HIRING PROCESS ANALYTICS

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PROJECT DESCRIPTION

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- This project involves Data Analysis for Hiring Process Optimization at a Multinational Company.
- The hiring process is a pivotal aspect of any successful organization, and a renowned multinational company like Google, recognizes the significance of optimizing this process.
- As a data analyst, I have been tasked with conducting a comprehensive data analysis of the company's hiring process.
- My primary objective is to extract meaningful insights and actionable recommendations that will facilitate the company in conducting recruitment procedures and making well-informed decisions for future hiring endeavors.
- In this project, I will be provided with a dataset containing detailed records of previous hires at company. The dataset encompasses essential information, such as candidate demographics, interview details, job types and other relevant hiring metrics.
- Leveraging my expertise in data analysis, I will perform A Data-Driven Analysis of Enhancing Hiring Process Efficiency.

APPROACH

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- Firstly, go through the dataset to know more about the data, tables, columns and the rows.
- Analyze the data given in the dataset to perform operations.
- Then solve the questions using Excel formulas.
- I will provide a detailed explanation of output along with the formula and visual charts & graphs.
- I will perform my analysis using the following list of points.

❑ Analysis

A. Hiring Analysis
B. Salary Analysis
C. Salary Distribution
D. Department Analysis
E. Position Tier Analysis

TECH STACK USED

- Microsoft Excel
