

Hiring Process Analytics Report

Project Description

This project aims to analyze the hiring process data of a multinational company to identify trends and insights that can help improve recruitment strategies. The analysis focuses on gender distribution, salary patterns, departmental distribution, and position tier analysis. The findings will support data-driven decision-making for enhancing the hiring process.

Approach

Handling Missing Data:

Checked for any missing values in the dataset. Missing values were addressed using appropriate strategies such as imputation or removal, depending on the impact on analysis accuracy.

Clubbing Columns:

Combined columns with overlapping or related categories to simplify data interpretation and improve visualization clarity.

Outlier Detection and Removal:

Identified outliers in salary and other numerical columns using interquartile range (IQR). Handled outliers by removal to ensure they do not skew the analysis results.

Data Summary and Visualization:

Calculated averages, medians, and other statistical measures. Created visualizations such as pie charts, bar graphs, and histograms to better understand the data and communicate insights.

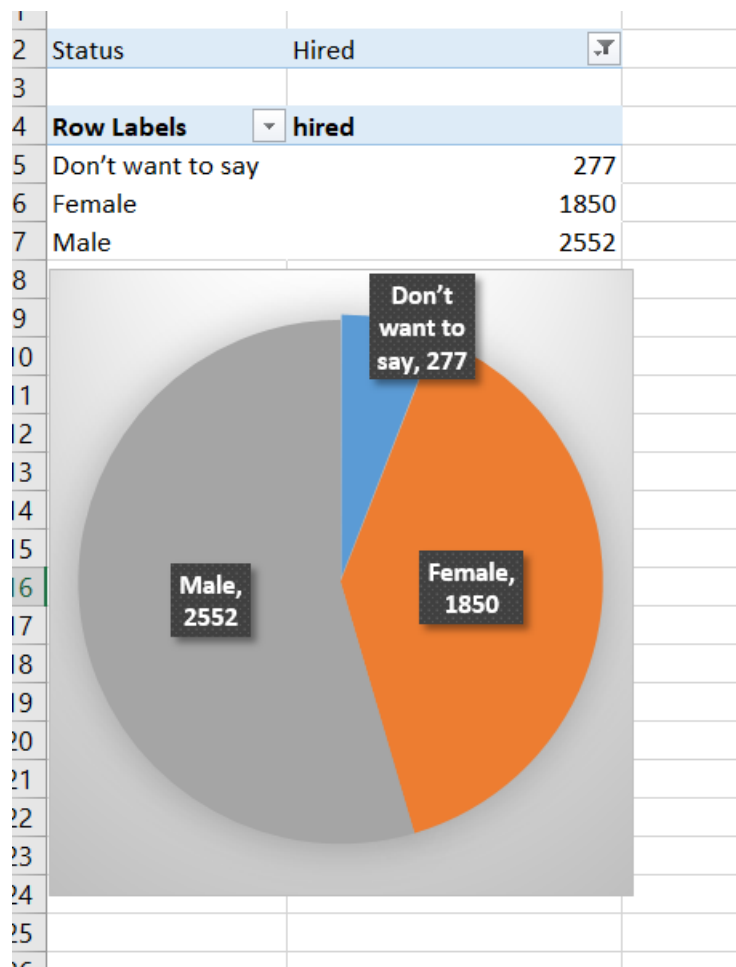
Tech-Stack Used

Microsoft Excel (2022): For data cleaning, analysis, and visualization. Functions like AVERAGE, COUNTIF, SUMIF, and data visualization tools were extensively used.

Insights

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?



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.

average salary offered by this company	49,905
average salary offered by this company for hired	49617.16745

