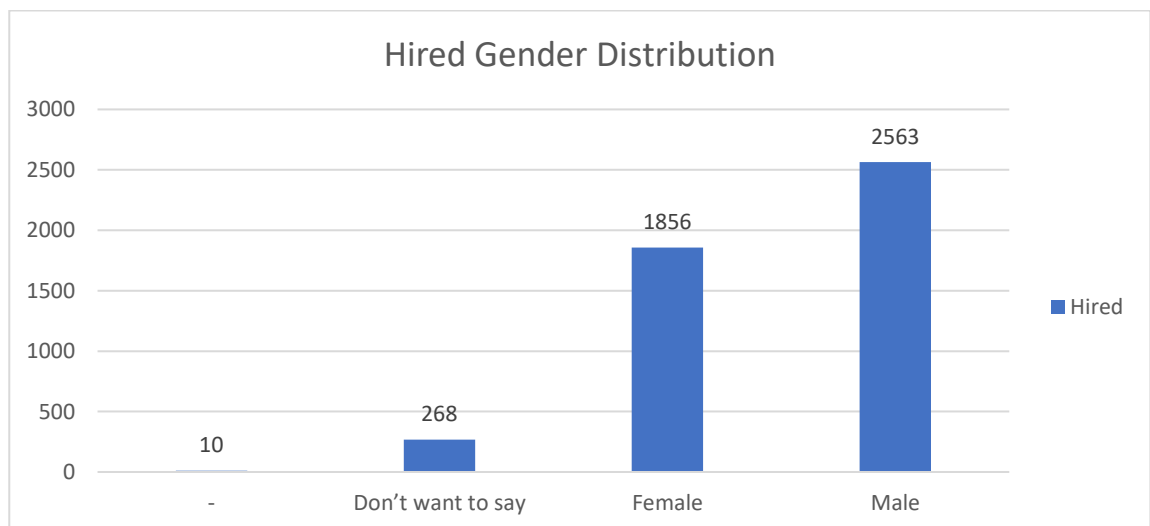
INSIGHTS

The interpretation is based upon the data of previous hiring process of a multinational company like Google

1. **Hiring Analysis:** The hiring process involves bringing new individuals into the organization for various roles. Determine the gender distribution of hires. How many males and females have been hired by the company?



Interpretation- In the whole hiring process 4697 peoples were hired remaining 2471 people were rejected.

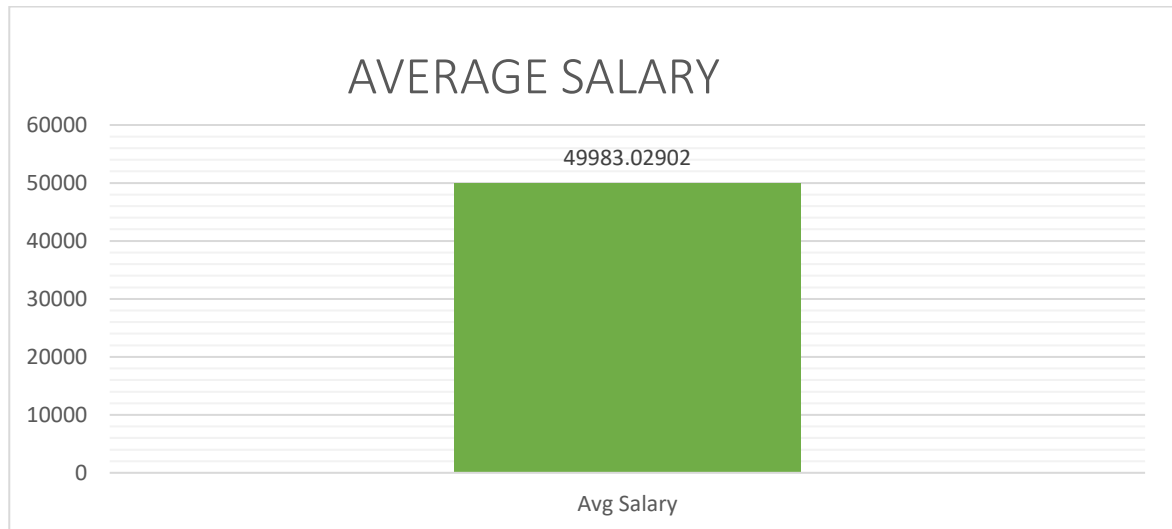


Interpretation- Out of the 4967 hired the number of males hired are 2563 which is more with respect to female i.e., 1856

