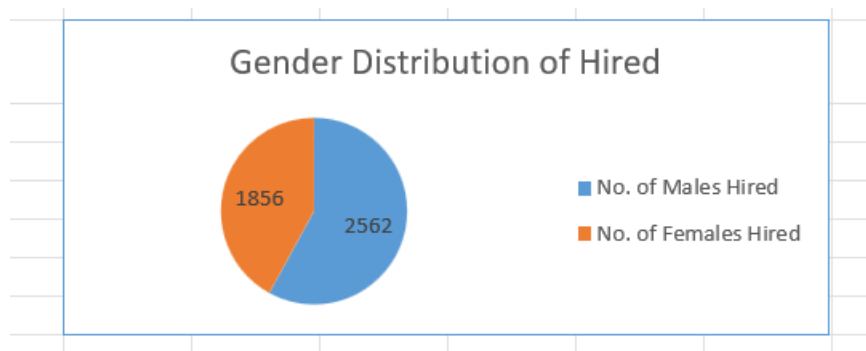


# HIRING PROCESS ANALYTICS

- **Project Description** – Identify valuable insights that can assist the hiring department in enhancing its hiring process.
- **Approach** –
  - Downloading the given dataset.
  - Data Cleaning – Cleaning the dataset by finding blank cells and removing the row from the data set.
  - Insights extraction – Generating the insights from the dataset by using Excel functions on Excel.
- **Tech-Stack Used** – Using MS Excel Version 2406 Build 16.0.1 64-Bit
- **Insights** –

- **Hiring Analysis**

The gender distribution of hires.



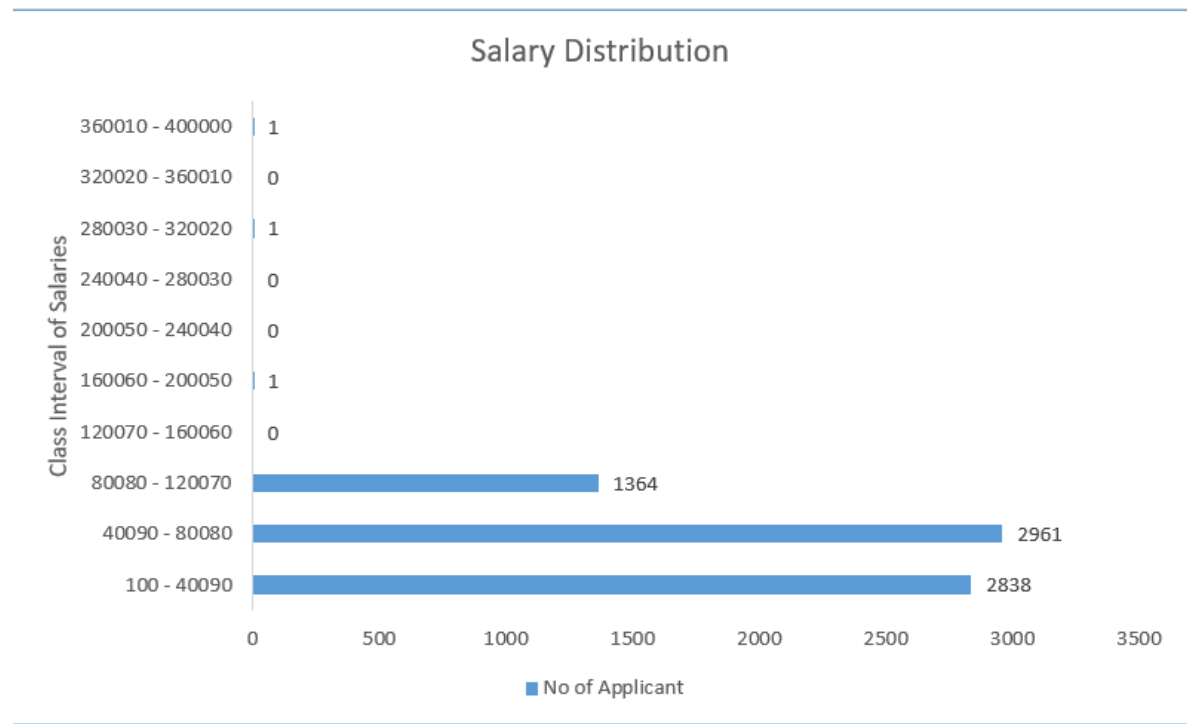
- **Salary Analysis** –

The average salary offered by the company.

Average salary offered by the Company	49978.01
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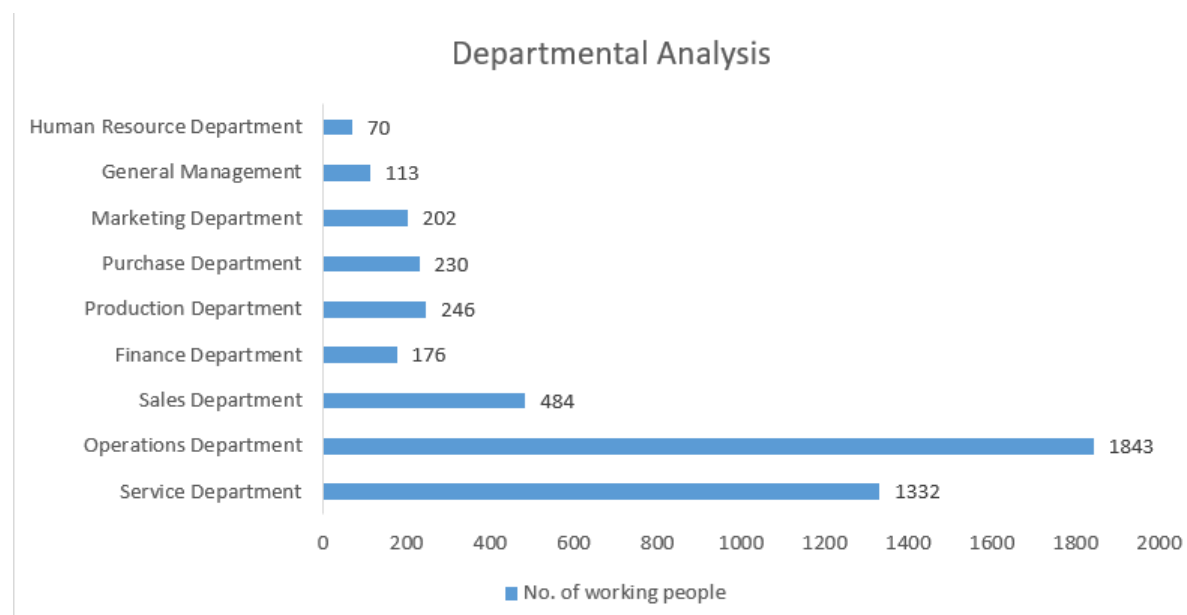
- **Salary Distribution -**

