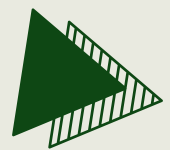


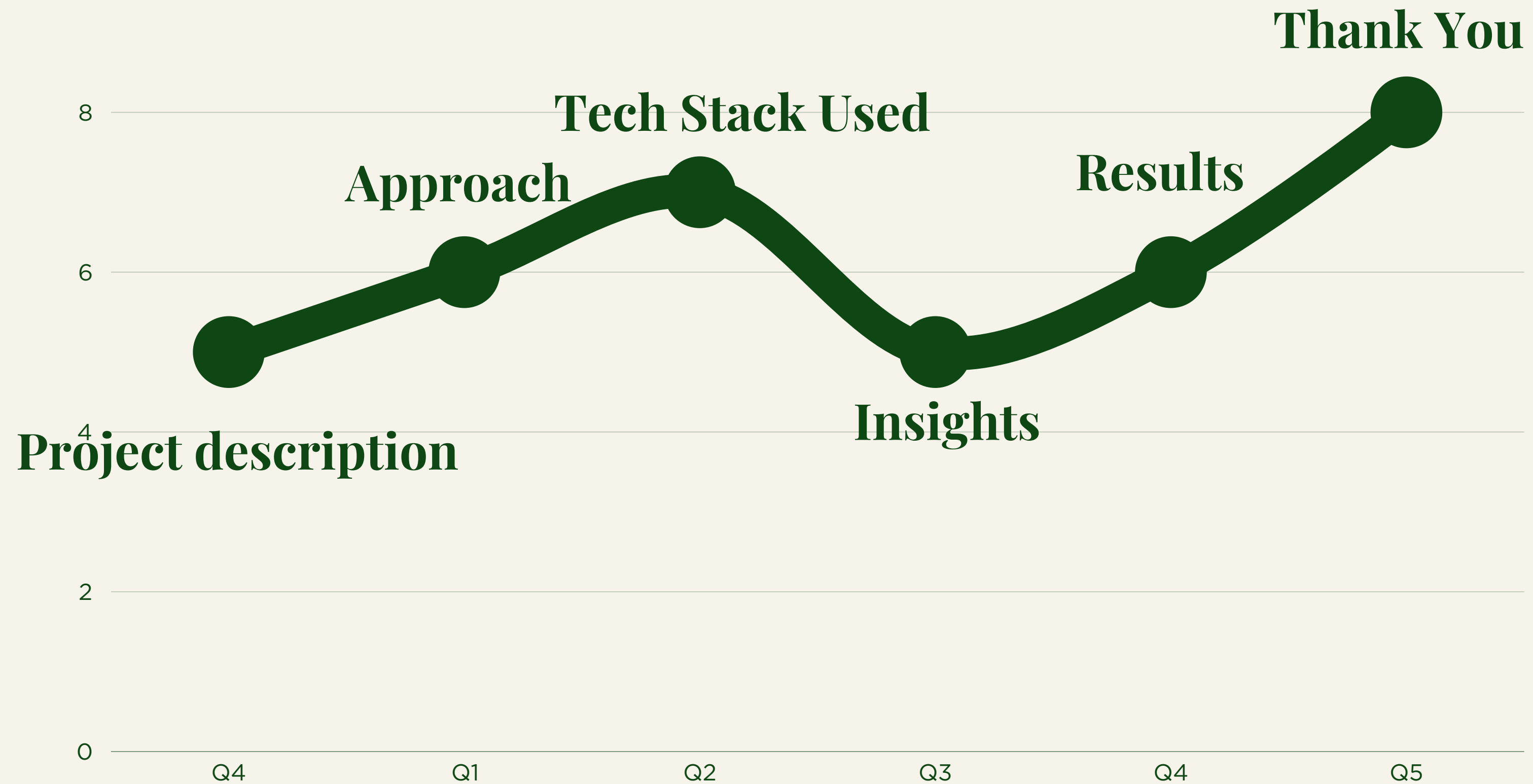
HIRING PROCESS ANALYTICS

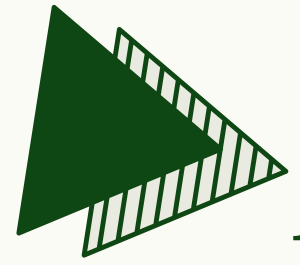
Project report



Shubhangi Chaudhary

CONTENT





Project description

The hiring process data of a company is being analyzed to draw meaningful insights from it. 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.

A dataset containing records of previous hires is provided. This data is analyzed to answer certain questions that can help the company improve its hiring process.

