# Hiring Process Analytics

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# PROJECT DESCRIPTION-

The project, titled "Hiring Process Analytics," involves the analysis of a dataset containing records of previous hires at a multinational company, similar to Google. The objective is to draw meaningful insights from the data to help improve the company's hiring process. This includes tasks such as handling missing data, clubbing columns, detecting and managing outliers, and summarizing findings through statistics and visualizations.

# PROJECT APPROACH-

In this project, we followed a clear path to understand the data. First, we got the data and used Excel 2022 to work with it. We fixed missing data by either guessing or deleting it. We also made the data simpler by grouping things together.

The main part was when we looked at the data. We checked how many men and women were hired and found the average salary. We split the salaries into groups to see how they spread out. We used pictures like pie charts and bar graphs to show which departments people worked in, and we made charts to see how jobs were organized.

All of this helped us find important things that can make hiring better in the future.

# TECH-STAKE USED-

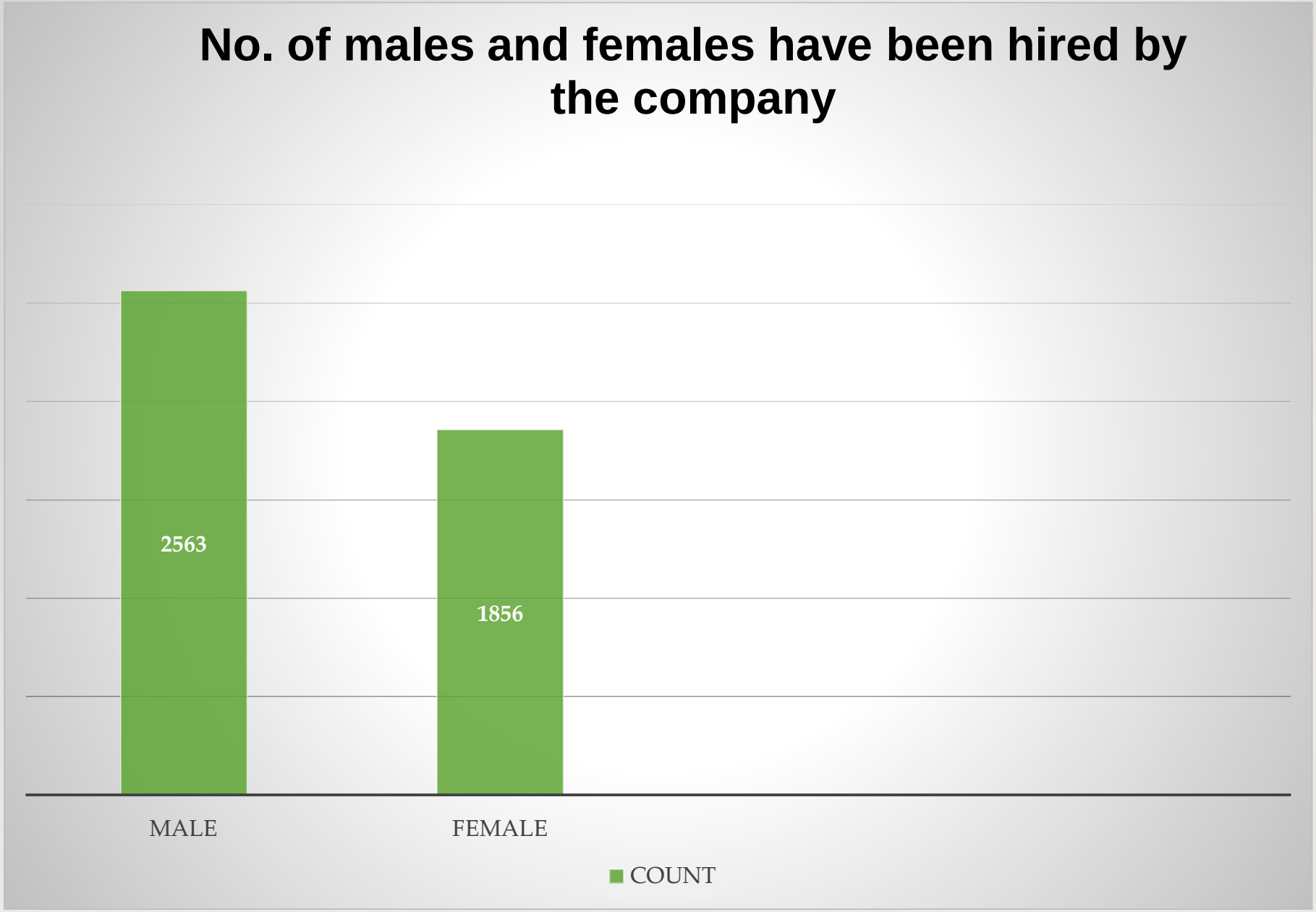
We used Microsoft Excel 2022 because it's great at organizing and making sense of data. It helped us clean up the data, do math to find averages and other stuff, and even create pictures to show our findings. Excel made the whole project easier.

