

Hiring Process Analysis

Project Description: The project is made to conduct comprehensive Hiring Process data analysis within a company, with the primary objective of gaining insights into various aspects such as gender analysis, salary analysis, departmental analysis, and position tier analysis.

Approach: Specific techniques such as pivot tables, charts, and formulas were employed to analyze the dataset and extract meaningful insights.

Tech-Stack Used Software: Microsoft Excel 2022 Purpose: Excel was chosen for its extensive data analysis functionalities, including pivot tables, charts, and statistical functions.

Insights: Through the data analytics process, several key insights were uncovered

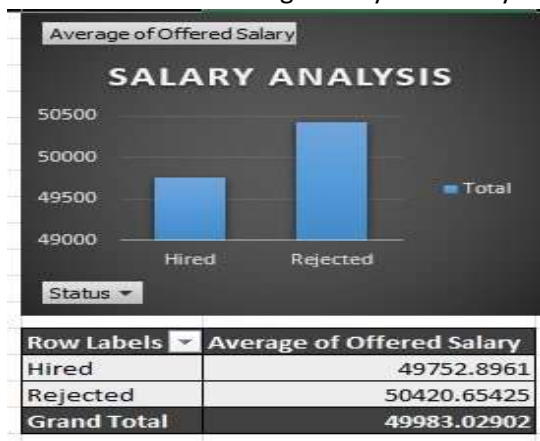
A. Hiring Analysis:

Task: To 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.



Excel Formulas:

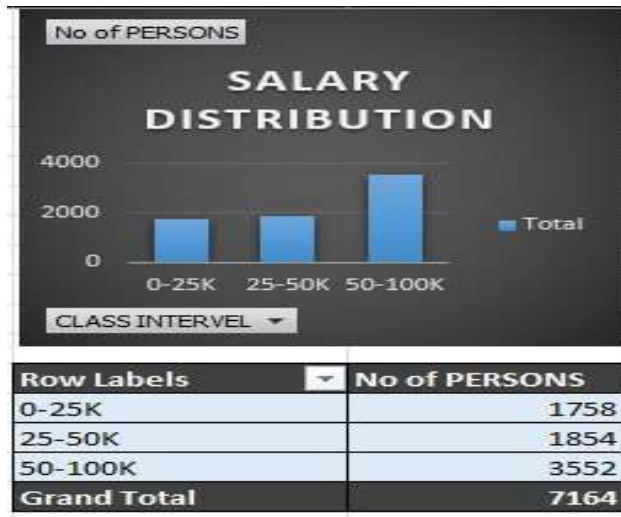
=AVERAGEIF(C1:C7169,"hired",G1:G7169)

=AVERAGEIF(C1:C7169,"Rejected",G1:G7169)

=AVERAGE(G:G)

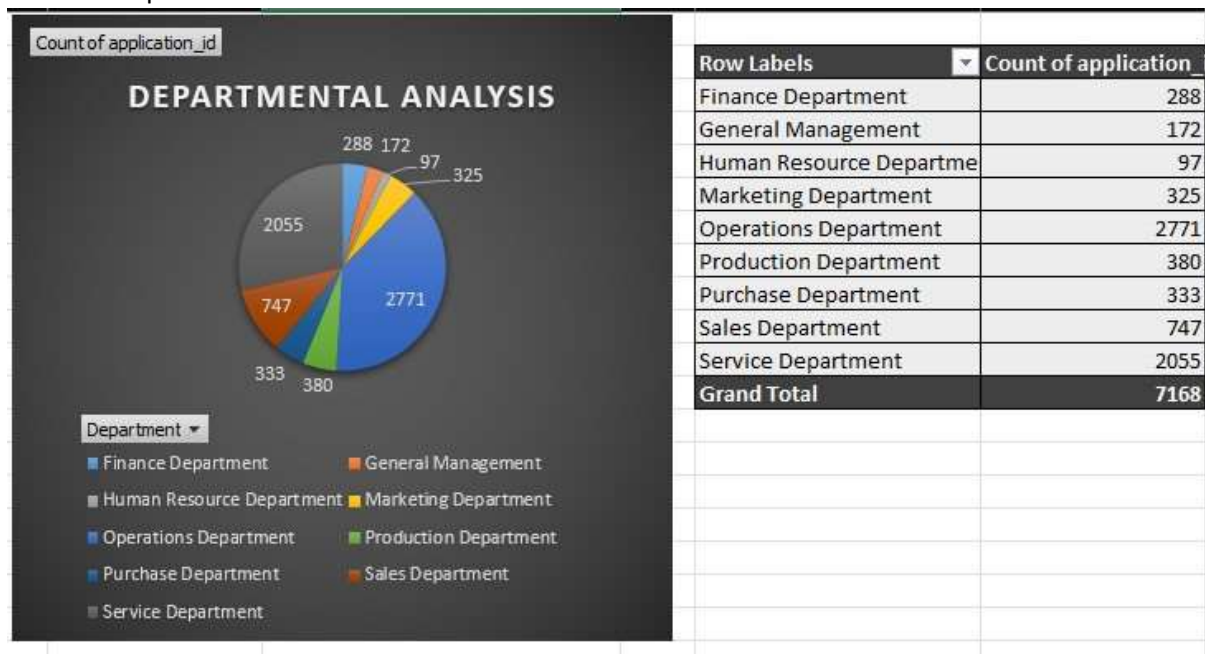
C. Salary Distribution:

Task: To 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.

Row Labels ▼	Salary
-	85914
b9	22995712
c-10	11863232
c5	87722991
c8	16224468
c9	89960525
i1	11087554
i4	4301250
i5	38871445
i6	25738284
i7	49114119
m6	103564
m7	41402
n10	26990
n6	44700
n9	46219
Grand Total	358228369



Result: By analyzing hiring patterns, salary distribution, and departmental composition, actionable insights were obtained to optimize recruitment

Drive Link: You Can access the Project and report through the below link

<https://drive.google.com/drive/folders/1CdzrQLkWDPJJWRN4tiCVSRIOJGMWjKlv>