Hiring Process Analytics

- **PROJECT DESCRIPTION:** Hiring process is the fundamental and the most important function of a company. Hiring Process Analytics involves the collection, analysis, and interpretation of data related to an organization's recruitment process. The goal of this analysis is to improve the effectiveness and efficiency of the hiring process by identifying areas of improvement and evaluating the success of various recruitment strategies. This can involve tracking metrics such as applicant-to-hire ratios, and candidate quality. By using data to inform recruitment decisions, organizations can make more informed hiring decisions.

- **APPROACH:**

  - Download all Data provided.
  - Understanding the data.
  - Checking for outliers.
  - Removing outliers.
  - Drawing Data Summary.

- **Tech-Stack Used**: I have used MS Excel to perform statistical analysis on this dataset because allows users to edit, organize, and analyze different types of information. It allows collaborations, and multiple users can edit and format files in real-time, and any changes made to the MS Excel can be tracked by a revision history.
  - MS Excel
  - Power Point Presentation
  - Google Drive

- **Insights:** All the questions asked can be answered through MS Excel. I used various functions available on MS Excel to get the solutions.

Data Analytics Tasks

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

Formula male and female: =COUNTIFS(D:D,"male",C:C,"Hired")

=COUNTIFS(D:D,"Female",C:C,"Hired")

Conclusion:

Gender	Status	Hiring Count
Female	Hired	1856
Male	Hired	2563

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

Formula: =SUM(G:G)/COUNT(A:A)

Conclusion:

	AVG	49983.02902

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

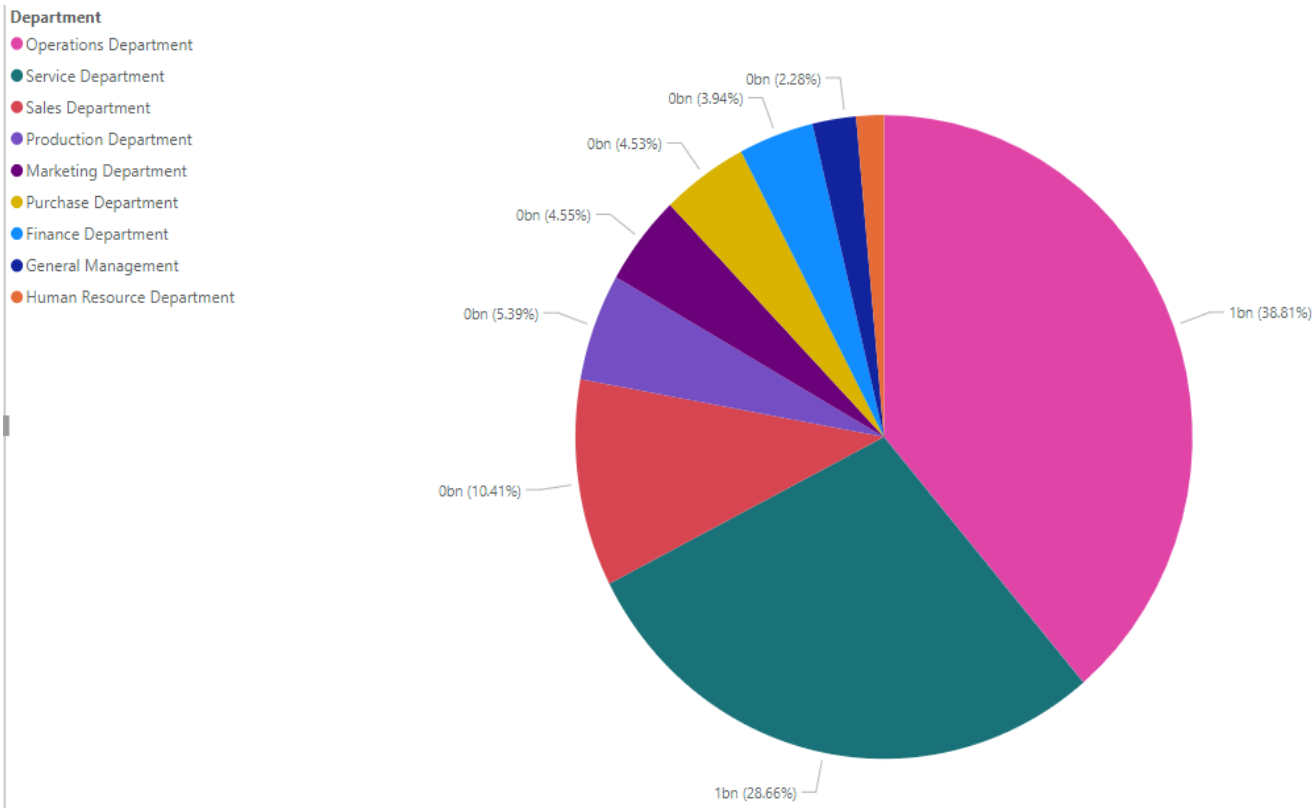
Conclusion:

Salary Range	Count of Offered Salary
(blank)	
100-10199	698
10199-20298	723
20298-30397	727
30397-40496	716
40496-50595	785
50595-60694	772
60694-70793	697
70793-80892	755
80892-90991	696
90991-101090	596
191981-202080	1
292971-303070	1
393961-404060	1
Grand Total	**7168**

From the above class intervals of salary I have inferred that the salary range of 80892-90991 is offered to the maximum number of people (696). when include both hired and rejected people.

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

Conclusion: Pie Chart



Department by Sum of application_id :

Department	Sum of application_id
Operations Department	1415043886
Service Department	1044805877
Sales Department	379498164
Production Department	196452371
Marketing Department	165856592
Purchase Department	165011672
Finance Department	143483742
General Management	83185812
Human Resource Department	52654579
Total	**3645992695**

E. Position Tier Analysis: 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.

Conclusion: