Hiring Process Analytics

Project Description

Finding the right person during the hiring process is key to a company's success. It's crucial for HR to consider various aspects when selecting a candidate, as it impacts the growth and development of both the company and the individual. Therefore, hiring decisions should be made thoughtfully.

APPROACH

1. Download the dataset

2. Approach the solution by performing MS Excel formulas.

3. Analyze the solutions.

4. Note them down.

Tech Used

Ms-Excel used to perform the statical analysis

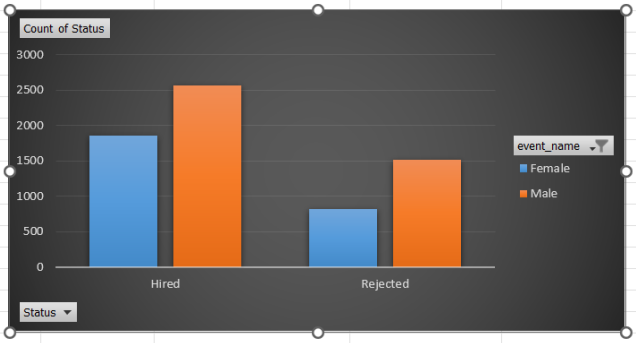
Tasks

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

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

Count of Status	Column Labels		
Row Labels	**Female**	**Male**	**Grand Total**
Hired	1856	2563	4419
Rejected	819	1522	2341
Grand Total	**2675**	**4085**	**6760**

Task 1	
No. of People Hired by the company	
Males Hired	2563
Females Hired	1856



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.

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

Task 2
Average Salary offered by the company
49983.02902

Row Labels	Average of Offered Salary
Finance Department	49628.00694
General Management	58722.09302
Human Resource Department	49002.27835
Marketing Department	48489.93538
Operations Department	49151.35438
Production Department	49448.48421
Purchase Department	52564.77477
Sales Department	49310.3807
Service Department	50629.88418
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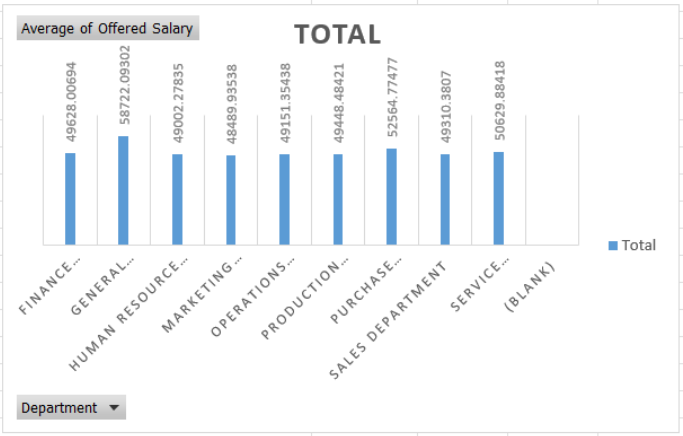
Grand Total	**49983.02902**

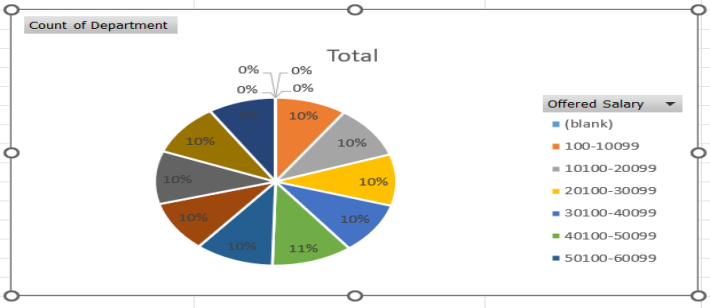


C. Salary Distribution: Class intervals represent ranges of values, in this case, salary ranges. The class interval is the difference between the upper and lower limits of a class.

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

Row Labels	Count of Department
(blank)	1
100-10099	686
10100-20099	728
20100-30099	711
30100-40099	713
40100-50099	776
50100-60099	754
60100-70099	698
70100-80099	733
80100-90099	716
90100-100099	649
190100-200099	1
290100-300099	1
390100-400099	1
Grand Total	**7168**

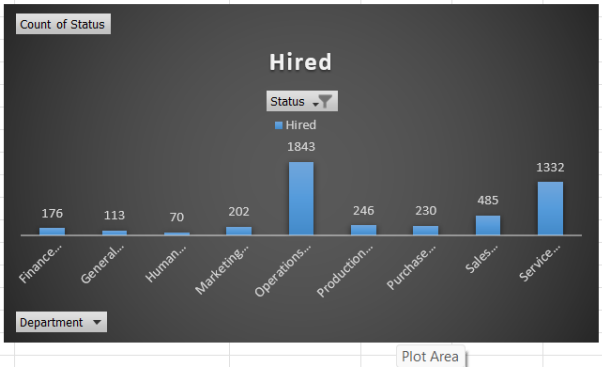
Row Labels	Count of Offered Salary
Finance Department	**288**
General Managemer	**172**
Human Resource De	**97**
Marketing Departme	**325**
Operations Departm	**2771**
Production Departm	**380**
Purchase Departmer	**333**
Sales Department	**746**
Service Department	**2055**
Grand Total	**7167**



