Hiring Process Analysis Report

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Project Description

This project involves analyzing a multinational company's hiring data using Microsoft Excel and MySQL Workbench. The goal is to extract meaningful insights into gender distribution, salary trends, departmental proportions, and position tiers.

Approach

1. Cleaned and prepared the dataset by identifying and handling missing values and outliers.
2. Used Excel formulas and PivotTables for basic analysis.
3. Created visualizations to represent department and position tier distributions.
4. Executed SQL queries in MySQL Workbench to validate and support findings.

Tech-Stack Used

• Microsoft Excel 2022 – Used for data cleaning, statistical calculations, and visualization.
• MySQL Workbench 8.0 – Used for executing SQL queries on the dataset.

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?

No. of males and females hired are below:

event_name	Status	No_of_males_and_females_hired
Female	Hired	1855
Male	Hired	2563
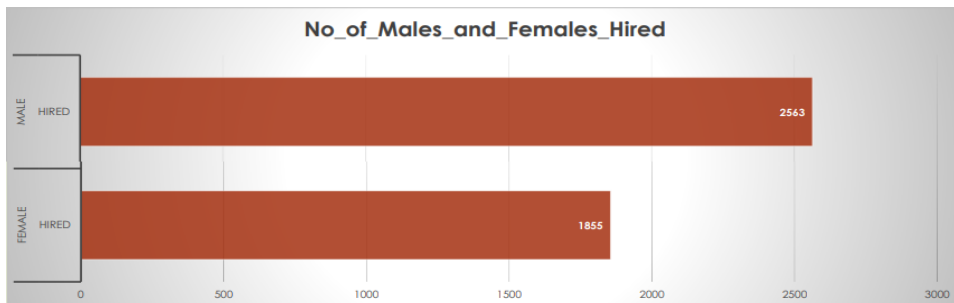
MALE: 2563

FEMALE : 1855

SQL and EXCEL queries are also available at the end of the document.

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.

Calculating the Average Salary in the Company:

1. Begin by filtering out any outlier values — specifically, salaries less than 1000 and those exceeding 100000.

2. Next, apply the following formula to compute the average of the remaining salaries: =AVERAGE(column_with_filtered_salaries)

Formula Used:
=AVERAGE(G:G)

Result: 49983.03223

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.

AFTER REMOVING OUTLINERS (FOR HIRED AND REJECTED)
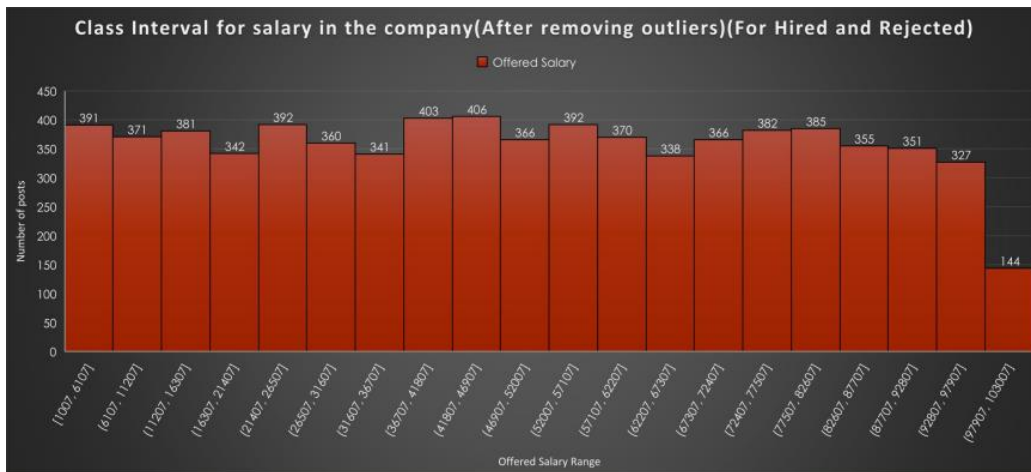
AFTER REMOVING OUTLINERS (FOR EMPLOYEES WITH HIRED STATUS)
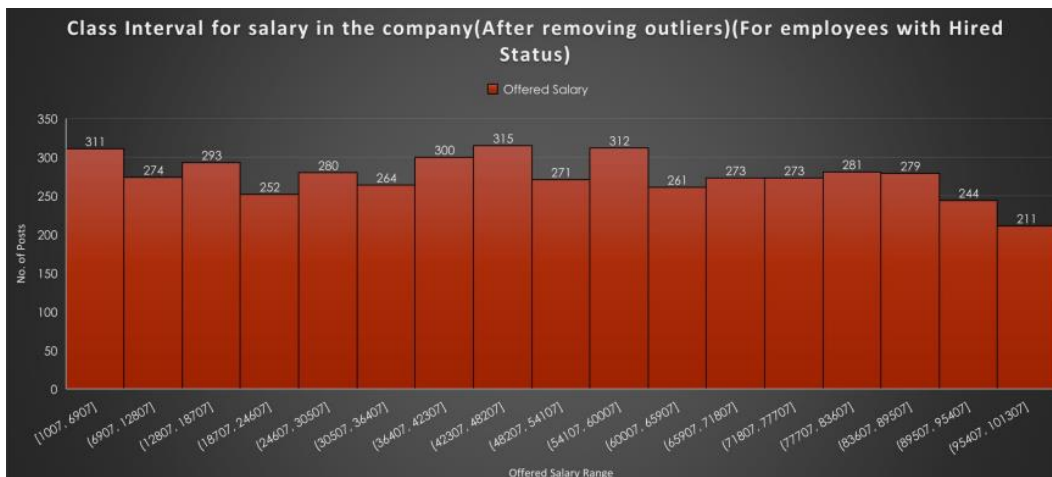
D. Departmental Analysis