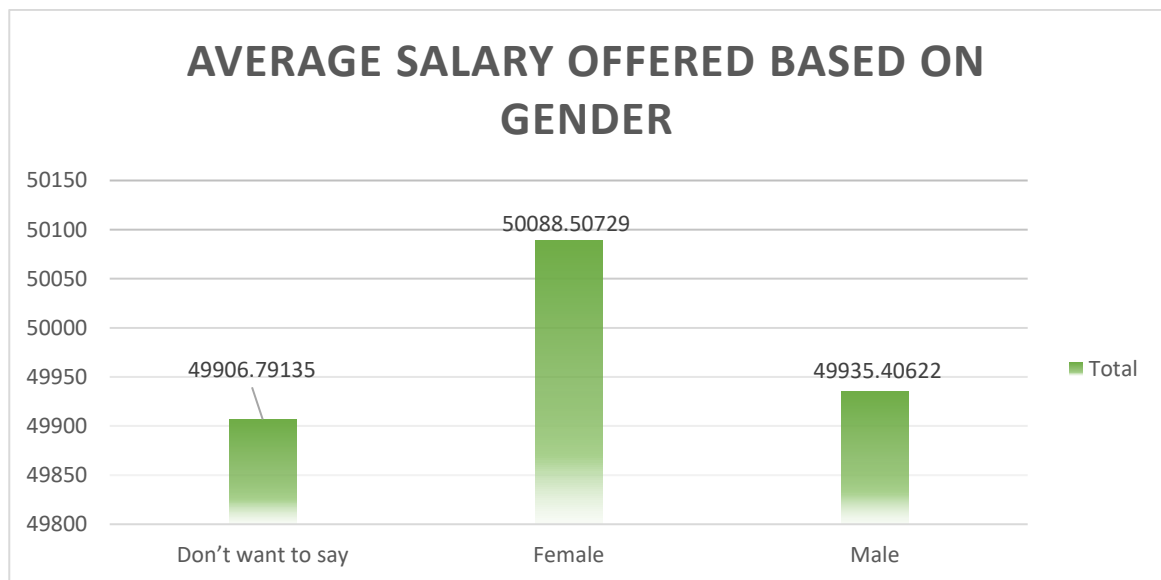
2. **Salary Analysis:** The average salary is calculated by adding up the salaries of a group of employees and then dividing the total by the number of employees. What is the average salary offered by this company? Use Excel functions to calculate this.

Average Salary offered to all the hired and rejected employees

Average Salary Offered =AVERAGE (G: G) = 49983.02902

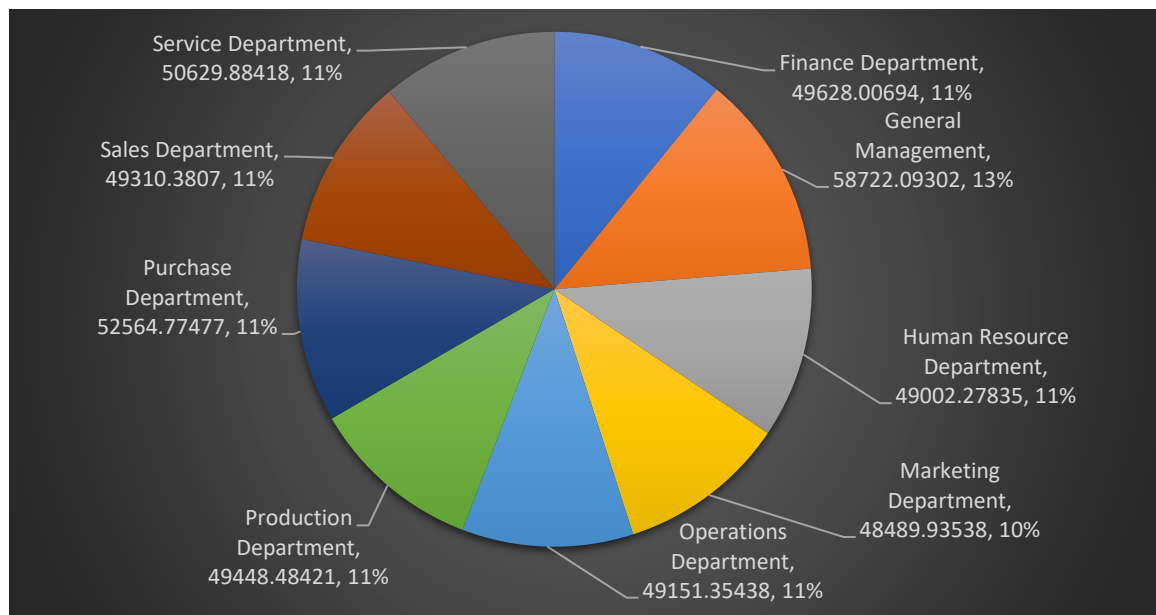


Interpretation- The average salary offered by the company to the job seekers is 49983.02