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

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

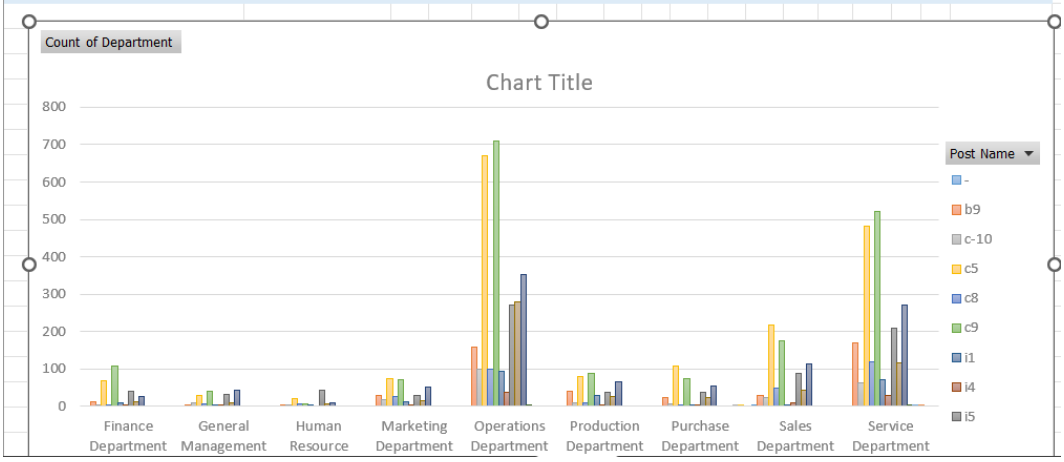
		Row Labels	Hired	Grand Total
Hired	General Management	Finance Department	176	176
Hired	Operations Department	General Management	113	113
Hired	Finance Department	Human Resource Department	70	70
Hired	Service Department	Marketing Department	202	202
Hired	Service Department	Operations Department	1843	1843
Hired	Finance Department	Production Department	246	246
Hired	Operations Department	Purchase Department	230	230
Hired	Operations Department	Sales Department	485	485
Hired	Operations Department	Service Department	1332	1332
Hired	Production Department	**Grand Total**	**4697**	**4697**
Hired	Operations Department			
Hired	Purchase Department			
Hired	Operations Department			
Hired	Operations Department			
Hired	Service Department			
Hired	Marketing Department			
Hired	Operations Department			
Hired	Production Department			
Hired	Finance Department			
Hired	Operations Department			
Hired	Human Resource Department			
Hired	Operations Department			
Hired	Operations Department			
Hired	Operations Department			
Hired	Operations Department			
Hired	Operations Department			
Hired	Operations Department			
Hired	Sales Department			
Hired	Operations Department			
Hired	Production Department			



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

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.

Count of Department	Column Labels															
Row Labels	**-**	**b9**	**c-10**	**c5**	**c8**	**c9**	**i1**	**i4**	**i5**	**i6**	**i7**	**m6**	**m7**	**n10**	**n6**	**n9**	**Grand Total**
Finance Department		13	4	68	4	107	9	3	41	12	27						288
General Management		2	10	29	7	39			31	9	43						172
Human Resource Department		2	2	21	6	7	2		42	6	9						97
Marketing Department		28	18	74	26	70	13	1	30	15	50						325
Operations Department		158	99	671	98	711	94	38	272	278	351	1					2771
Production Department		40	8	79	8	87	28	3	37	26	64						380
Purchase Department		22	5	107	4	74	2	3	36	23	55				1	1	333
Sales Department	1	28	23	216	48	175	2	10	88	43	113						747
Service Department		170	63	482	119	522	71	29	210	115	270	2	1	1			2055
Grand Total	**1**	**463**	**232**	**1747**	**320**	**1792**	**222**	**88**	**787**	**527**	**982**	**3**	**1**	**1**	**1**	**1**	**7168**



Result

From the above analysis we find that Total 4419 people were hired in the total no. of Female were 1856 and Males were 2563.Average salary in the company offered was 49983. From the class interval of 10000 we found that the highest salary offered slab was between 40100-50099. And the total hired people were in operations department total of 1843 people and 1792 people were opted for the post of c9

Drive link

https://drive.google.com/drive/folders/1NVesxc6219-ckqmWNukoNqkHj_4rOP-L?usp=sharing

Excel File

https://docs.google.com/spreadsheets/d/1EZ2v600EksmM8SA9W-XhMcLpFR2yPFbh/edit?usp=drive_link&ouid=113697873758793300085&rtpof=true&sd=true