

Hiring Process Analytics

(Data Analyst Project Using Excel)

Project Description: - Hiring process is the fundamental and the most important function of a company. Here, the MNCs get to know about the major underlying trends about the hiring process. Trends such as- number of rejections, number of interviews, types of jobs, vacancies etc. are important for a company to analyze before hiring freshers or any other individual. Thus, making an opportunity for a Data Analyst job here too! Being a Data Analyst, my job is to go through these trends and draw insights out of it for hiring department to work upon.

Approach: -

1.Understand the data: Before beginning the analysis, I took some time to familiarize with the data. Look at the structure of the data and get a sense of the overall content. This help me identify any potential issues or challenges that I may need to address as I proceed with my analysis.

2.Check for missing or incomplete data: Make sure to check for any blank values or missing data in your dataset.

3.Communicate your findings: Once completed with analysis, present your findings to your audience in a clear and concise way. Use visualizations, such as charts and graphs, to help communicate your results. Be sure to clearly explain your methodology and the implications of your results.

Tech Stack Used: - Microsoft-Excel to explore, analyze and visualize my data.

Data Analytics Tasks:

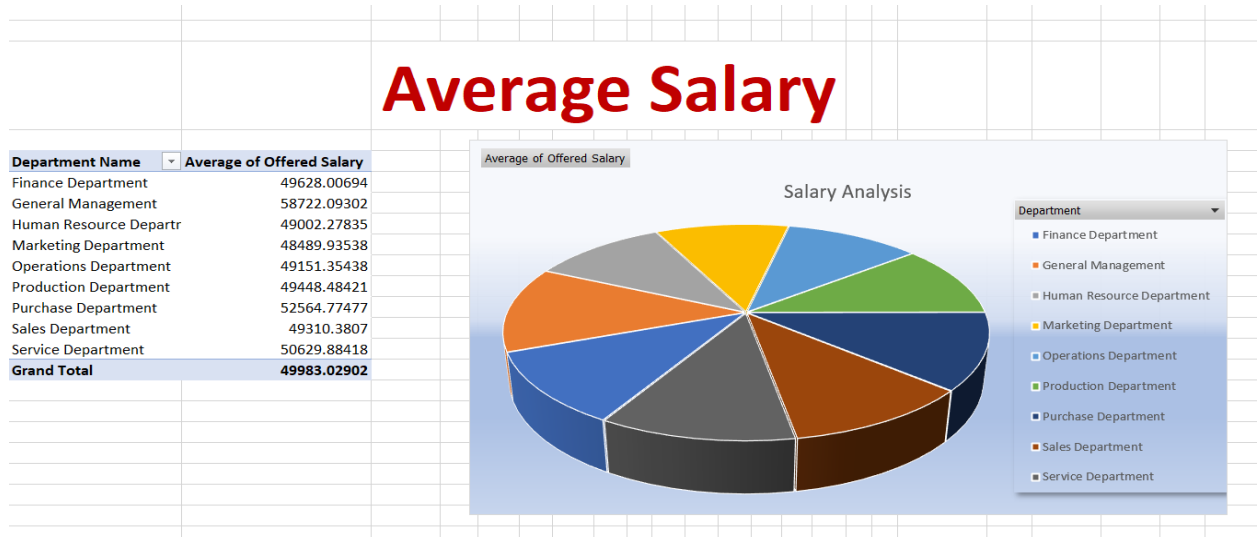
A. Hiring Analysis:

Task - Determine the gender distribution of hires. How many males and females have been hired by the company?



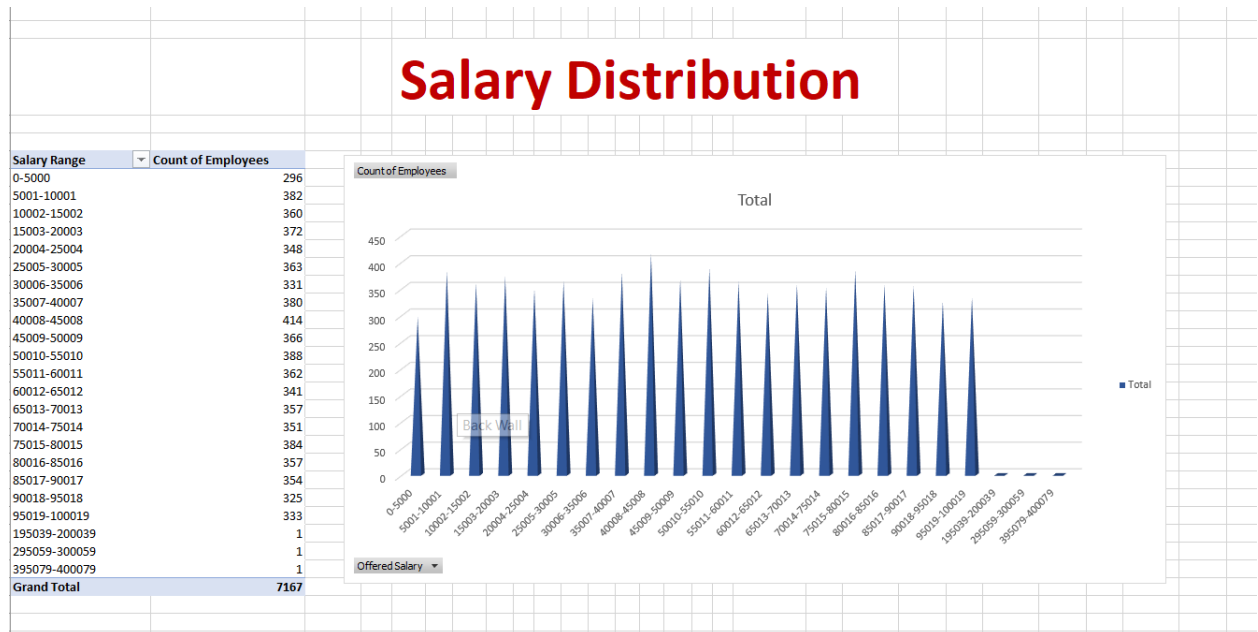
B. Salary Analysis:

Task - What is the average salary offered by this company? Use Excel functions to calculate this.



