Hiring Process Analytics

Description –

Hiring process analytics involves the use of data and metrics to analyze various aspects of the recruitment and hiring process within an organization. By collecting and analyzing data at different stages of the hiring process, companies can gain valuable insights into their recruitment efforts, identify areas for improvement, and make data-driven decisions to enhance their talent acquisition strategies

Approach –

The approach used in the process of analyzing the provided dataset -

- The data would need to be cleaned to remove any duplicate
- Check and identify the outliers and remove any outliers that may have significant impact on the analysis.
- Perform relevant descriptive statistic calculations to gain a general understanding of dataset.
- Now extract the useful insights using statistical analysis and visualize the insights using data visualiazation

- Tech-Stack Used –

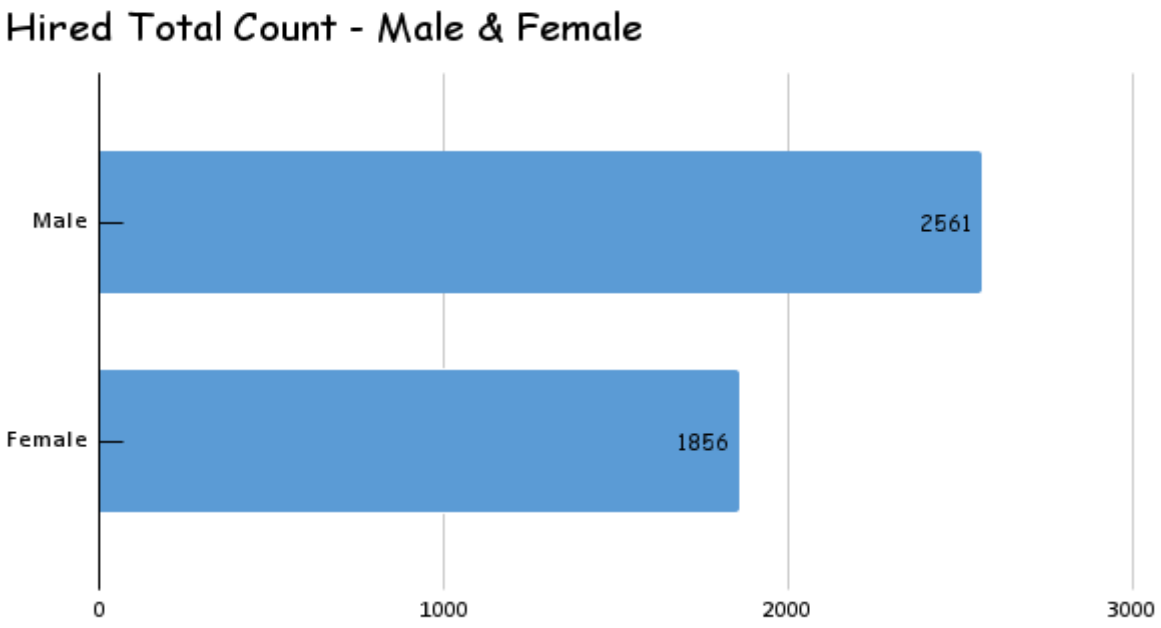
  Google Spreadsheet application is used as an alternative for MS-Excel to perform the statistical analysis on the data provided.

- **Analysis & Insights –**

  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?

COUNTA of even Status		
event_name	Hired	Grand Total
Female	1856	1856
Male	2561	2561
Grand Total	**4417**	**4417**



From the above bar plot we can observe that there are total of 2563 males and 1856females are hired for different positions in the company

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.

1	Average offered salary (mean)	- 49983
2	Median of offered salary	- 49625
3	Minimun offered salary	- 100
4	Maximum offered salary	- 400000

*The average salary offered in this company is 49982.97

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.

Salary Range	Count of salary Offered
100-10099	686
10100-20099	728
20100-30099	711
30100-40099	713
40100-50099	777

50100-60099	754
60100-70099	698
70100-80099	733
80100-90099	716
90100-100099	649
190100-200099	1
290100-300099	1
390100-400000	1
Grand Total	7168