- Microsoft PowerPoint

ANALYSIS

A. Hiring Analysis
B. Salary Analysis
C. Salary Distribution
D. Department Analysis
E. Position Tier Analysis

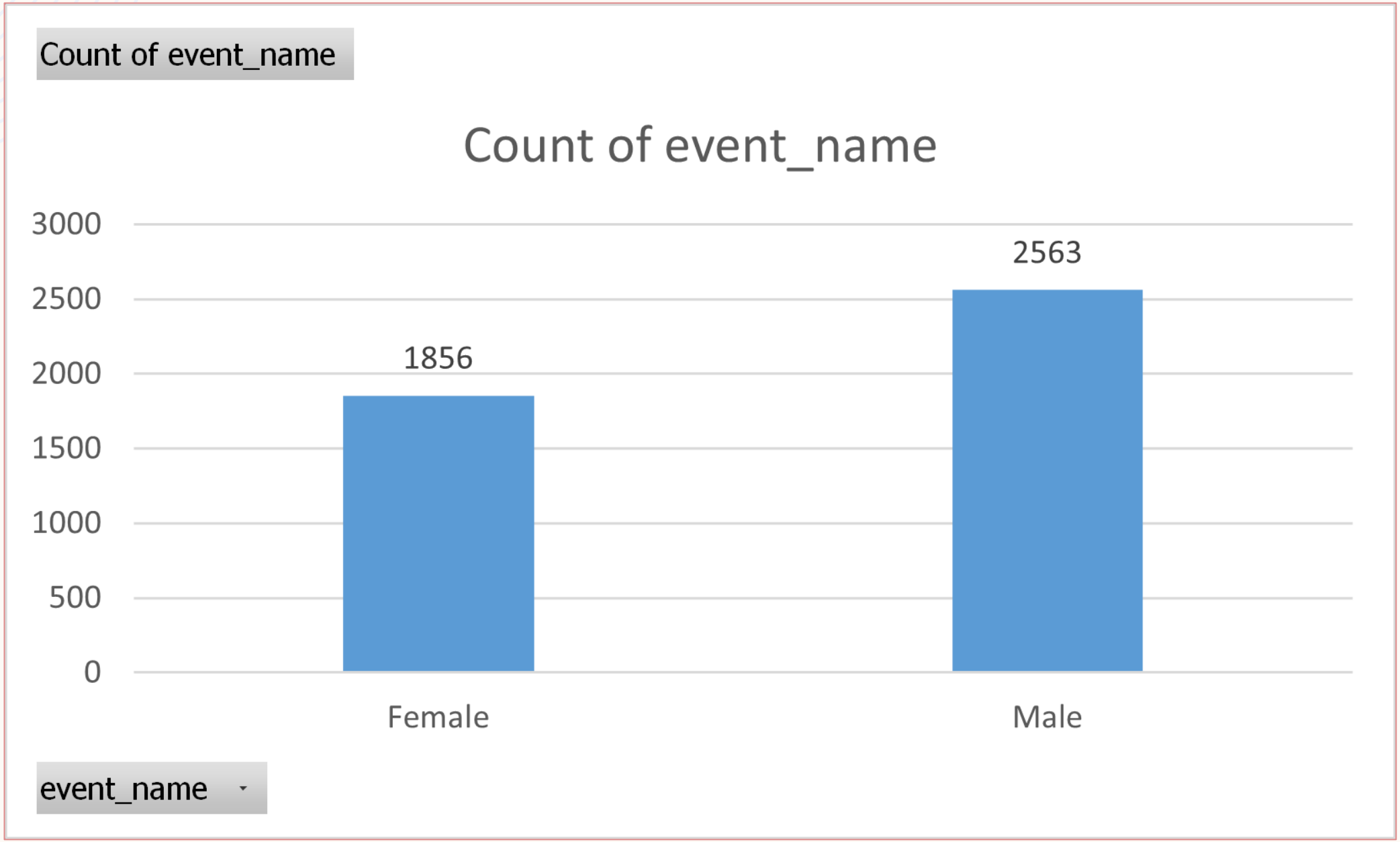
Hiring Analysis

A. HIRING ANALYSIS:

THE HIRING PROCESS INVOLVES BRINGING NEW INDIVIDUALS INTO THE ORGANIZATION FOR VARIOUS ROLES. LET'S DETERMINE THE GENDER DISTRIBUTION OF HIRES. HOW MANY MALES AND FEMALES HAVE BEEN HIRED BY THE COMPANY?

- For finding total number of males and females have been hired by the company.
- I first filtered the status column by selecting hired candidates.
- Then filtered the “event_name” column by selecting Male and Female
- Then created a bar chart on that to analyze the result.

event_name	Count of event_name
Female	1856
Male	2563


Count of event_name
Count of event_name
3000
2500
2000
1500
1000
500
0
1856
2563
Female
Male
event_name

Average Salary

AVERAGE SALARY : ADDING ALL THE SALARIES FOR A SELECT GROUP OF EMPLOYEES AND THEN DIVIDING THE SUM BY THE NUMBER OF EMPLOYEES IN THE GROUP.

- Steps to find the average salary offered in this company:-:

  Step 1) I have removed outliers from the dataset.

  (i.e. Salaries below 500 and Salaries above 100000)

  Step 2) Then by using the "AVERAGE" formula of excel I have calculated the average salary.

Excel Formula :

```
=AVERAGE(G2:G7164)
```

Output/Result :

average_salary =	49885.28117

Salary Distribution

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. CREATE CLASS INTERVALS FOR THE SALARIES IN THE COMPANY. THIS WILL HELP YOU UNDERSTAND THE SALARY DISTRIBUTION.

- Steps to find the salary distribution offered in this company:-:

  Step 1) I have selected “application id” and “offered salary” columns from the entire data.