Approach

- **Handling Missing Data:** We check for missing values in the dataset. If there are, we handle them strategically.
- **Clubbing Columns:** If there are columns with multiple categories that can be combined, we do so to simplify the analysis.
- **Outlier Detection:** We check for outliers in the dataset.
- **Removing Outliers:** We decide on the best strategy to handle outliers. This can be removing them, replacing them, or leaving them as is.
- **Data Summary:** After cleaning and preparing the data, we summarize the findings. This involves calculating averages, medians, or other statistical measures. It also involve creating visualizations to better understand the data.

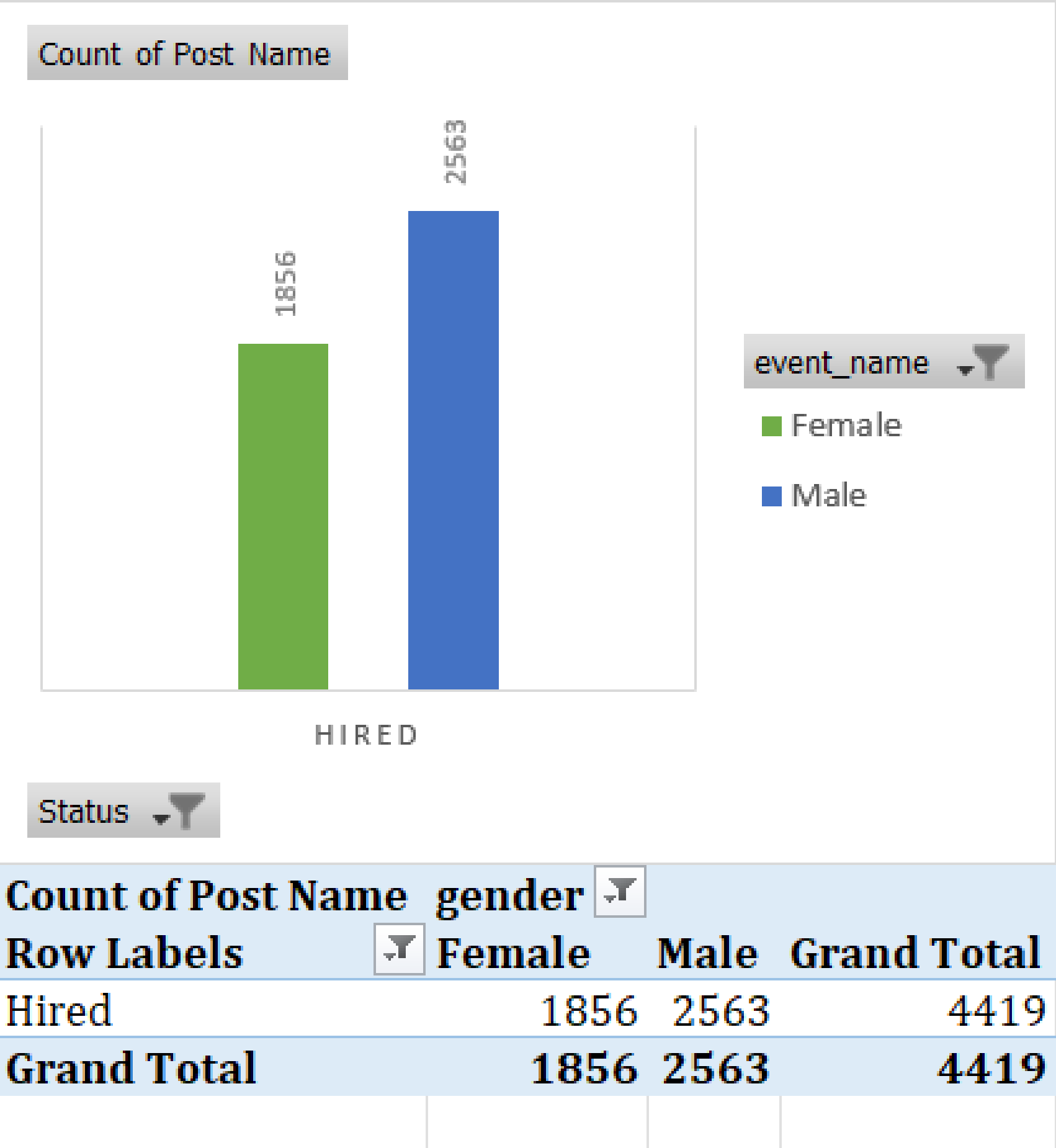
TECH STACK USED

MS-EXCEL WAS EXTENSIVELY USED IN THE COMPLETION OF THIS PROJECT.