# Insights-

**A) Hiring Analysis:** How many males and females have been hired by the company?

- =COUNTIFS(D:D,"male", C:C, "hired")
- =COUNTIFS(D:D,"female",C:C,"hired")

| GENDER | STATUS | COUNT |
|---|---|---|
| MALE | HIRED | 2563 |
| FEMALE | HIRED | 1856 |




- The bar plot shows that the company has hired a total of 2,563 males and 1,856 females for various positions.

**B) <u>Salary Analysis</u>:** What is the average salary offered by this company?

- =AVERAGE(G:G)
- The average salary offered in this company is 49983.03

**C) <u>Salary Distribution:</u>** Create class intervals for the salaries in the company?

| SALARY RANGE | FREQUENCY OF OFFERERD SALARY | COUNT OF OFFERED SALARY |
|---|---|---|
| 100-10099 | 444 | 686 |
| 10100-20099 | 487 | 728 |
| 20100-30099 | 457 | 711 |
| 30100-40099 | 488 | 713 |
| 40100-50099 | 523 | 777 |
| 50100-60099 | 496 | 754 |
| 60100-70099 | 450 | 698 |
| 70100-80099 | 479 | 733 |
| 80100-90099 | 462 | 716 |
| 90100-100099 | 408 | 649 |
| 190100-200099 | 1 | 1 |
| 290100-300099 | 1 | 1 |
| 390100-400099 | 1 | 1 |
| **GRAND TOTAL** | **4697** | **7167** |

- salary range of 40100-50099 is offered too the maximum number of hired people 523

