HIRING PROCESS ANALYTICS

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PROJECT DESCRIPTION

The project aimed to perform in-depth data analysis on a company’s hiring process to understand aspects like gender distribution, salary analysis, departmental structure, and job levels. The goal was to offer valuable insights into hiring trends and organizational behavior by examining these elements.

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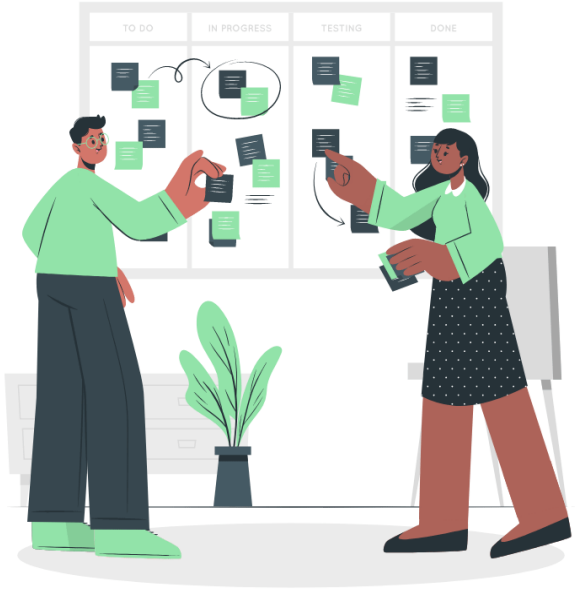
We analyze this data on the following points:

A. Hiring Analysis
B. Salary Analysis
C. Salary Distribution
D. Departmental Analysis
E. Position Tier Analysis



APPROACH

- Comprehending data columns and their contents
- Identifying missing data
- Merging columns with multiple categories
- Detecting outliers
- Eliminating outliers
  Creating a data summary

SOFTWARE USED

Microsoft Excel

Hiring Analysis: The hiring process involves bringing new individuals into the organization for various roles.

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

Formula:-

Men : =COUNTIFS(C:C,"Hired",D:D,"Male")

Female : =COUNTIFS(C:C,"Hired",D:D,"Female")

Output:

Event name	Status	No of male and female hired
Male	Hired	2563
female	Hired	1856

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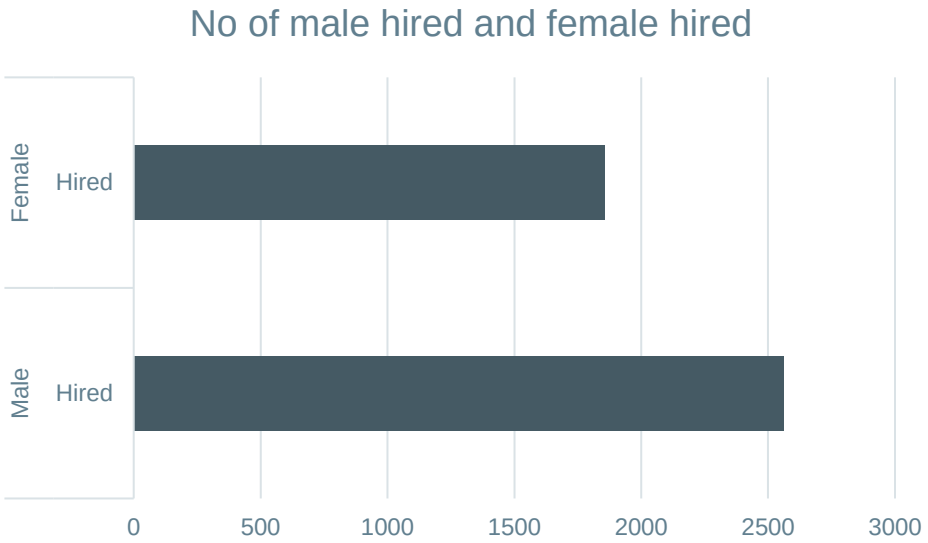

Salary Analysis: The process of determining the average pay involves totaling the salaries of a group of workers and dividing the result by the total number of workers.

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

Formula:-

=AVERAGE(G:G)

Output:

Average	49983.03

Salary Distribution: Class intervals show value ranges, in the case of salary ranges. The difference between a class's upper and lower bounds is called the class interval.

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

- There are outliers in this Dataset. First we need to remove outliers.

