

HIRING PROCESS ANALYTICS

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HIRING ANALYSIS

Gender	Num of Employees
Male	2562
Female	1855
Don't want to say	268
Not Mentioned	10
Grand Total	4695

2562

MALE

Among all 4695 hired employees majority of them are male

**268
DIDN'T
REVEAL**

These hired members didn't want to reveal their gender as response

1855

FEMALE

Following the lead are the female employees hired.

**10
DIDN'T
MENTION**

These members has not responded in regards with their gender

SALARY ANALYSIS

Salary & Formula

Average Salary

₹49,992

Excel Formula

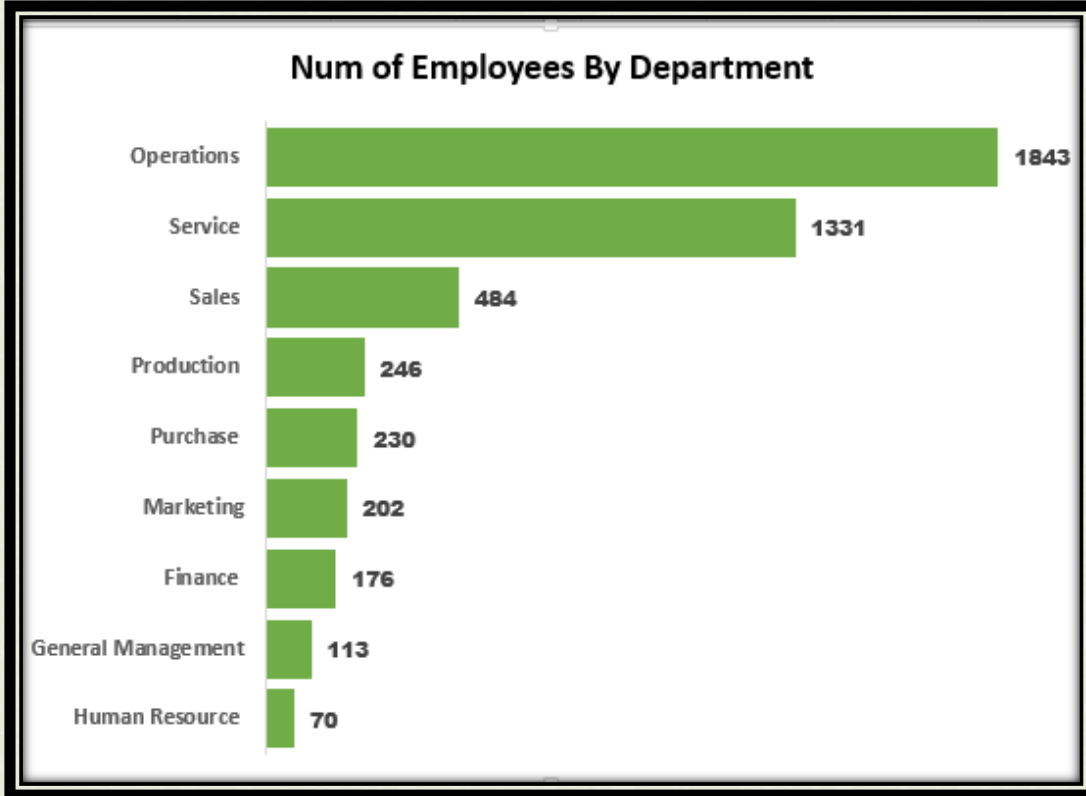
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=AVERAGE(Updated_data!F:F)
```

SALARY DISTRIBUTION

Salary_Range	Num of Employees
Above_Average	3556
Below_Average	3609
Grand Total	7165

- Salary range has been distributed based on average salary irrespective of employee being hired or not.
- Most of the employees were offered salary below average when compared to others

DEPARTMENTAL ANALYSIS



Operations

1843 majority of employees were hired from this department.

Service

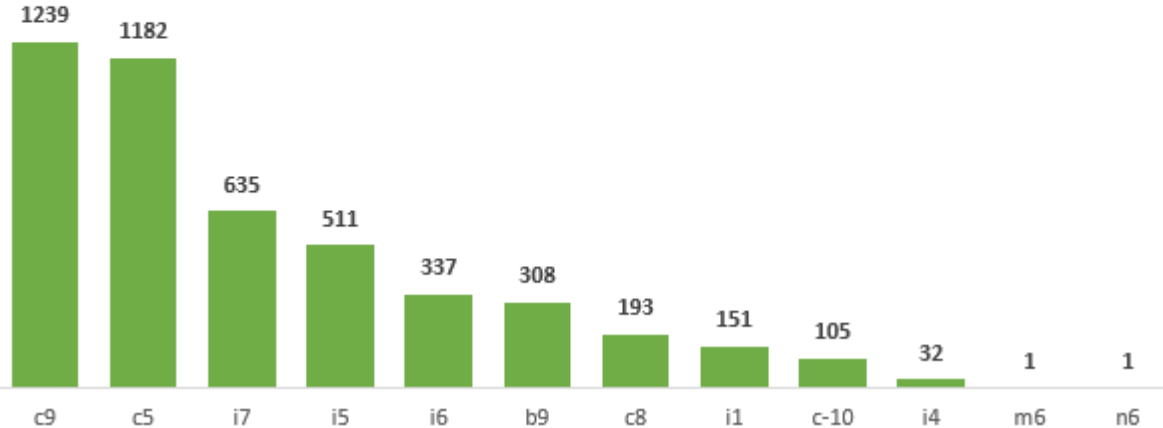
1331 Second highest employees were hired from this department

Sales

3rd leading department with 484 employees hired

POSITION TIER ANALYSIS

Positions By Number of Employees



C9

1239 majority of employees have been hired for this position.

C5

1182 Second highest employees were hired for this position

M6 & N6

These two are one of the top position where only one person is hired

Data Analysis Findings

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01

Missing Values

- 15 missing values from sex has been replaced with “not mentioned”
- 1 missing value in offered salary has been replaced by Average Salary

02

Outliers

- They were 2 outliers identified and removed from the records whose salary was 100 and 800 rupees

03

Changes in Data

- Salary Range column has been created as per requirement
- Column with Event name has been changed to sex as required
- Separate date and time columns has been created from “Interview Taken On”
- There was a record with ‘-’ in postname Column and has been deleted from the records

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THANK YOU !!!

Excel file hyperlink

https://docs.google.com/spreadsheets/d/13VgjtOEWp-hlHF-oeH5WK4F4jAz519VI/edit?usp=drive_link&oid=107976168559811698784&rtpof=true&sd=true