This average achieved using below excel function

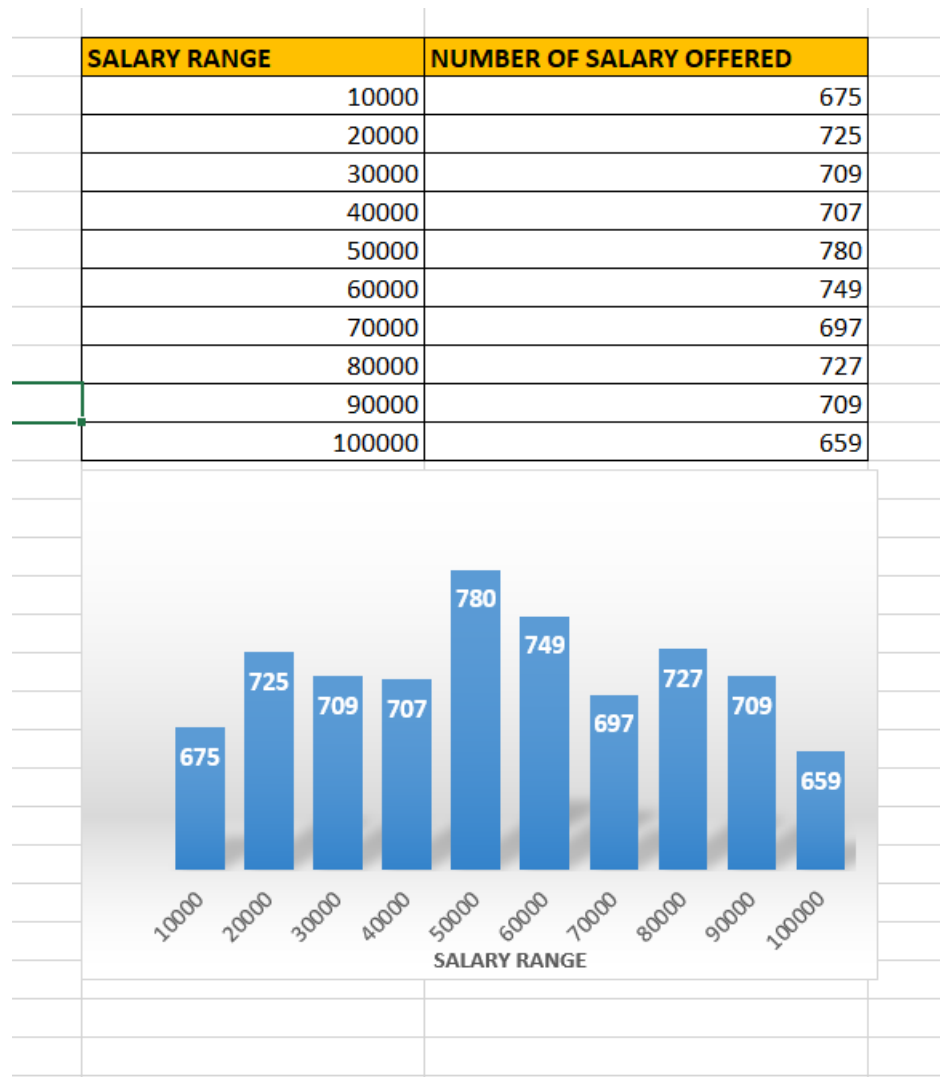
=AVERAGE(G:G)

average salary offered by this company for hired

=AVERAGEIF(C:C,"Hired",G:G)

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.

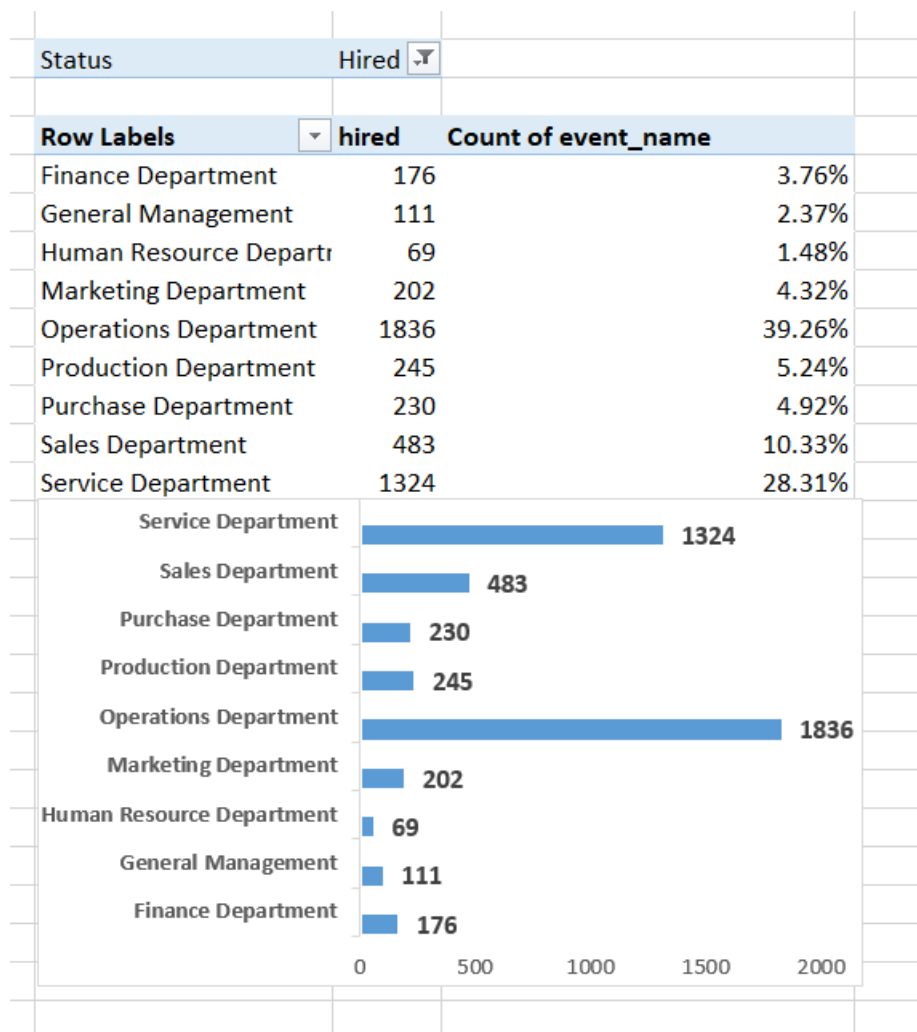
Your Task: Create class intervals for the salaries in the company. This will help you understand the salary distribution.