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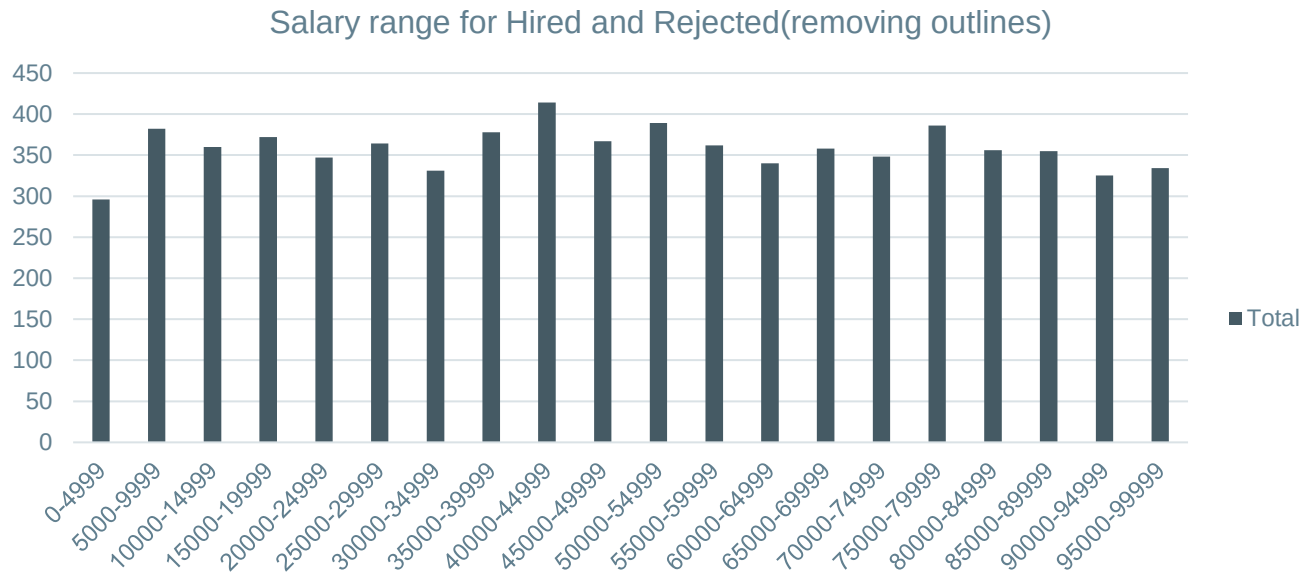

Departmental Analysis: Visualizing data through charts and plots is a crucial part of data analysis.

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

Department	No of People
Finance Department	288
General Management	172
Human Resource Department	97
Marketing Department	325
Operations Department	2771
Production Department	380
Purchase Department	333
Sales Department	747
Service Department	2055

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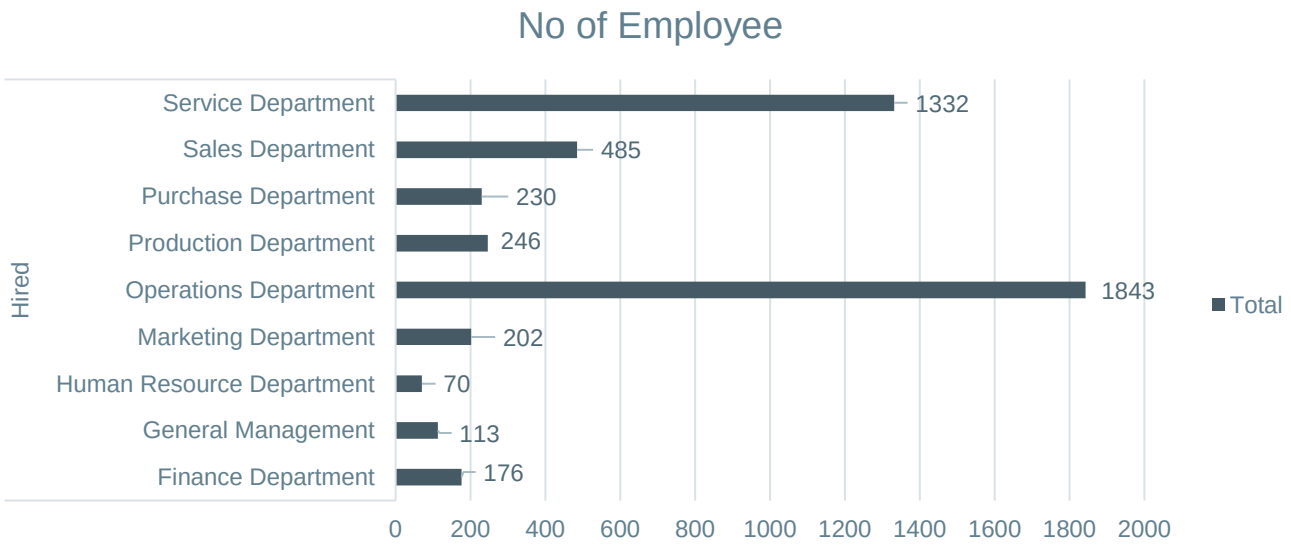

Position Tier Analysis: Different positions within a company often have different tiers or levels.

Task E: 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.

Post name	No of people hired
-	1
b9	308
c-10	105
c5	1182
c8	193
c9	1239
i1	151
i4	32
i5	511
i6	337
i7	635
m6	2
n6	1

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