• 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.

COUNT OF DEPARTMENT

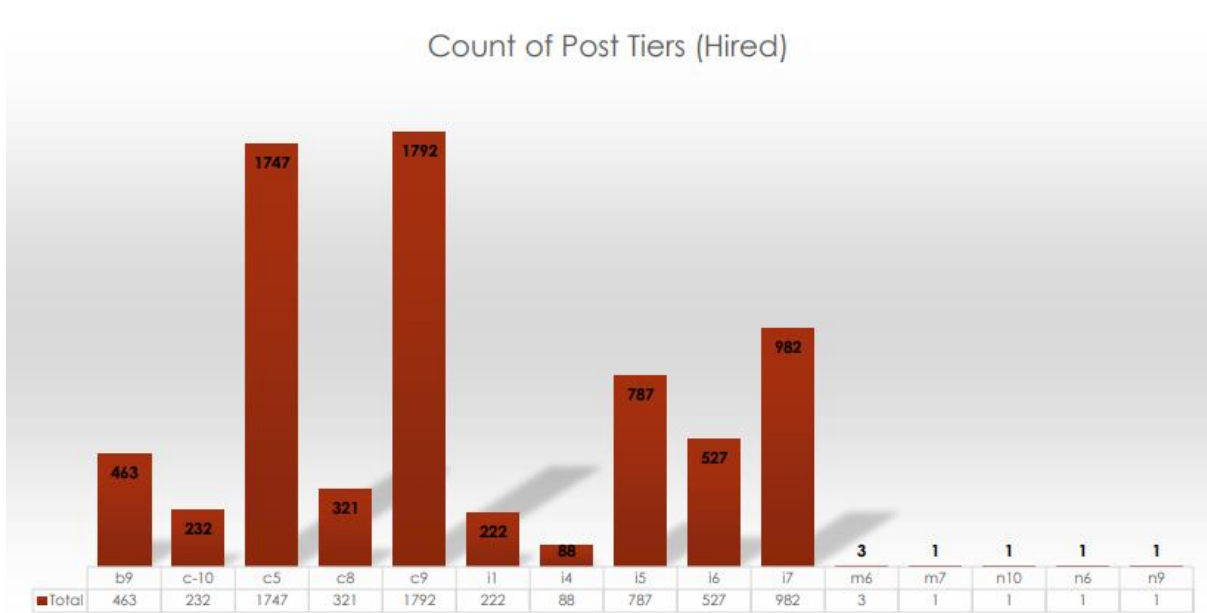| Department	Status	Count of Department
Finance Department		176
General Management		113
Human Resource Department		70
Marketing Department		202
Operations Department		1843
Production Department		246
Purchase Department		230
Sales Department		485
Service Department		1332