Insights from

Hiring Analysis

- 1856 females are hired.
- 2563 males are hired.



Insights from

Salary Analysis

- The average salary is 49983.03

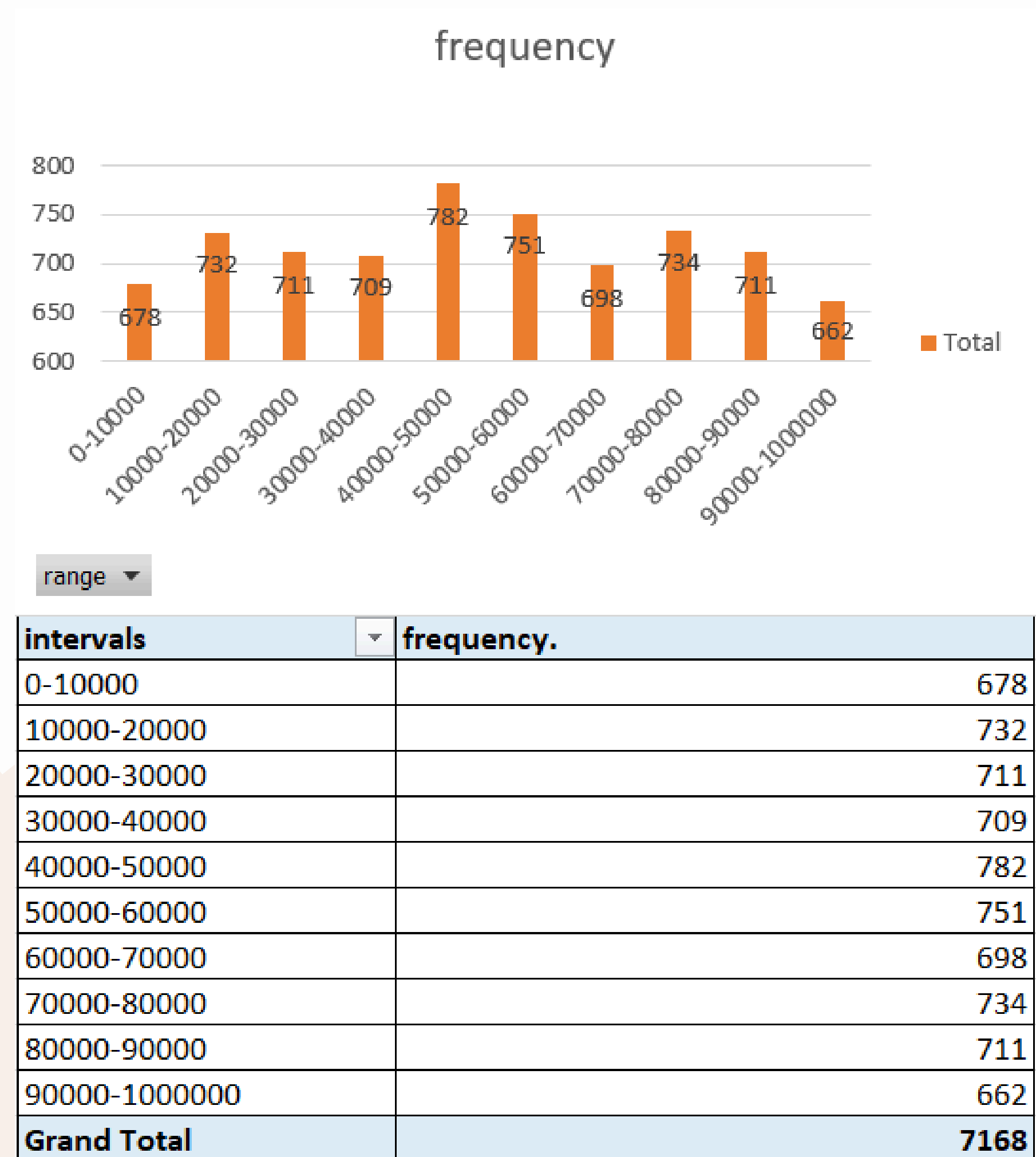
mean (avg salary)	49982.94
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Insights from

