



HIRING PROCESS ANALYTICS

PROJECT DESCRIPTION

- *The Hiring Process Analytics project employs data driven insights to enhance recruitment.*
- *By analyzing gender distribution, assessing assessment efficacy, and improving diversity and inclusion, the project aims to optimize the hiring journey*
- *The results will provide actionable insights, performance metrics, and predictive models for efficient, fair, and high-quality hires.*

APPROACH

- *Employing data-driven methods, the project involves scrutinizing gender ratios, evaluating assessment efficiency, and bolstering diversity to refine the hiring process.*
- *Thorough process mapping and candidate feedback will streamline procedures and mitigate biases.*
- *The outcome will furnish actionable insights, performance metrics, and predictive models for effective, equitable, and top-tier recruitment.*
- *Informed decisions will yield enhanced hiring results, benefiting the organization's overall success.*

TECH-STACK USED



Microsoft Excel

INSIGHTS

- *The analysis of the hiring process reveals critical insights into gender distribution, assessment efficacy, and diversity representation.*
- *By dissecting each stage, we identify bottlenecks and biases that impact candidate progression.*
- *Through candidate feedback, we pinpoint areas for improvement, enhancing the overall experience.*
- *Metrics like conversion rates shed light on the process's efficiency, while predictive models offer a glimpse into candidate success*

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

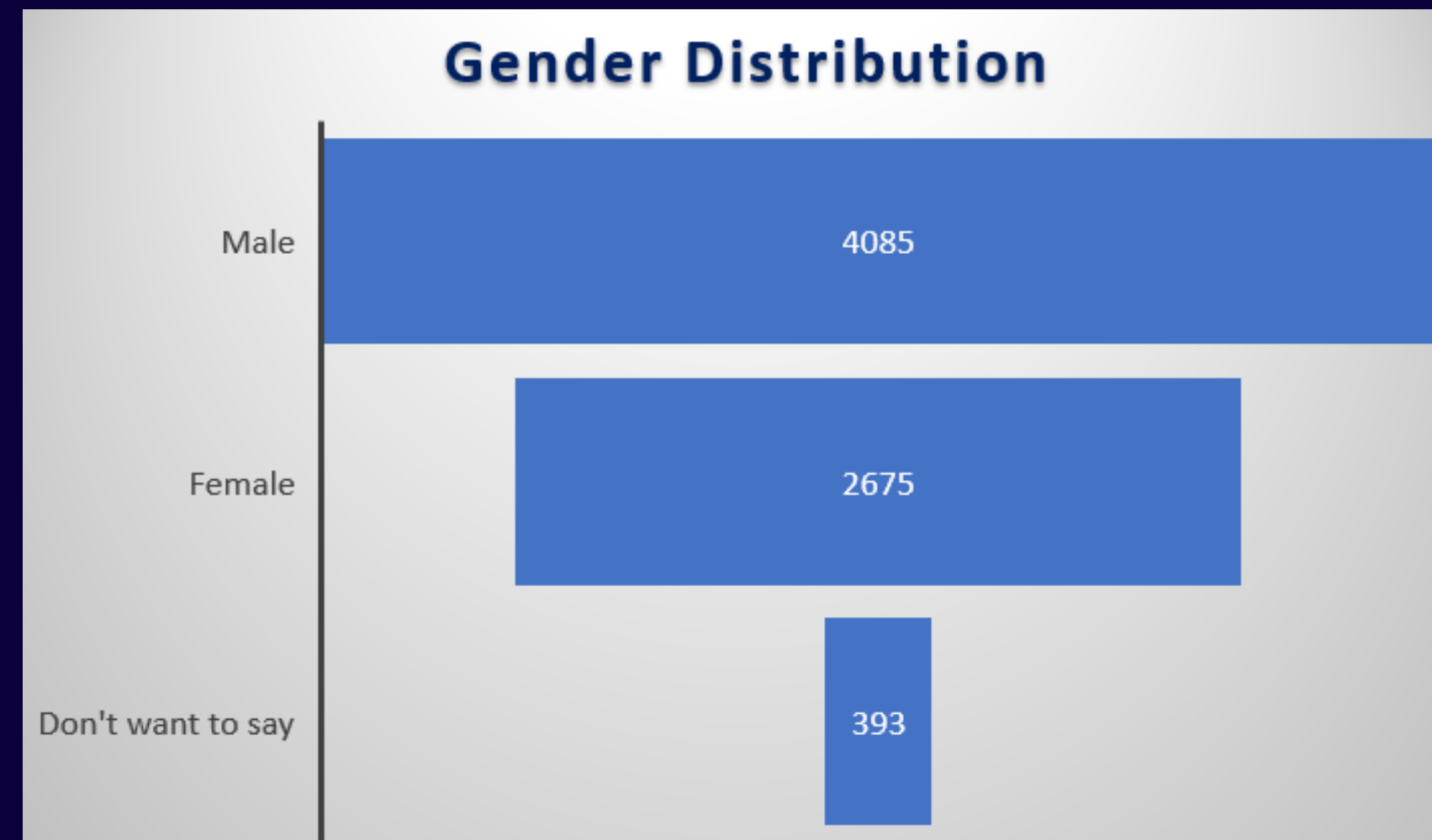
Solution:

Total number of males hired: =COUNTIF(D1:D7169, "Male")

Total number of female hired: =COUNTIF(D1:D7169, "female")

*Total number - don't want to say: =COUNTIF(D1:D7169, "don't
want to say")*

Gender distribution of hires



INSIGHTS: *The analysis of gender-data (G Data) reveals the following distribution:*

- *393 individuals prefer not to disclose their gender*
- *2675 are female*
- *4085 are male.*

B) Average Salary: What is the average salary offered in this company ?

Solution:

- *Organize our Data*
- *Select our Data*
- *Insert Pivot Table*
- *Choose Data Range*
- *Pivot Table Field List*
- *Configure Pivot Table*
- *View Average Salaries*

The Pivot Table will now display the average salary for each department

Row Labels	▼	Average of Offered Salary
Finance Department	₹	49,628.01
General Management	₹	58,722.09
Human Resource Department	₹	49,002.28
Marketing Department	₹	48,489.94
Operations Department	₹	49,151.35
Production Department	₹	49,448.48
Purchase Department	₹	52,564.77
Sales Department	₹	49,310.38
Service Department	₹	50,629.88
Grand Total	₹	49,983.03

INSIGHTS:

- *The provided data showcases average salaries across departments.*
- *Notably, General Management commands the highest salary, while Marketing and Operations have comparatively lower averages. Variances likely reflect differing skill demands and roles within each department.*