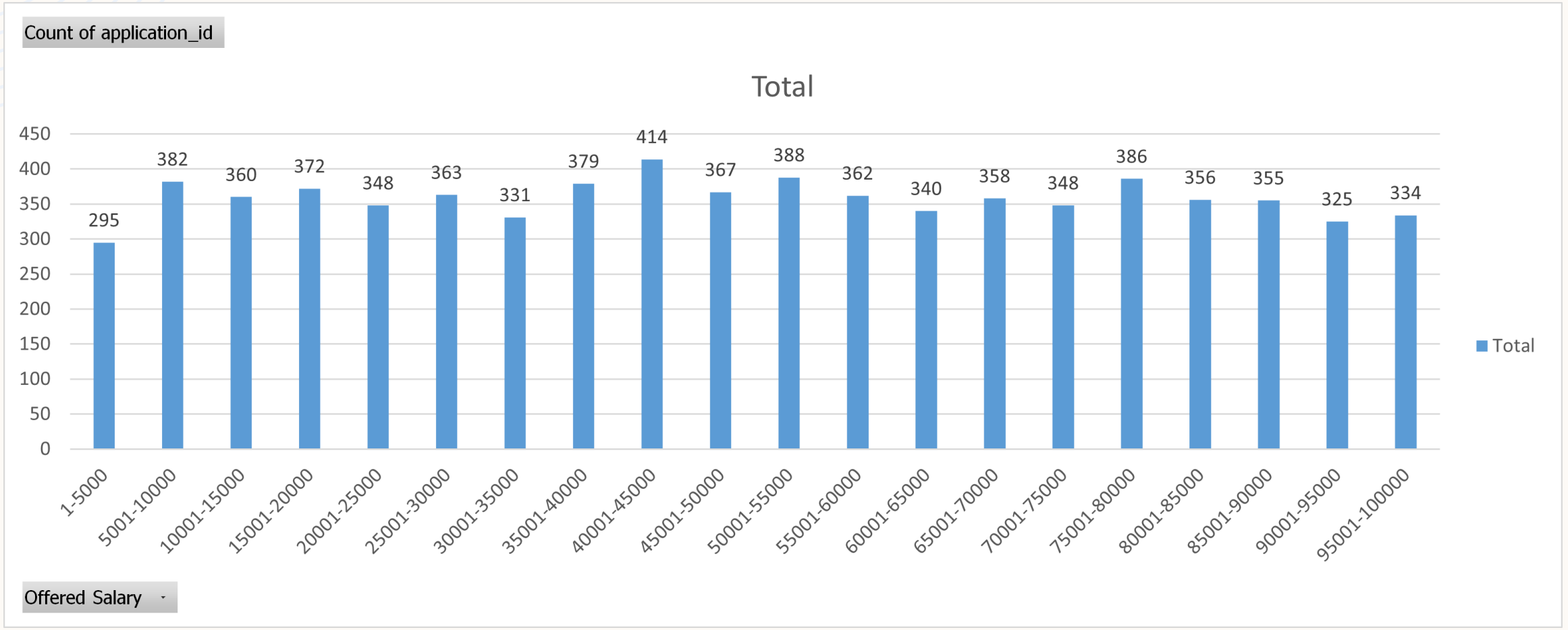
  Step 2) Then by selecting those columns created pivot table.

  Step 3) Then grouped salaries by stepping of 5000.

Salary Distribution

Row Labels	Count of application_id
1-5000	295
5001-10000	382
10001-15000	360
15001-20000	372
20001-25000	348
25001-30000	363
30001-35000	331
35001-40000	379
40001-45000	414
45001-50000	367
50001-55000	388
55001-60000	362
60001-65000	340
65001-70000	358
70001-75000	348
75001-80000	386
80001-85000	356
85001-90000	355
90001-95000	325
95001-100000	334
Grand Total	**7163**

Salary Distribution



Departmental Analysis

DEPARTMENTAL ANALYSIS: VISUALIZING DATA THROUGH CHARTS AND PLOTS IS A CRUCIAL PART OF DATA ANALYSIS. USE A PIE CHART, BAR GRAPH, OR ANY OTHER SUITABLE VISUALIZATION TO SHOW THE PROPORTION OF PEOPLE WORKING IN DIFFERENT DEPARTMENTS.

- Steps to perform the departmental analysis:

  Step 1) I have selected "application id" and "Department" columns from the entire data.

  Step 2) Then created a frequency table of Departments.