Salary Distribution

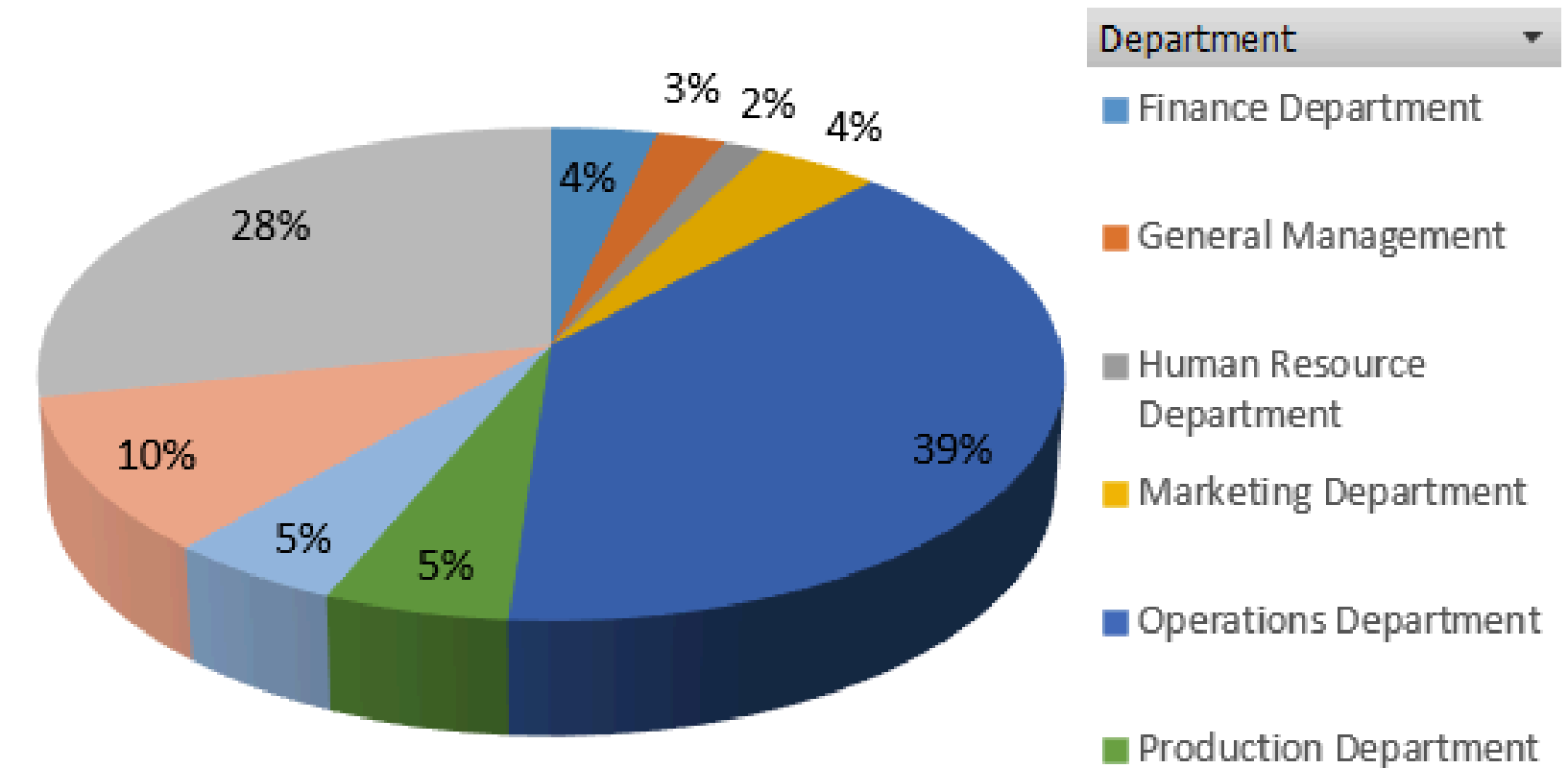
- The average salary is 49983.03
- 7168 individuals have been considered in total.



Insights from Departmental Analysis

- The operations department has the largest percentage of workforce, 39%
- The Human Resource Department has the 2nd largest percentage of the workforce, 28% .