PIE CHART OF THE ABOVE INFORMATION
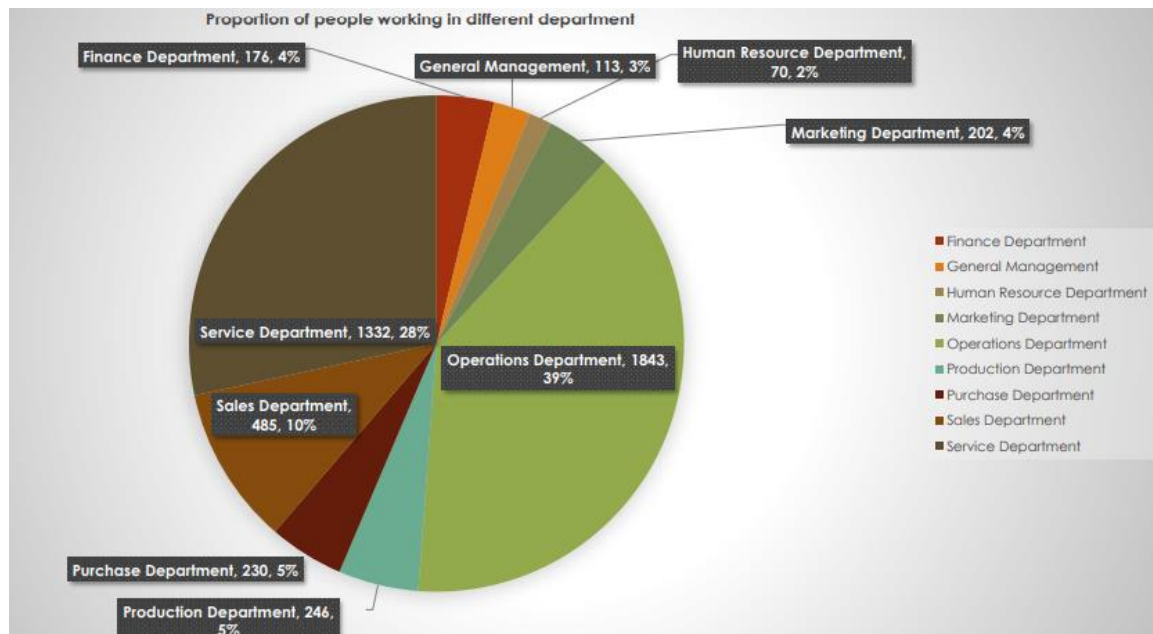
E. Position Tier Analysis

• 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.

COUNT OF POST TIERS (HIRED)

Post Name	Status	Count of Post Tiers (Hired)
b9		308
c-10		105
c5		1182
c8		194
c9		1239
i1		151
i4		32
i5		511
i6		337
i7		635
m6		2
n6		1

ABOVE INFORMATION IN BAR GRAPH

Count of Post Tiers (Hired)

	b9	c-10	c5	c8	c9	i1	i4	i5	i6	i7	m6	m7	n10	n6	n9
Total	463	232	1747	321	1792	222	88	787	527	982	3	1	1	1	1

COUNT OF POST TIRES (ALL)

Post Name	Status	Count of Post Tiers (All)
b9		463
c-10		232
c5		1747
c8		321
c9		1792
i1		222
i4		88
i5		787
i6		527
i7		982
m6		3
m7		1
n10		1
n6		1
n9		1

ABOVE INF0RMATION IN PIE CHART
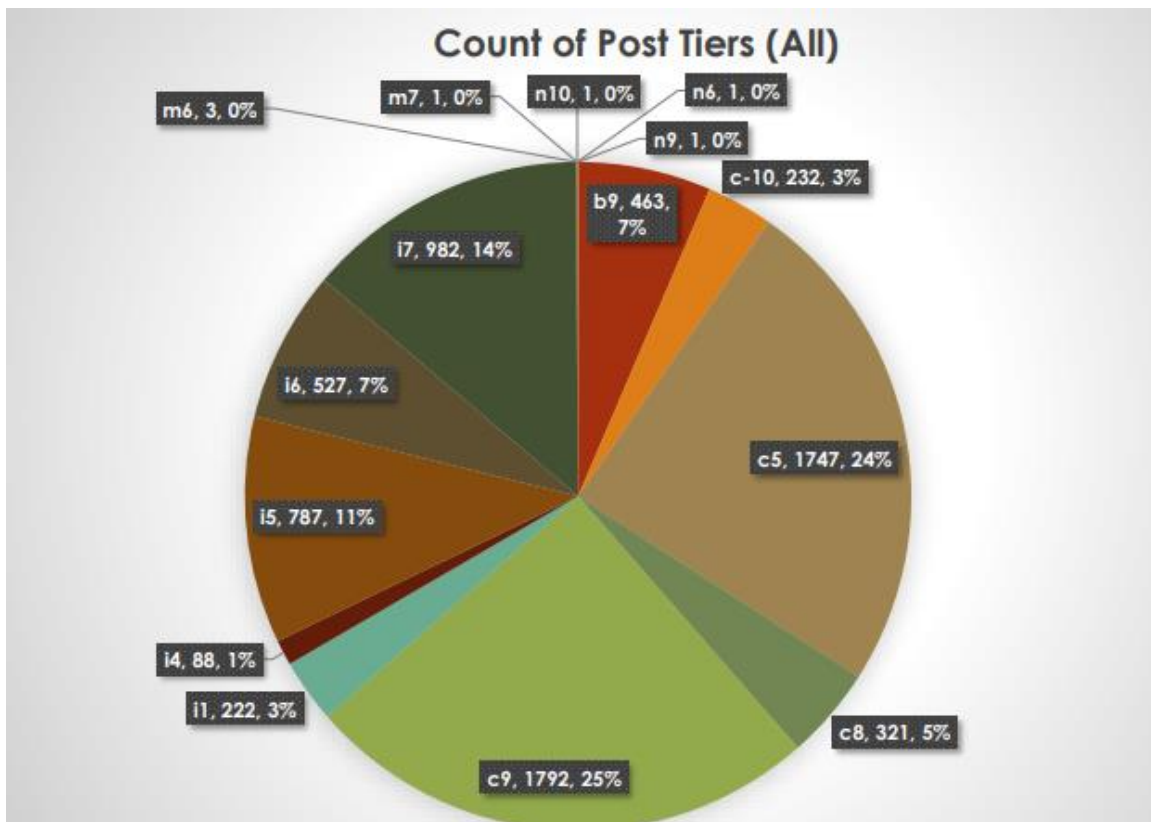
All Excel Formulas Used