The class intervals for the salaries in the company.



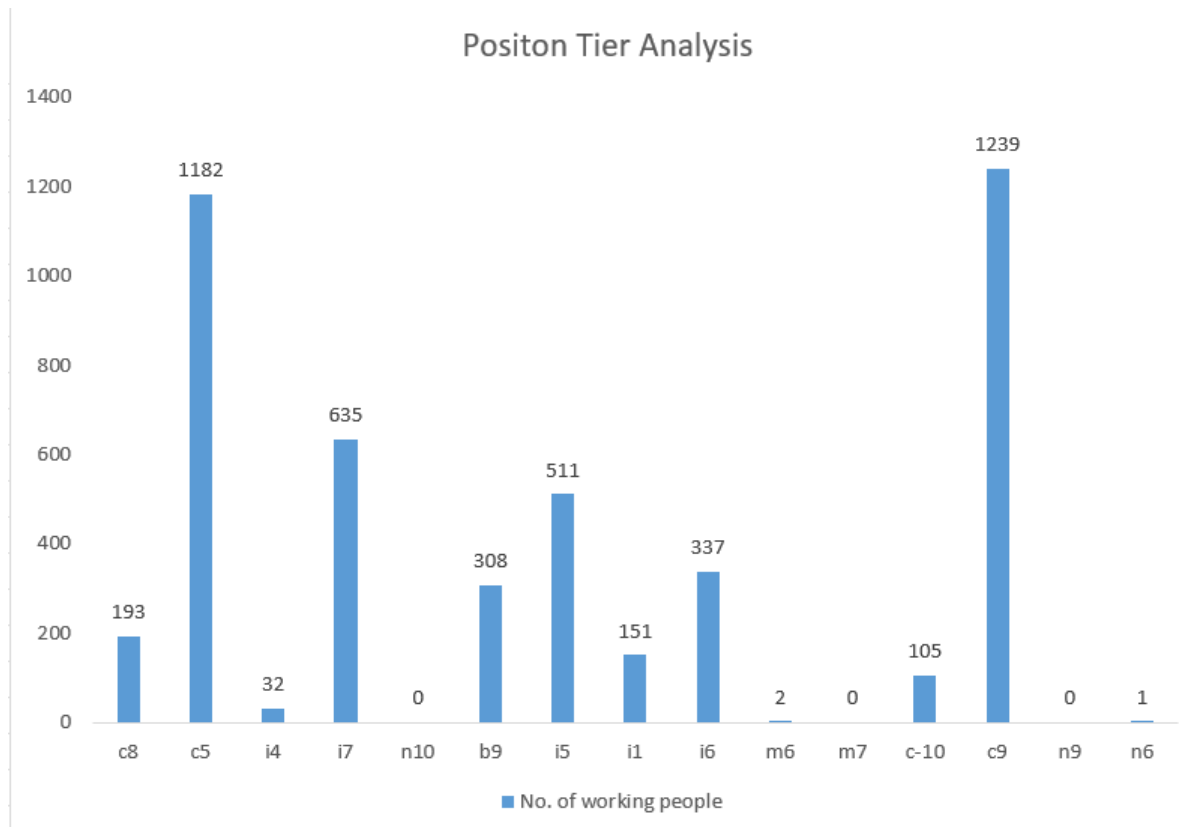
- **Departmental Analysis –**

The proportion of people working in different departments.



- **Position Tier Analysis –**

The distribution of positions across different tiers.



➤ **Results –**

- The number of **hired males and females** is **2562 & 1856** respectively.
- The **average salary** offered by the company is **49978.01**
- The company's **maximum and minimum** salary is **400000 & 100** respectively.
- The class size for class intervals of salaries is calculated by  $(\text{Max. salary offered} - \text{Min. salary offered}) / \text{No. of classes required}$ . Thus, we have a **class size of 39,990**.
- **Maximum** number of applicants falls under the class interval of **40090 – 80080**.
- The number of **departments** in the company is **9**.
- Most of the people work in the **Operations Department**, which is **39.25%** of the total working people.
- **70** people work in the **Human Resources Department**, that is the **lowest**.

- There are **15 position tiers** in the company.
- At **c9 1239** people work which is **26.38%** of the total working people in the company.
- The company didn't hire anyone in tier **n10, m7, n9**.

This is the link to the Excel sheet (Both the link and hyperlink is given).

[Link](#)

<https://docs.google.com/spreadsheets/d/1vrEbLQ2UpgOsAR1i5lZGFvilxghvwOWf/edit?usp=sharing&oid=109445397656419215131&rtpof=true&sd=true>