Project

Hiring Process Analytics

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Description

The **hiring process** is a crucial function of any company, and **understanding trends such as the number of rejections, interviews, job types, and vacancies can provide valuable insights for the hiring department.**

In this project, I will be provided a dataset containing records of previous hires. Our job is to **analyze this data** and answer certain questions that can help the company improve its hiring process.

Here's what I will be going:

1. **Handling Missing Data:** Check if there are any missing values in the dataset. If there are, decide on the best strategy to handle them.
2. **Clubbing Columns:** If there are columns with multiple categories that can be combined, do so to simplify your analysis.
3. **Outlier Detection:** Check for outliers in the dataset that may skew your analysis.
4. **Removing Outliers:** Decide on the best strategy to handle outliers. This could be removing them, replacing them, or leaving them as is, depending on the situation.
5. **Data Summary:** After cleaning and preparing your data, summarize your findings. This could involve calculating averages, medians, or other statistical measures. It could also involve creating visualizations to better understand the data.

Approach

To perform the required tasks and complete the project, I have used Microsoft Excel.
I have used the excel average function for calculating the average.
I have also used the concept of pivot tables for the different distributions, group selection for class intervals, charts for better visualizations.

Hyperlink to the excel

*** Please open the presentation and excel sheet in Microsoft software as opening in Google is changing the layout and plots ***

https://docs.google.com/spreadsheets/d/1e8mtuwBdR6AQRQiNPtPdK6-MQx66AtNK/edit?usp=drive_link&ouid=105413299905493893428&rtpof=true&sd=true

Tech Stack Used

Excel 365

Result

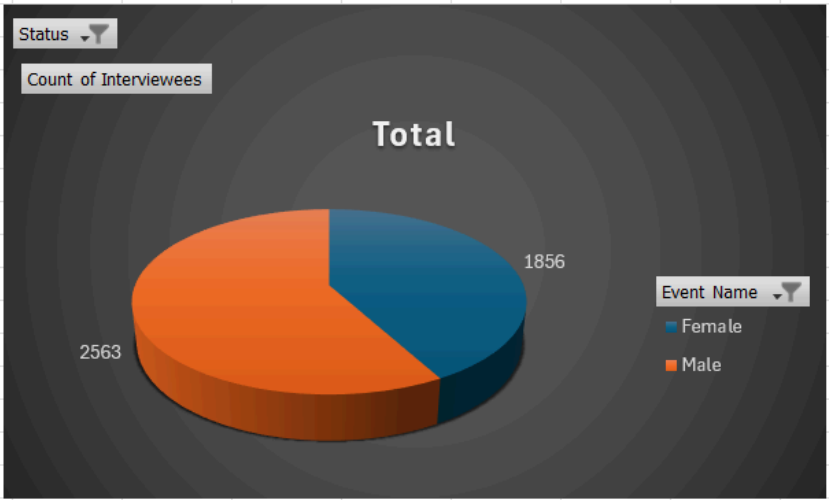
A. Hiring Analysis: The hiring process involves bringing new individuals into the organization for various roles.

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

TASK A

Status	Hired

Gender	Count of Interviewees
Female	1856
Male	2563



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.

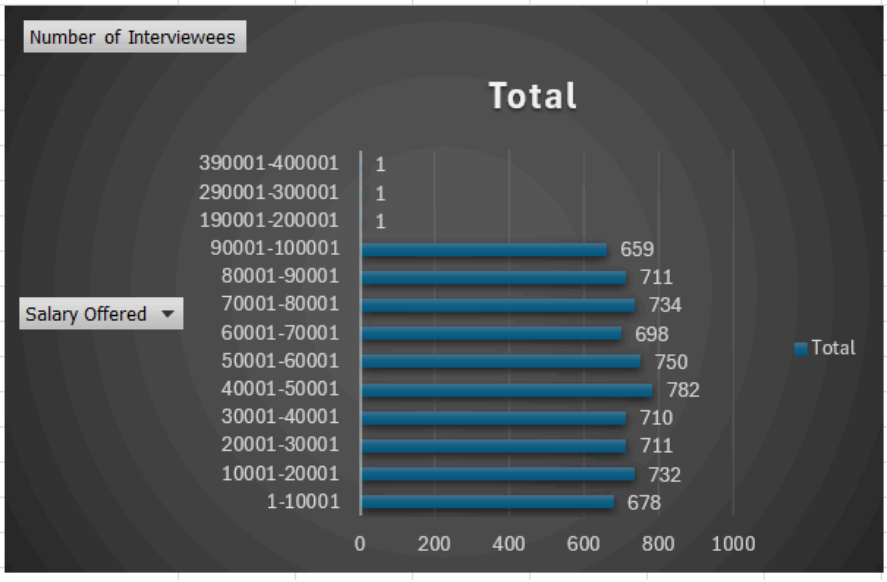
TASK B
Average Salary Offered
49983.02902

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.