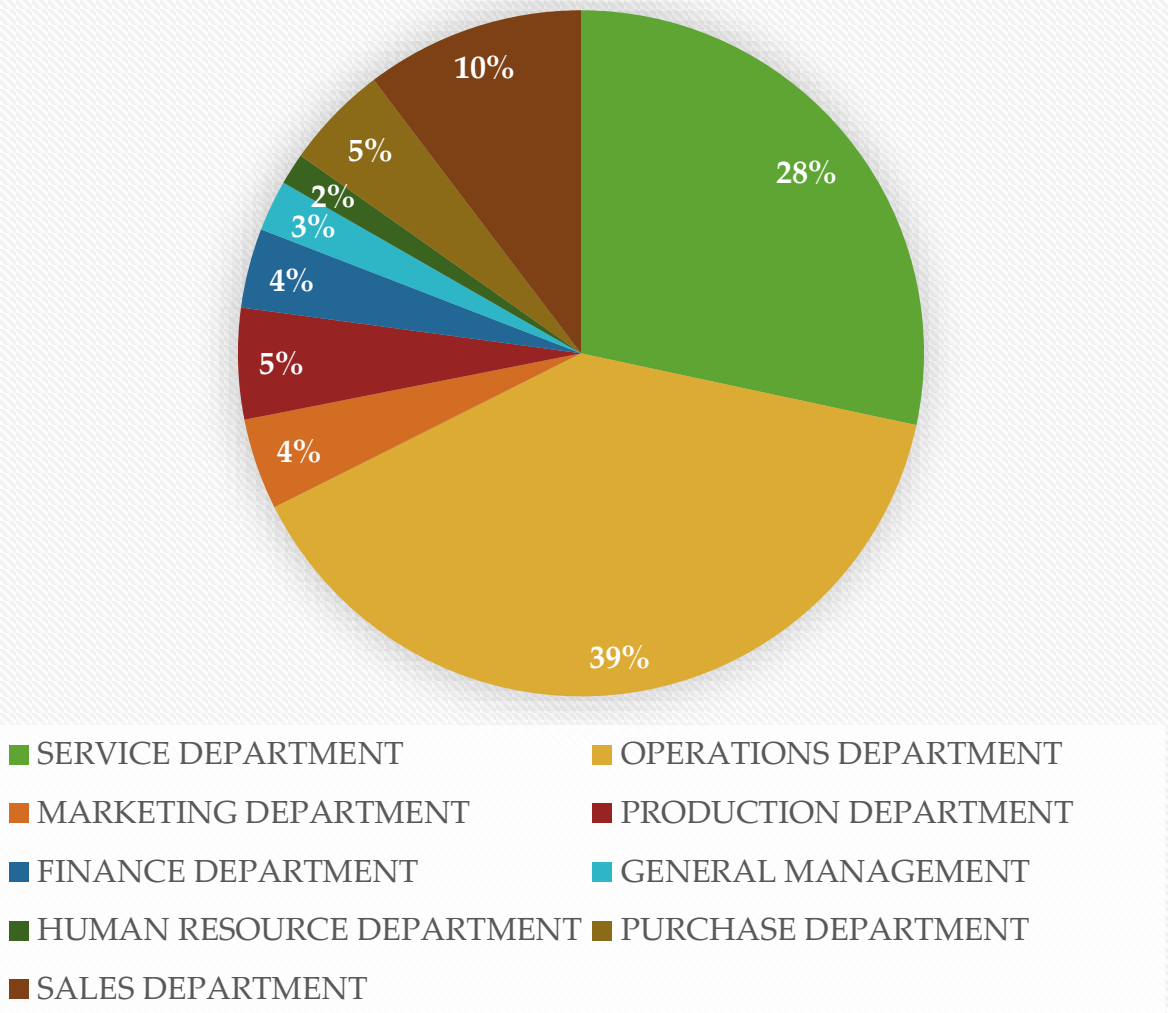
- salary range of 40100-50099 is offered to the maximum number of people 777.

**D) <u>Departmental Analysis-</u>** Use a pie chart, bar graph, or any other suitable visualization to show the proportion of people working in different departments.

- =COUNTIFS(E:E,"SERVICE DEPARTMENT",C:C,"HIRED")
- =COUNTIFS(E:E,"OPERATIONS DEPARTMENT",C:C,"HIRED")
- =COUNTIFS(E:E,"MARKETING DEPARTMENT",C:C,"HIRED")
- =COUNTIFS(E:E,"PRODUCTION DEPARTMENT",C:C,"HIRED")
- =COUNTIFS(E:E,"FINANCE DEPARTMENT",C:C,"HIRED")
- =COUNTIFS(E:E,"GENERAL MANAGEMENT",C:C,"HIRED")
- =COUNTIFS(E:E,"HUMAN RESOURCE DEPARTMENT",C:C,"HIRED")
- =COUNTIFS(E:E,"PURCHASE DEPARTMENT",C:C,"HIRED")
- =COUNTIFS(E:E,"SALES DEPARTMENT",C:C,"HIRED")

| DEPARTMENTS | COUNT OF STATUS |
|---|---|
| SERVICE DEPARTMENT | 1332 |
| OPERATIONS DEPARTMENT | 1843 |
| MARKETING DEPARTMENT | 202 |
| PRODUCTION DEPARTMENT | 246 |
| FINANCE DEPARTMENT | 176 |
| GENERAL MANAGEMENT | 113 |
| HUMAN RESOURCE DEPARTMENT | 70 |
| PURCHASE DEPARTMENT | 230 |
| SALES DEPARTMENT | 485 |