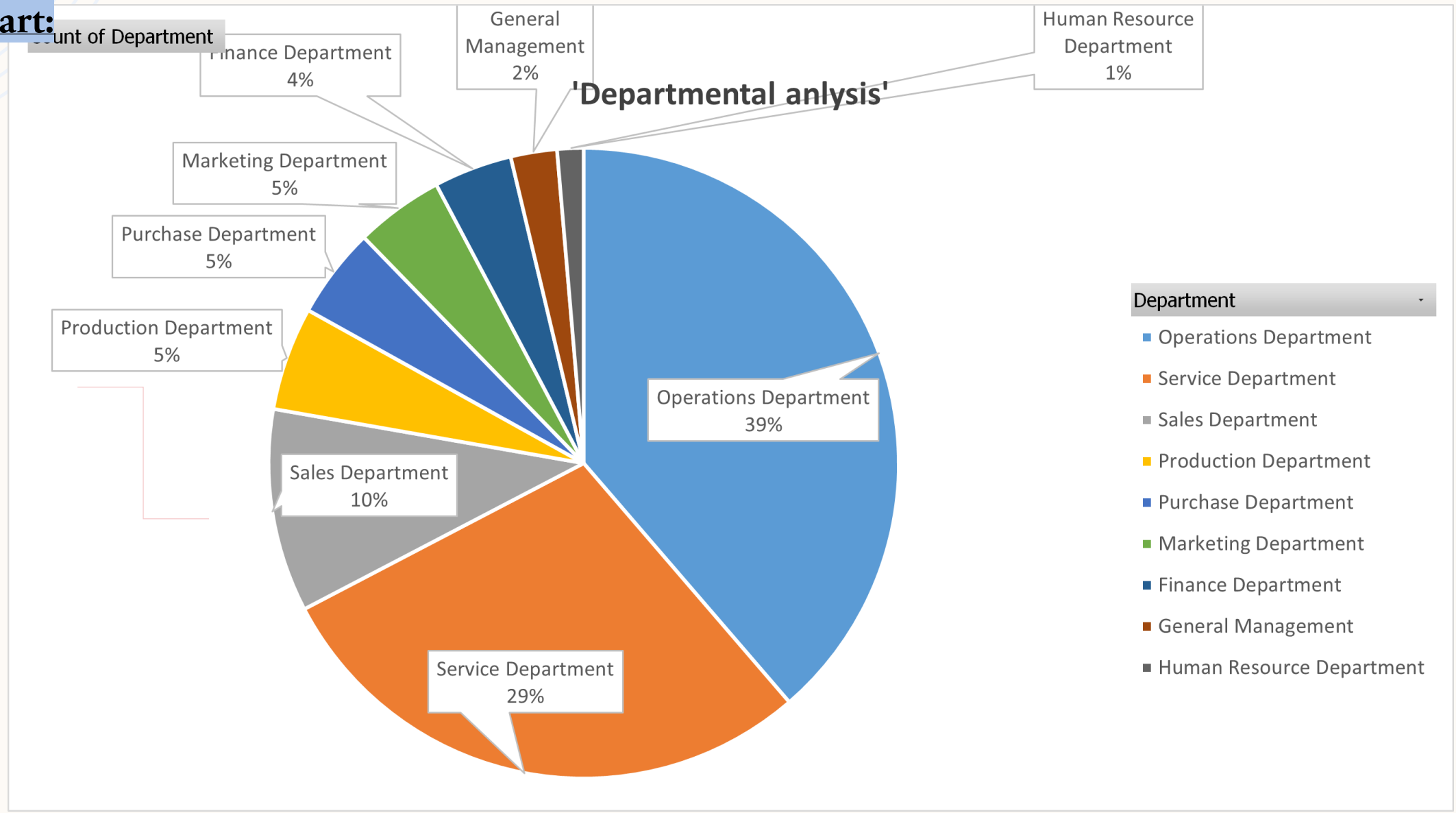
  Step 3) Then by selecting that frequency table created Pie-Chart and Bar-Graph.

Frequency Table :

Department	Count of Department
Operations Department	2771
Service Department	2053
Sales Department	746
Production Department	380
Purchase Department	333
Marketing Department	325
Finance Department	288
General Management	170
Human Resource Department	97
Grand Total	**7163**