Interpretation- The average salary offered to female is high with respect to male and others

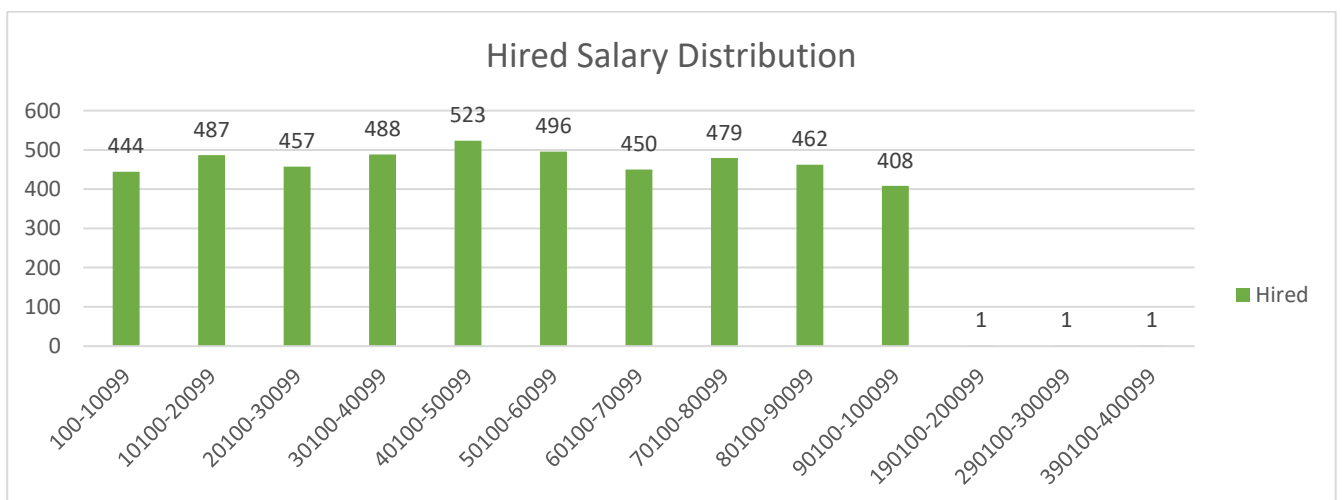
AVERAGE SALARY OFFERRED DEPARTMENT WISE



Interpretation- The average salary offered to the General Management Department is relatively high

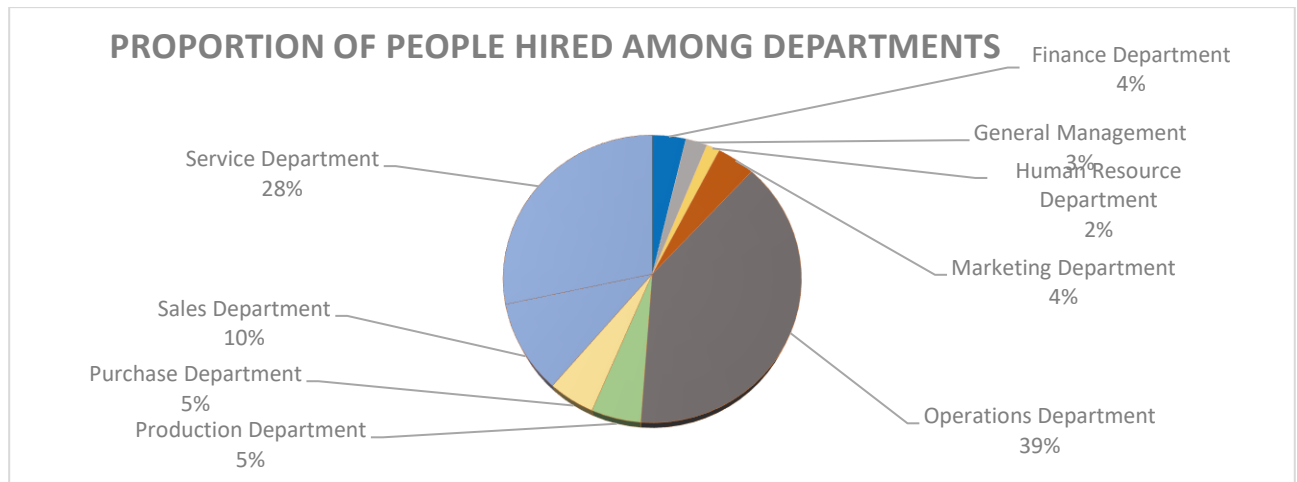
3. **Salary Distribution:** Class intervals represent ranges of values, in this case, salary ranges. The class interval is the difference between the upper and lower limits of a class. Create class intervals for the salaries in the company. This will help you understand the salary distribution.

