

Project 4 - Hiring Process Analytics

Excel Dataset Analysis

Project Description: The aim of this project is to analyze the hiring process data of a multinational company to draw meaningful insights and provide recommendations for improving the hiring process. The analysis focuses on understanding trends related to gender distribution, salary analysis, departmental distribution, and position tier distribution. The project utilizes statistical and data visualization techniques to derive actionable insights.

Approach

The approach to this project involved several key steps:

1. Data Preparation:

- Importing the dataset into Microsoft Excel.
- Checking for and handling any missing values.
- Organizing and structuring the data for analysis.

2. Gender Distribution Analysis:

- Creating a new sheet named "Gender Distribution."
- Using Excel functions to calculate the number of males and females hired by the company.

3. Salary Analysis:

- Calculating the average salary offered by the company using Excel functions in a new sheet called "Salary Analysis"
- Creating class intervals for salary ranges to understand the salary distribution in a new sheet called "Salary Distribution"

4. Department Analysis:

- Creating a new sheet named "Departmental Analysis."
- Creating columns for department and number of employees to count the number of employees in each department.
- Visualizing the department distribution using a pie chart.

5. Position Tier Analysis:

- Creating a new sheet named "Position Tier Analysis."
- Creating columns like Position Tier and Number of employees to count the number of employees at different position tiers.
- Visualizing the distribution of positions across different tiers using a bar chart.

Tech-Stack Used

- **Software:** Microsoft Excel 2019

Insights

Through the analysis, several key insights and patterns were discovered:

1. **Gender Distribution:** The company has a relatively higher number of male gender distribution in its hiring process.
2. **Salary Analysis:** The average salary offered by the company is competitive within the industry.
The salary distribution shows a clear stratification across different salary ranges.
3. **Departmental Distribution:** Certain departments, such as Service and Operations, have a higher number of employees compared to others.
The pie chart provides a clear visual representation of the proportion of employees in each department.
4. **Position Tier Distribution:** The company has a structured hierarchy with a significant number of employees at various positions.
The bar chart effectively illustrates the distribution of positions across different tiers.

Result

The project successfully analyzed the hiring process data and provided valuable insights into gender distribution, salary ranges, departmental distribution, and position tiers. The visualizations created using Excel charts helped in better understanding the data and identifying trends and patterns. These insights can be used by the company's leadership team to make informed decisions about improving the hiring process, ensuring balanced gender representation, competitive salary offerings, and an efficient organizational structure.

This report summarizes the project's objectives, approach, techniques used, insights gained, and the overall results. The detailed analysis and visualizations in the Excel sheets provide a comprehensive view of the company's hiring process, aiding in strategic planning and decision-making.