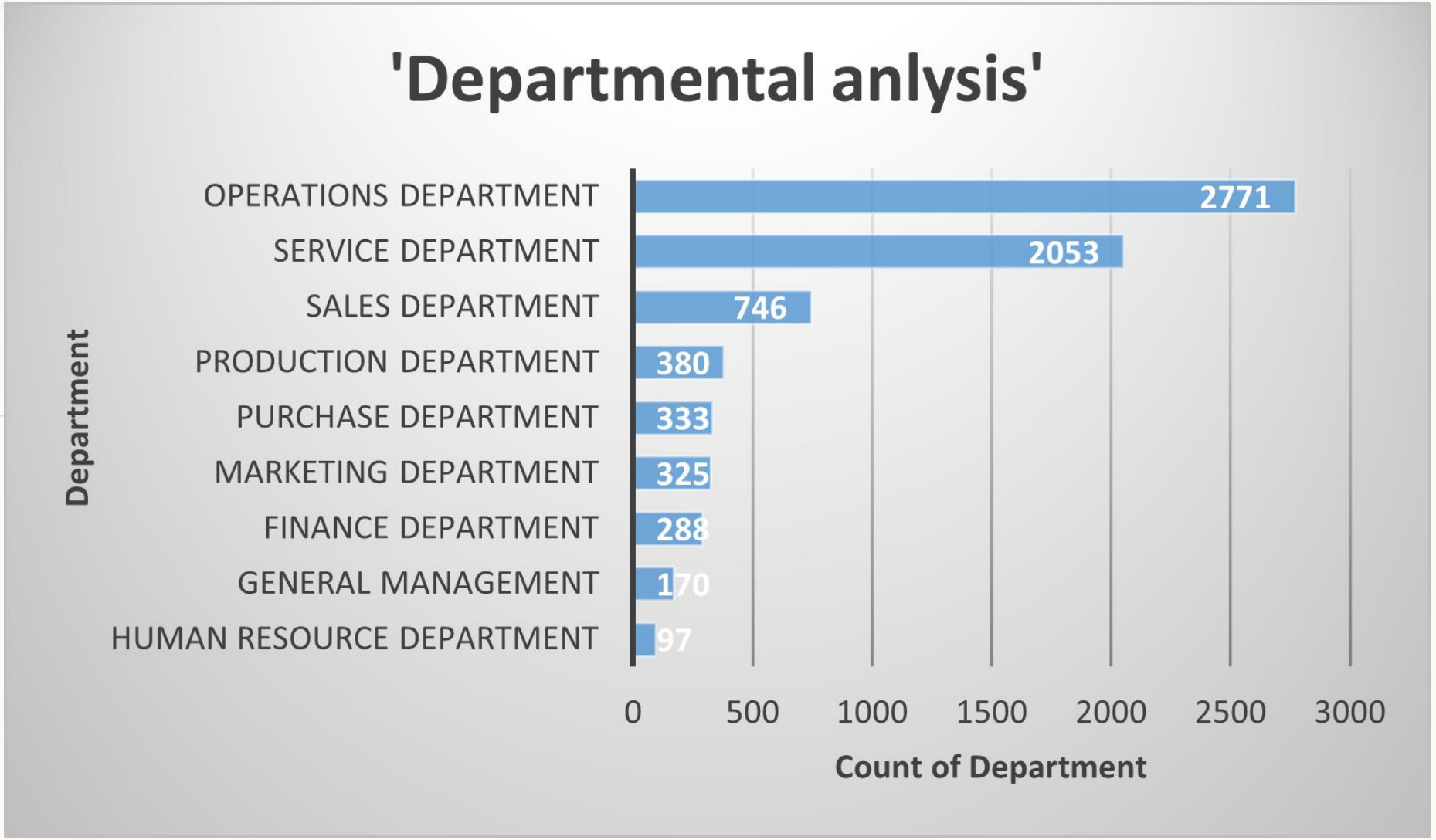
Departmental Analysis

Pie Chart:



Departmental Analysis

Bar Graph:



Position Tier Analysis

DEPARTMENTAL ANALYSIS: COMPANIES TYPICALLY HAVE VARIOUS LEVELS OR TIERS FOR DIFFERENT POSITIONS. CREATE A CHART OR GRAPH TO VISUALIZE THE DISTRIBUTION OF POSITIONS ACROSS THESE TIERS, AIDING IN COMPREHENSION.