Salary distribution among the current employees i.e., hired



Interpretation- The top-level management have few people who have salary above 1 lakh. Middle level management salary ranges between 30,000 to 90,000 which has highest number of employees. This can help the company to manage and design the company hierarchy.

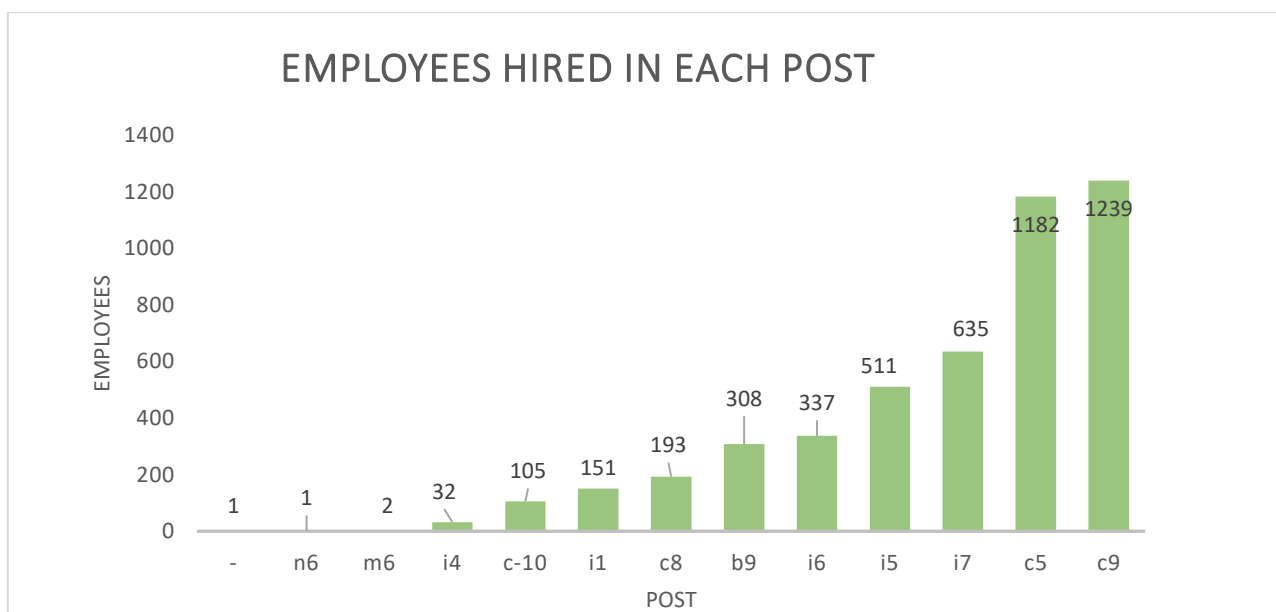
4. **Departmental Analysis:** Visualizing data through charts and plots is a crucial part of data analysis. Use a pie chart, bar graph, or any other suitable visualization to show the proportion of people working in different departments. **Using the hired data to show the people working or hired in different departments**



Interpretation- Service department has the highest number of employees that is 28%

5. **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.



Interpretation- C9 and C5 post have the highest employees working

RESULTS

- In the whole hiring process 4697 peoples were hired remaining 2471 people were rejected.
- Out of the 4967 hired the number of males hired are 2563 which is more with respect to female i.e,1856
- The average salary offered by the company to the job seekers is 49983.02. The average salary offered to female is high with respect to male and others. It means females are opting for higher level posts
- The average salary offered to the General Management Department is relatively high
- The top-level management have few people who have salary above 1 lakh. Middle level management salary ranges between 30,000 to 90,000 which has highest number of employees. This can help the company to manage and design the company hierarchy.
- Service department has the highest number of employees that is 28%
- C9 and C5 post have the highest employees working