Deartment-wise employee distribution

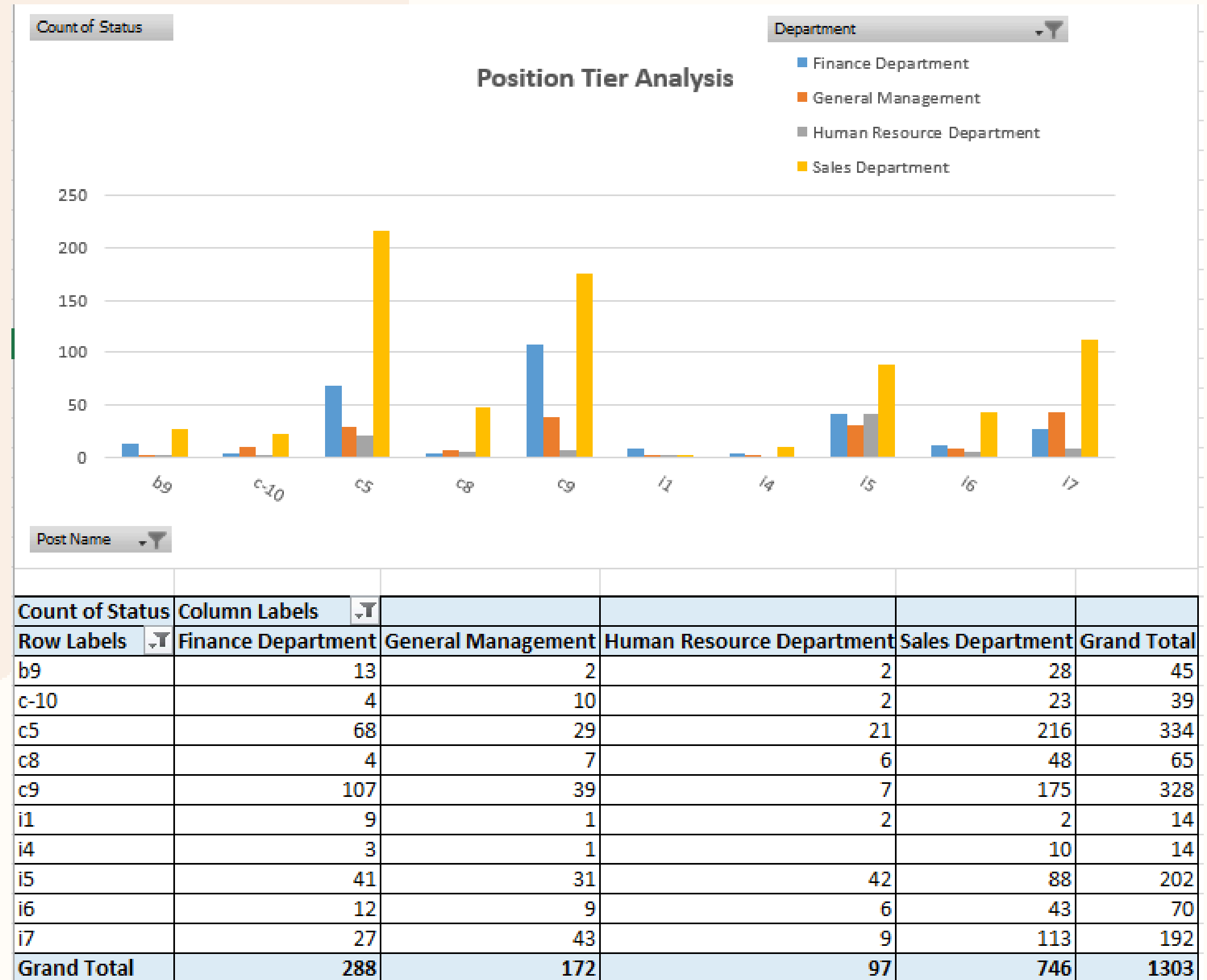


Status ▼

Count of Post Name Row Labels ▼	Column Labels ▼		
	Hired	Rejected	Grand Total
Finance Department	176	112	288
General Management	113	59	172
Human Resource Department	70	27	97
Marketing Department	202	123	325
Operations Department	1843	928	2771
Production Department	246	134	380
Purchase Department	230	103	333
Sales Department	485	262	747
Service Department	1332	723	2055
Grand Total	4697	2471	7168

Insights from Position Tier Analysis

- Maximum number of people are employed under the position c9.



Results

- 3 outliers are found.
- Mode and mean are used to fill in blank values.
- The descriptive stats are found.
- 1856 females are hired.
- 2563 males are hired.
- The average salary is 49983.03.
- The average salary is 49983.03, where 7168 individuals have been considered in total.
- The operations department has the largest percentage of workforce, 39%.
- The Human Resource Department has the 2nd largest percentage of the workforce, 28% .
- Maximum number of people are employed under the position c9.

link to excel workbook:

<https://docs.google.com/spreadsheets/d/1hupaqsmxhaFu92h4IRXziv2PvxTLfm9T/edit?usp=sharing&ouid=106859028556133454851&rtpof=true&sd=true>



Thank you!