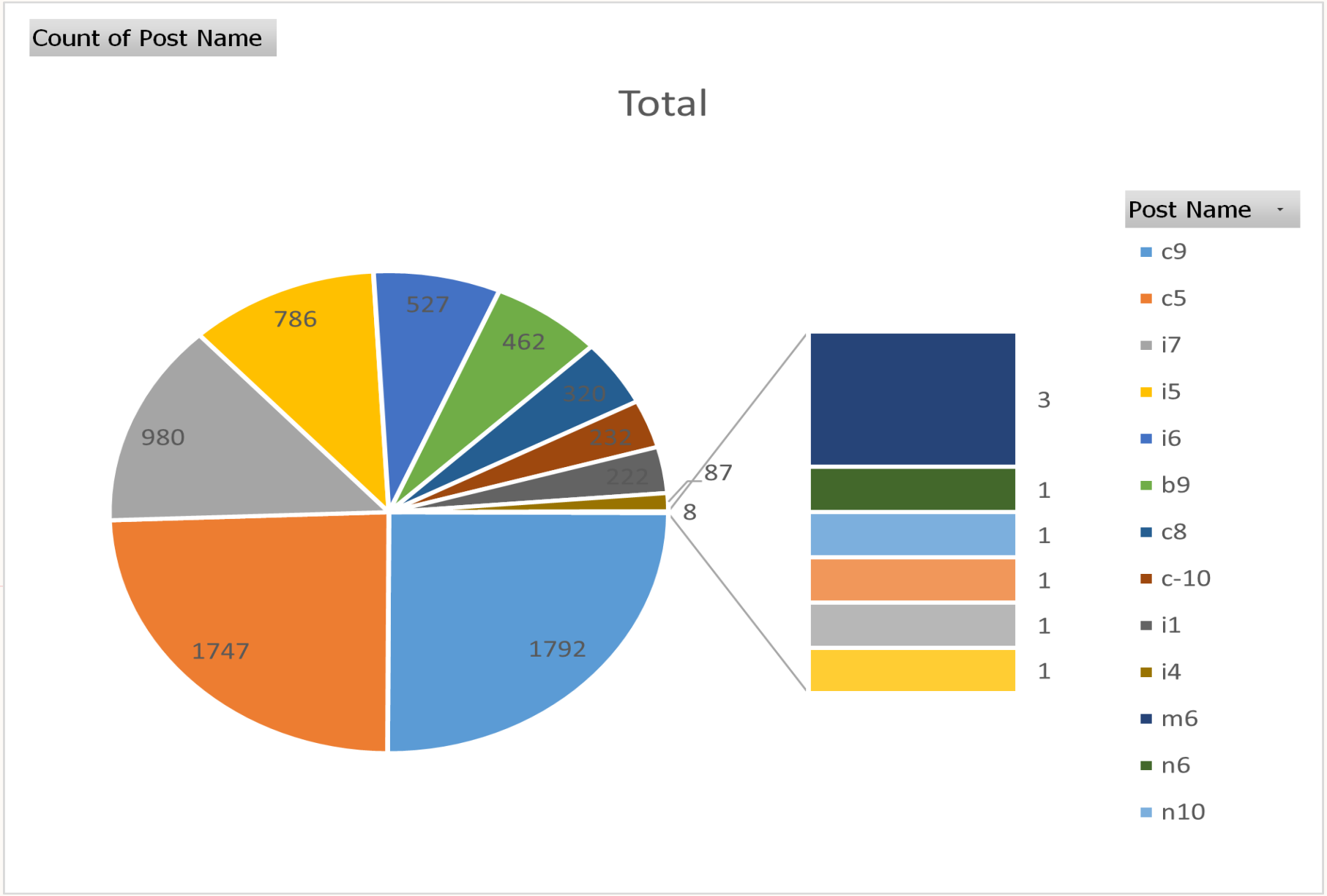
- Steps to perform the Position Tier Analysis:
  - Step 1) I have selected "Post Name" column from the entire data.
  - Step 2) Then created a frequency table of Post Name.
  - Step 3) Then by selecting that frequency table created Pie-Chart and Bar-Graph.

Frequency Table :

Post Name	Count of Post Name
c9	1792
c5	1747
i7	980
i5	786
i6	527
b9	462
c8	320
c-10	232
i1	222
i4	87
m6	3
n6	1
n10	1
n9	1
-	1
m7	1
Grand Total	**7163**