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

TASK C

Salary Offered	Number of Interviewees
1-10001	678
10001-20001	732
20001-30001	711
30001-40001	710
40001-50001	782
50001-60001	750
60001-70001	698
70001-80001	734
80001-90001	711
90001-100001	659
190001-200001	1
290001-300001	1
390001-400001	1



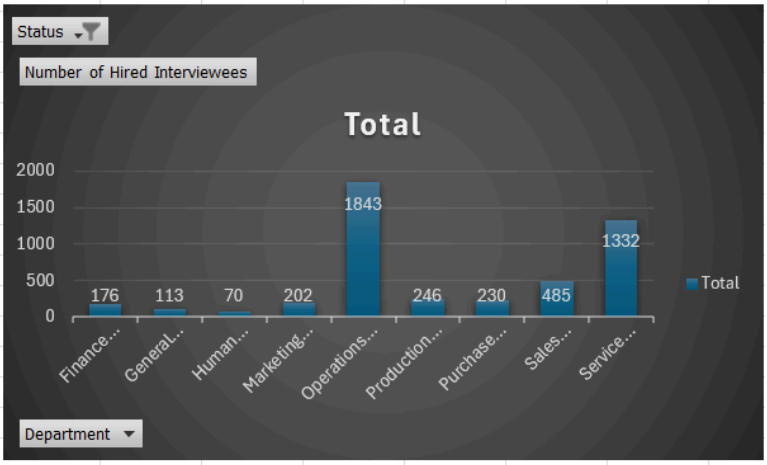
D. Departmental Analysis: Visualizing data through charts and plots is a crucial part of data analysis.

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

TASK D

Status	Hired

Department	Number of Hired Interviewees
Finance Department	176
General Management	113
Human Resource Department	70
Marketing Department	202
Operations Department	1843
Production Department	246
Purchase Department	230
Sales Department	485
Service Department	1332



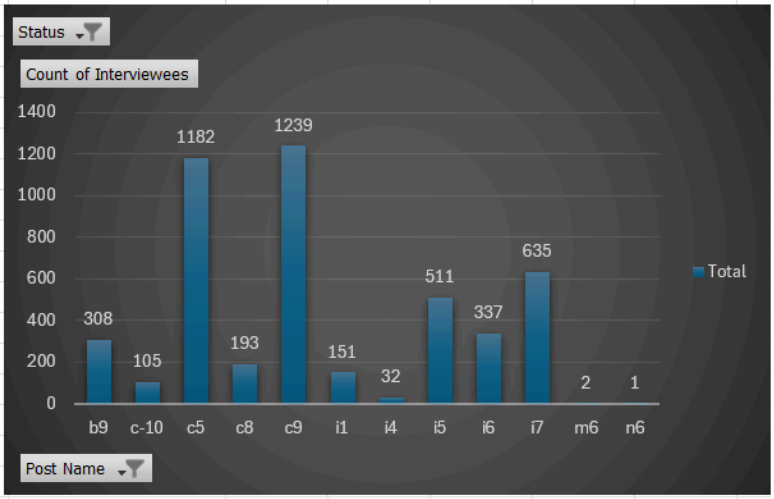
E. Position Tier Analysis: Different positions within a company often have different tiers or levels.

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.

TASK E

Status	Hired

Post Name	Count of Interviewees
b9	308
c-10	105
c5	1182
c8	193
c9	1239
i1	151
i4	32
i5	511
i6	337
i7	635
m6	2
n6	1



Insights

- The average salary offered by the company is 49983.03
- Male and female hired employees are 2563 & 1856 respectively.
- Maximum number of employees fall in the salary range of 50k to 60k.
- The Operations department has the highest number of employees hired.
- C9 post has the highest number of employees.