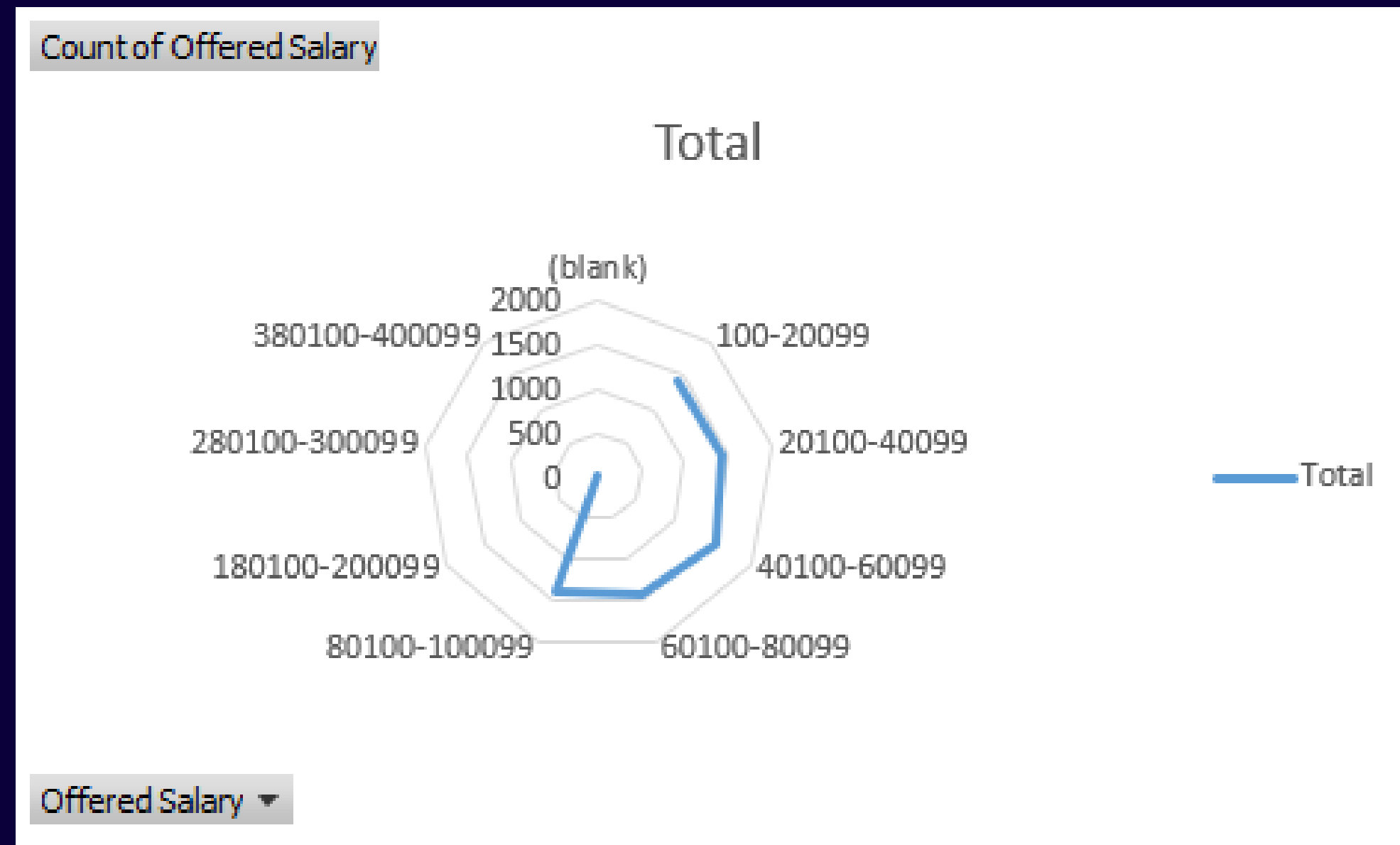
C) Create class intervals for the salaries in the company. This will help you understand the salary distribution.

Solution:

=IF(OR(G2:G7169<1, ISBLANK(G2:G7169)), "<1 or (blank)", ">=1")

Values		
Row Labels	Count of Offered Salary	Count of category
>=1	1	1
40100-60099	1	1
(blank)	7166	
(blank)		
100-20099	1414	
20100-40099	1424	
40100-60099	1529	
60100-80099	1431	
80100-100099	1365	
180100-200099	1	
280100-300099	1	
380100-400099	1	
Total	7167	1
GRAND TOTAL	7168	

Visual Representation:

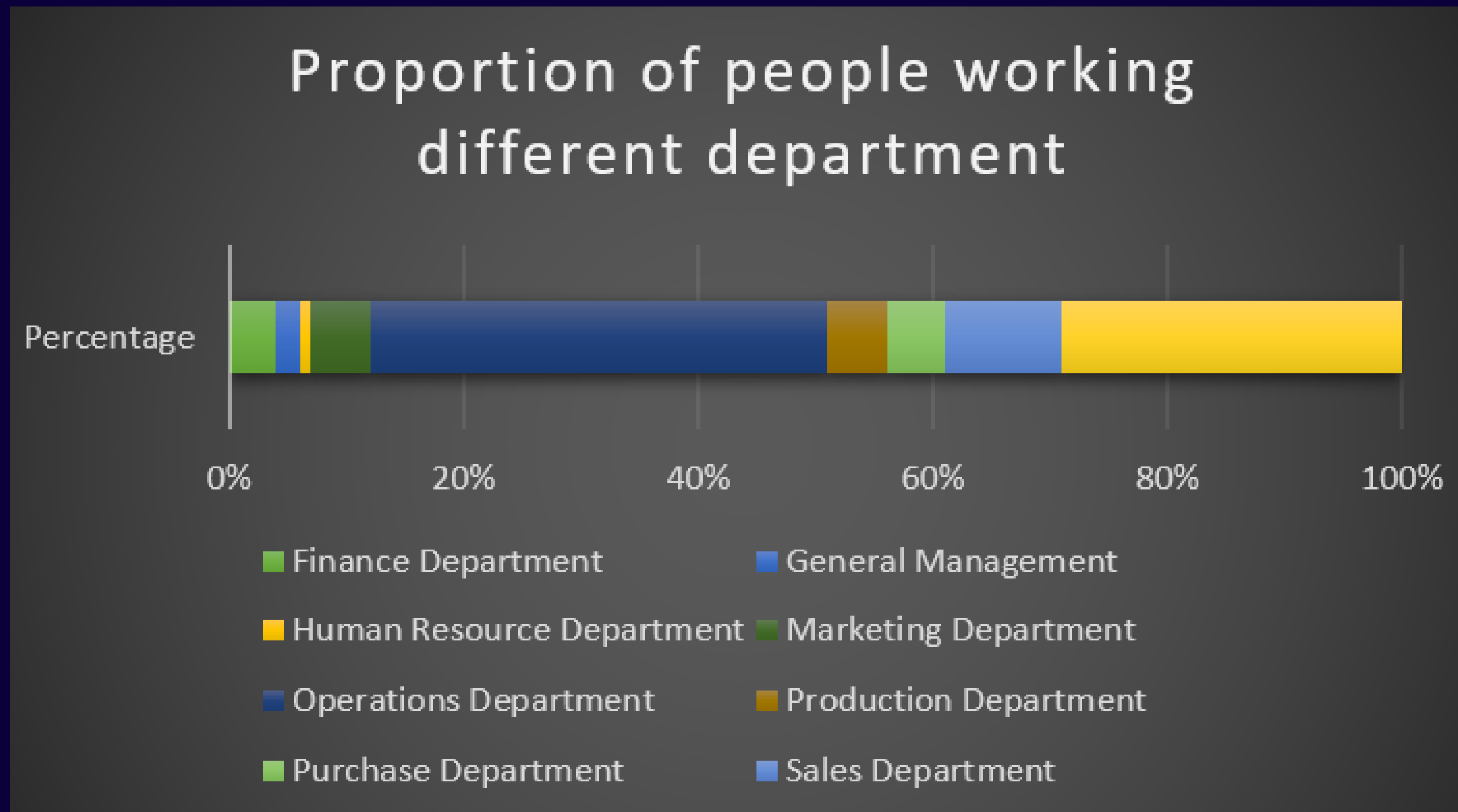


Class intervals for the salaries in the company

D) Charts and Plots: Draw Pie Chart / Bar Graph (or any other graph) to show proportion of people working different department ?

Department	Percentage
Finance Department	4%
General Management	2%
Human Resource Department	1%
Marketing Department	5%
Operations Department	39%
Production Department	5%
Purchase Department	5%
Sales Department	10%
Service Department	29%

Visual Representation:

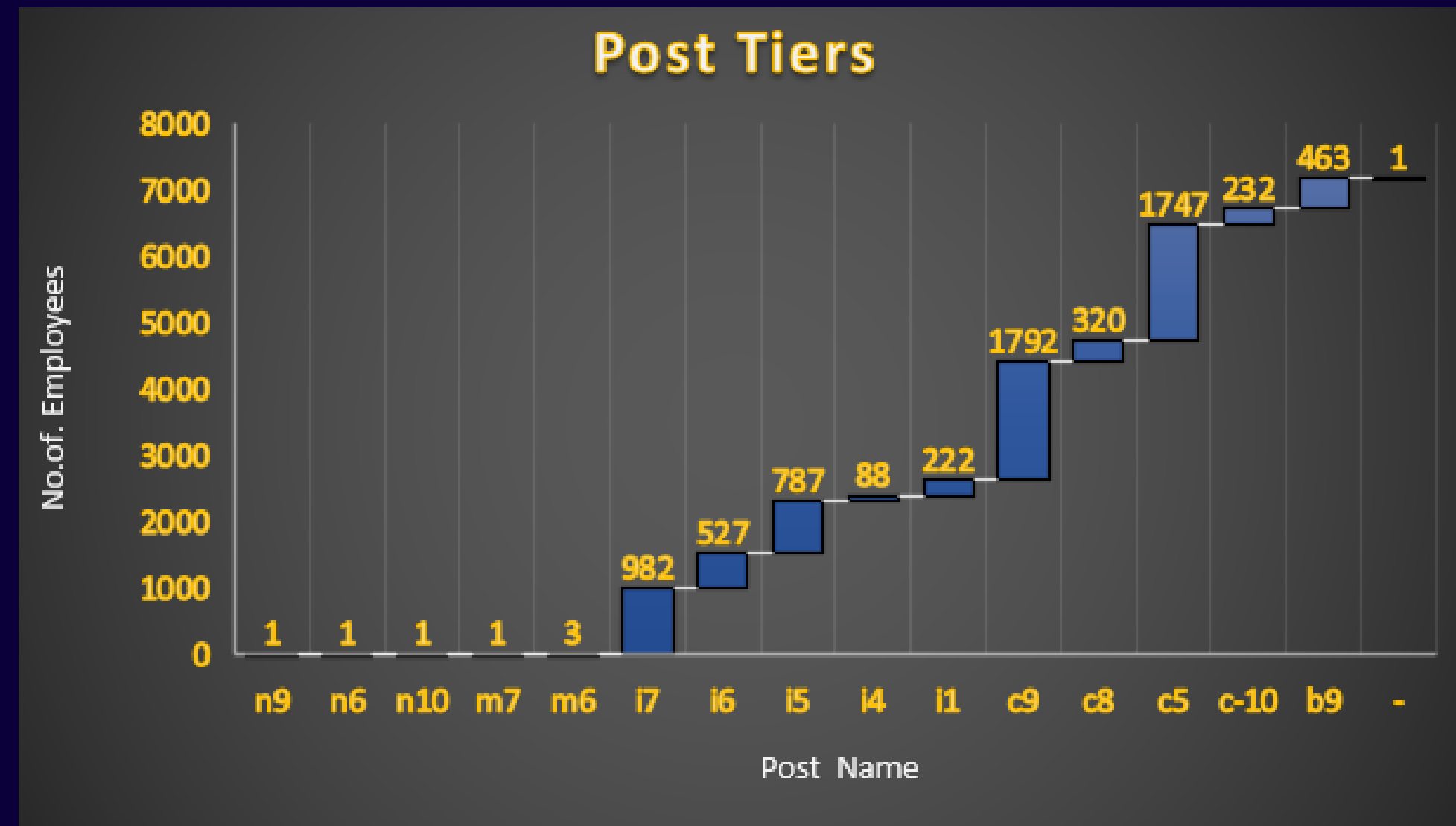


INSIGHTS:

- *This data illustrates resource distribution across departments.*
- *Operations (39%) and service (29%) receive the most resources, underscoring their importance in daily operations and customer satisfaction.*
- *Sales (10%) and marketing (5%) emphasize revenue generation and brand awareness.*
- *Finance (4%) and HR (1%) signify financial control and employee management.*
- *Efficient allocation reflects organizational priorities and strategic balance.*

E) Charts: Represent different post tiers using chart/graph?

Post Name	Number of Employees
n9	1
n6	1
n10	1
m7	1
m6	3
i7	982
i6	527
i5	787
i4	88
i1	222
c9	1792
c8	320
c5	1747
c-10	232
b9	463
-	1
Grand Total	7168



INSIGHTS:

- *The data presents post name frequency.*
- *Notably, 'i' and 'c' prefixes indicate prominent roles.*
- *'i7' shows a prevalent role, potentially in management, with 982 occurrences.*
- *'c9' and 'c5' are common, indicating significant positions.*
- *The dataset seems to encompass diverse job levels, with lower frequencies in 'i4' and 'i1'.*
- *Overall, 7168 entries signify a sizable workforce or responsibilities.*

RESULT

- *The analysis of hiring results reveals a gender distribution of 54.5% men, 39.5% women,*
- *and 5.9% unspecified.*
- *General Management commands the highest average salary, while Marketing records the lowest.*
- *The 40001-60000 salary range is most prevalent.*
- *New hires are primarily assigned to Operations, with fewer in Human Resources.*
- *Notably, the post tier c9 boasts the largest employee count.*
- *These insights underscore gender diversity, salary discrepancies, department preferences, and prominent job tiers within the organization.*