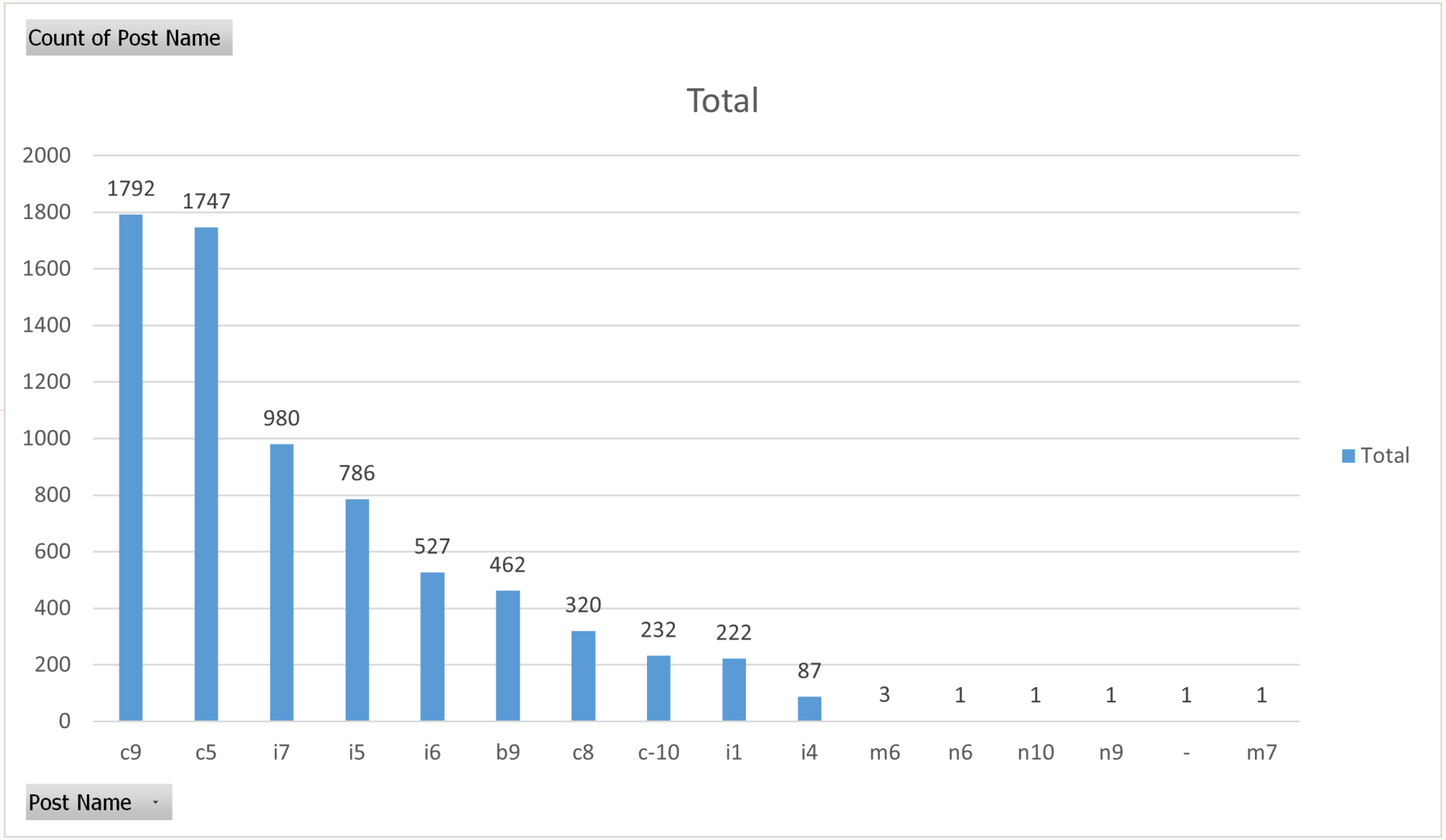
Position Tier Analysis

Pie Chart:



Position Tier Analysis

Bar Graph:



CONCLUSION

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- Thus, I have explored provided Statistics Dataset of the company hiring process.
- Given key findings and all meaningful trends or patterns discovered.
- I have learned to use Excel to analyze the dataset.
- I have learned to gain insights by using Excel Formulas.
- All the respective Charts and their output is attached to this report.
- GitHub Repository and drive links are given as follows.

GitHub Repository:- https://github.com/ShindeYash/Hiring_Process_Analytics

Drive Link:- https://drive.google.com/drive/folders/1vbCrkbPZpD0_W1uGuV_d_QVAd38QBK7G?usp=sharing

THANK YOU

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