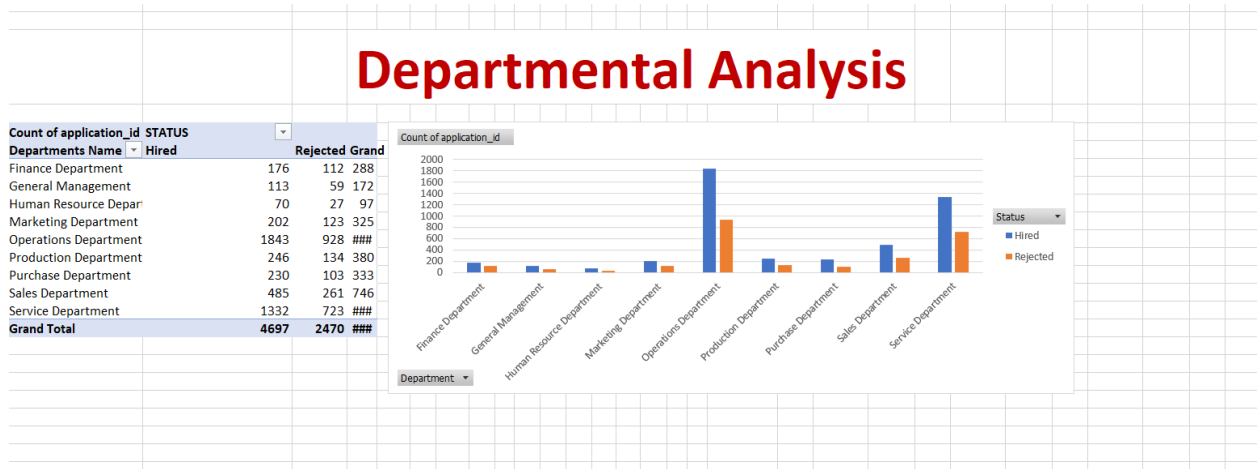
C. Salary Distribution:

Task - Create class intervals for the salaries in the company. This will help you understand the salary distribution.



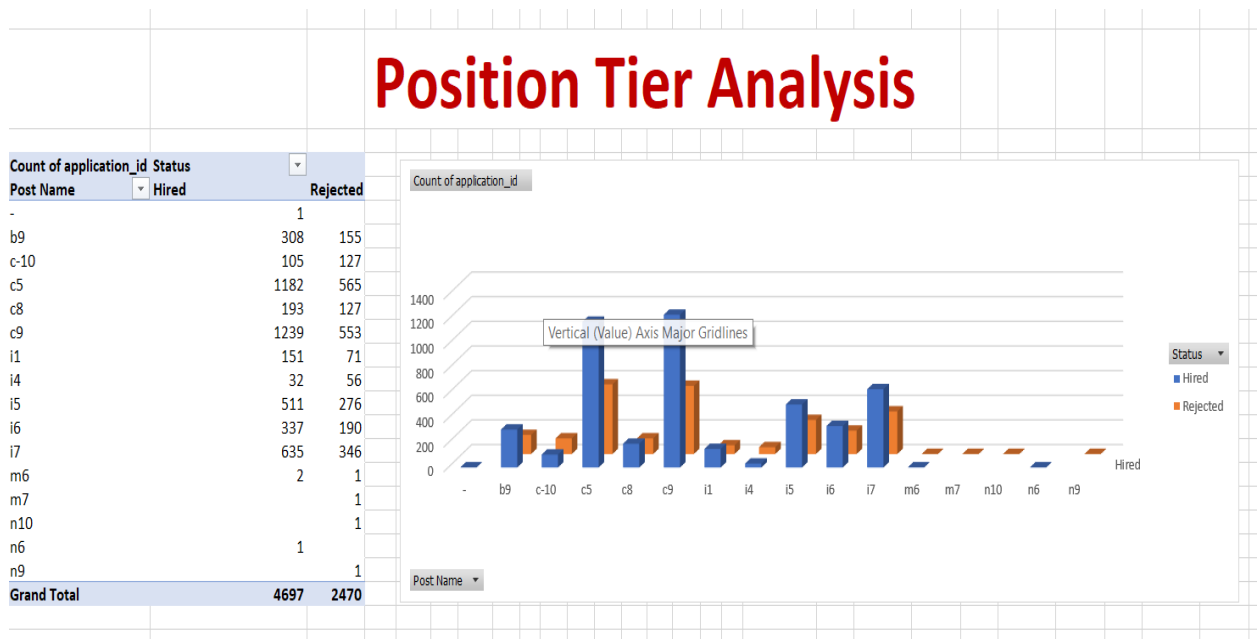
D. Departmental Analysis:

Task - Use a pie chart, bar graph, or any other suitable visualization to show the proportion of people working in different departments.



E. Position Tier Analysis:

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.



LINK OF EXCEL SHEET -

[https://docs.google.com/spreadsheets/d/1BCu4LEceWszQsX1r8Hht-WmDuvzkxG-9/edit?usp=drive link&oid=116128795062416707309&rtpof=true&sd=true](https://docs.google.com/spreadsheets/d/1BCu4LEceWszQsX1r8Hht-WmDuvzkxG-9/edit?usp=drive_link&oid=116128795062416707309&rtpof=true&sd=true)