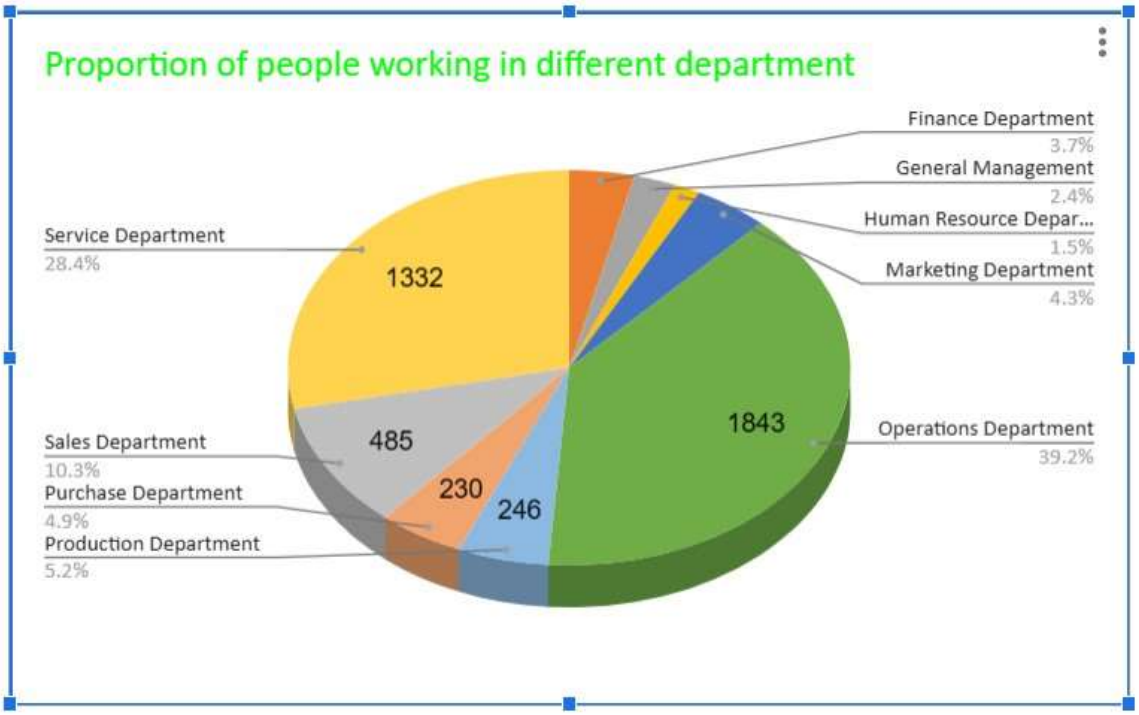
*From the above class intervals of salary I have inferred that the salary range of 40100-50099 is offered to the maximum number of people (777)

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.

Department	Grand Total
Finance Department	176
General Management	113
Human Resource Department	70
Marketing Department	202
Operations Department	1843
Production Department	246

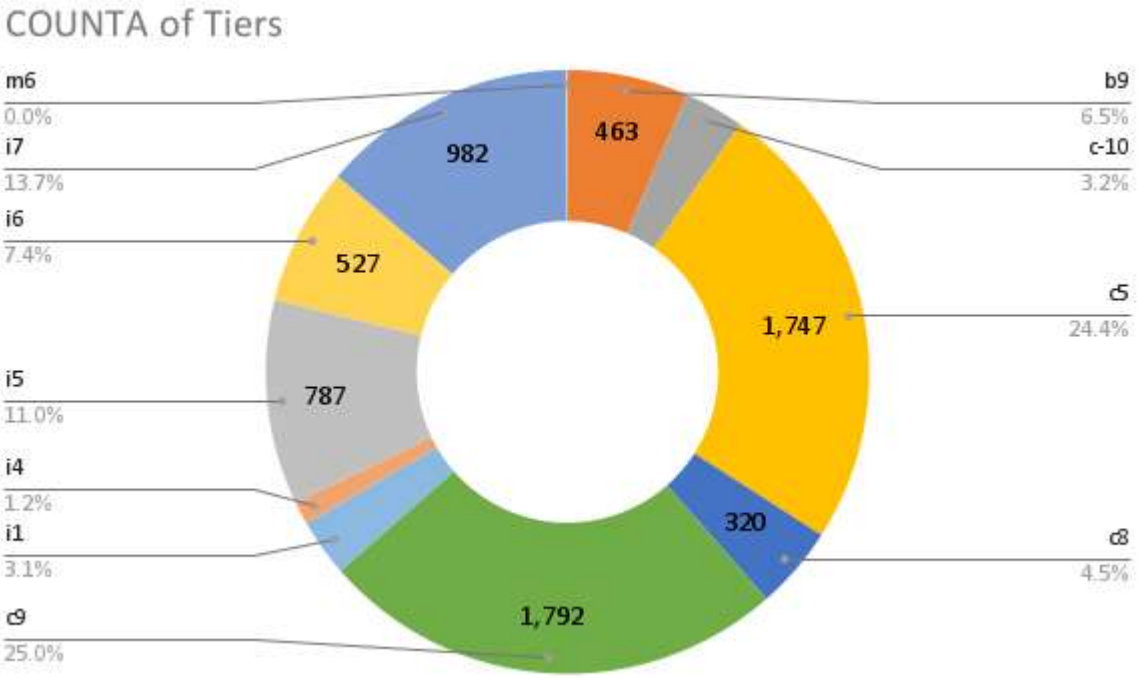
Purchase Department	230
Sales Department	485
Service Department	1332



*From the above Piechart shows that Maximum people working in Operations department 1843 i.e 39.2% and minimum people working in General management is 70 i.e HR Management.

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.



*From the above Piechart shows that maximum people applied for C9 post i.e 1792