Maximum salaries offered between 50000 to 60000

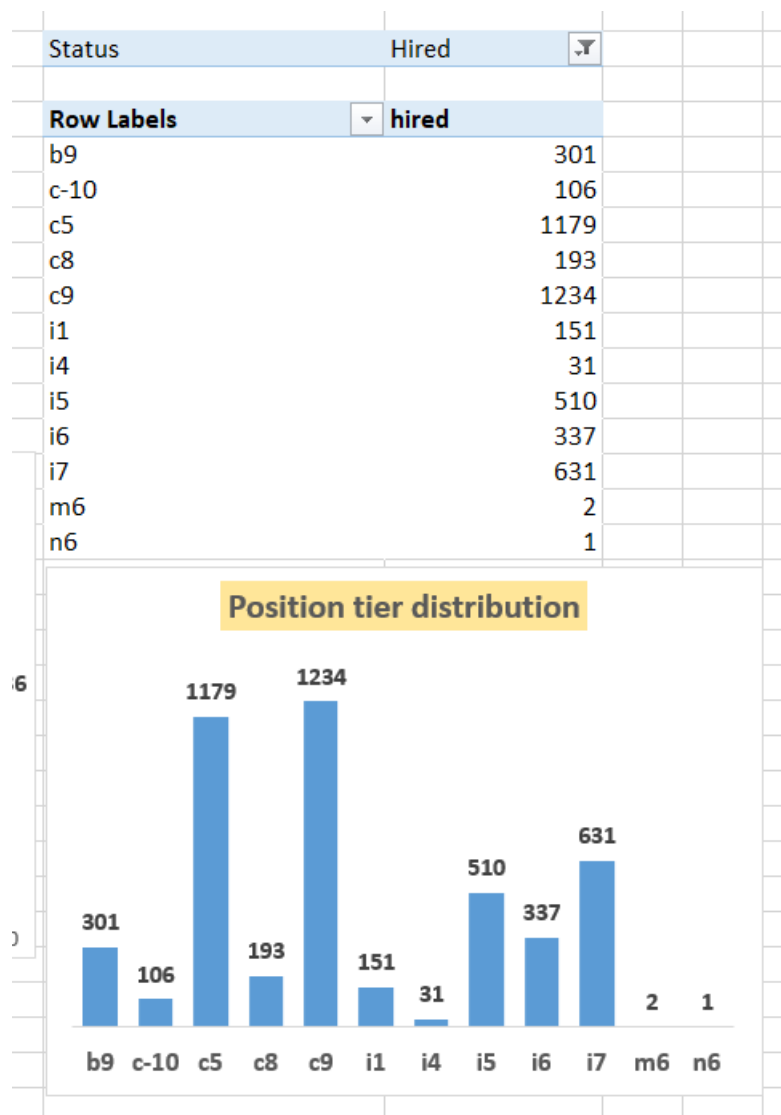
D. Departmental Analysis: Visualizing data through charts and plots is a crucial part of data analysis.

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



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.



Results

The project provided the following key outcomes:

A clear understanding of the gender distribution among hires, ensuring focus on diversity initiatives.

Insights into average salaries and their distribution, supporting equitable compensation practices.

A breakdown of employee proportions across departments, highlighting areas of over- or under-staffing.

Tier-wise position distribution insights, enabling better workforce planning and recruitment strategies.

Drive Link

The full report, including detailed analysis and visualizations [click to open excel sheet](#)