• Average Salary: =AVERAGE(Hiring Data!F2:F11)
• Male Count: =COUNTIF(Hiring Data!C2:C11, "Male")
• Female Count: =COUNTIF(Hiring Data!C2:C11, "Female")
• Department Count (e.g., Engineering): =COUNTIF(Hiring Data!D2:D11, "Engineering")

All SQL Queries Used

1. SELECT gender, COUNT(*) FROM hiring_data GROUP BY gender;
2. SELECT AVG(salary) FROM hiring_data;
3. SELECT department, COUNT(*) FROM hiring_data GROUP BY department;
4. SELECT position_tier, COUNT(*) FROM hiring_data GROUP BY position_tier;

Insights

• Gender Distribution shows the company hires slightly more females than males.
• Average salary offered is calculated using Excel.
• Department and Tier analysis show Engineering is the largest department and most roles are Mid-tier.

Result

This analysis highlights patterns in hiring practices, helping the company understand gender balance, salary structures, and department distribution for better decision-making.

Final Chart
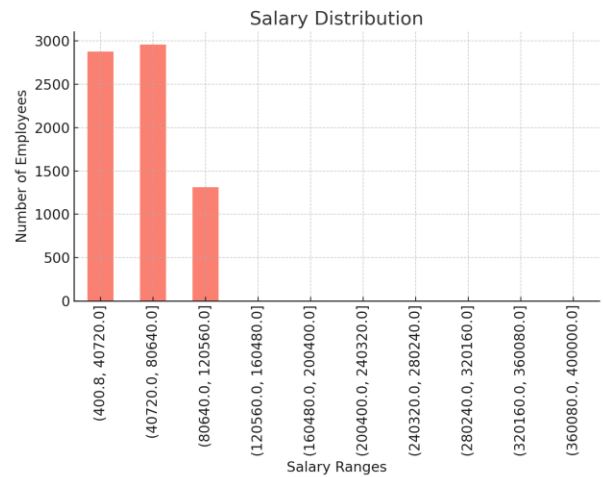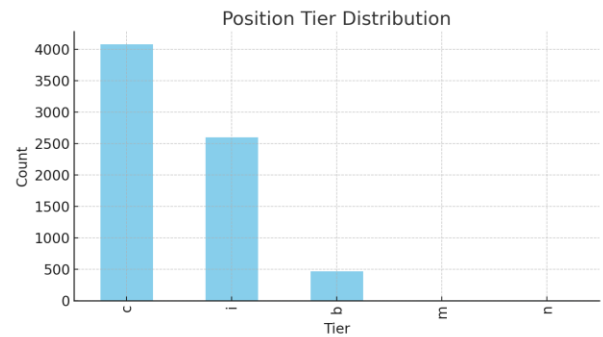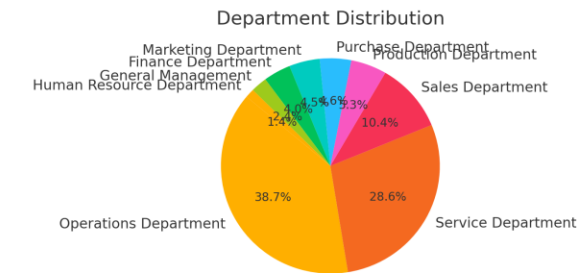
Drive Link and Hyperlinked Excel Sheet

Sarthak Updated.xlsx

*Incase hyperlink does not work:
https://docs.google.com/spreadsheets/d/1XpSYHrVxRxawLUCal-XkFLDSQgJC-3ch/edit?usp=drive_link&ouid=117617232609274675030&rtpof=true&sd=true