# Proportion of people working in different departments.



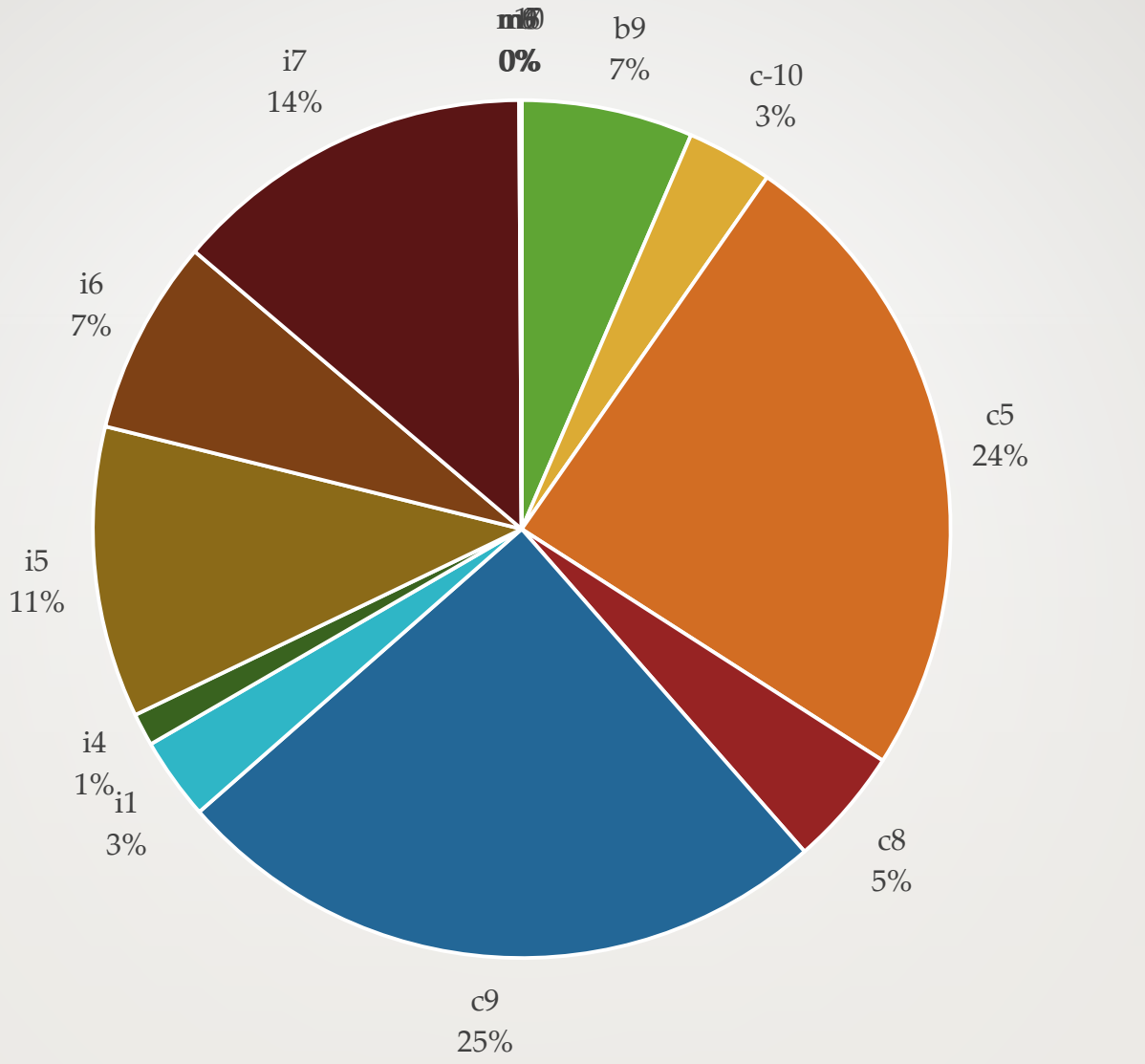

- The pie chart and bar plot indicate that the Operations Department has the highest number of employees, with 39% of the hired workforce, which is 1,843 people. On the other hand, the Human Resources Department has the fewest employees, comprising only 1% of the total hires, which is 70 people.

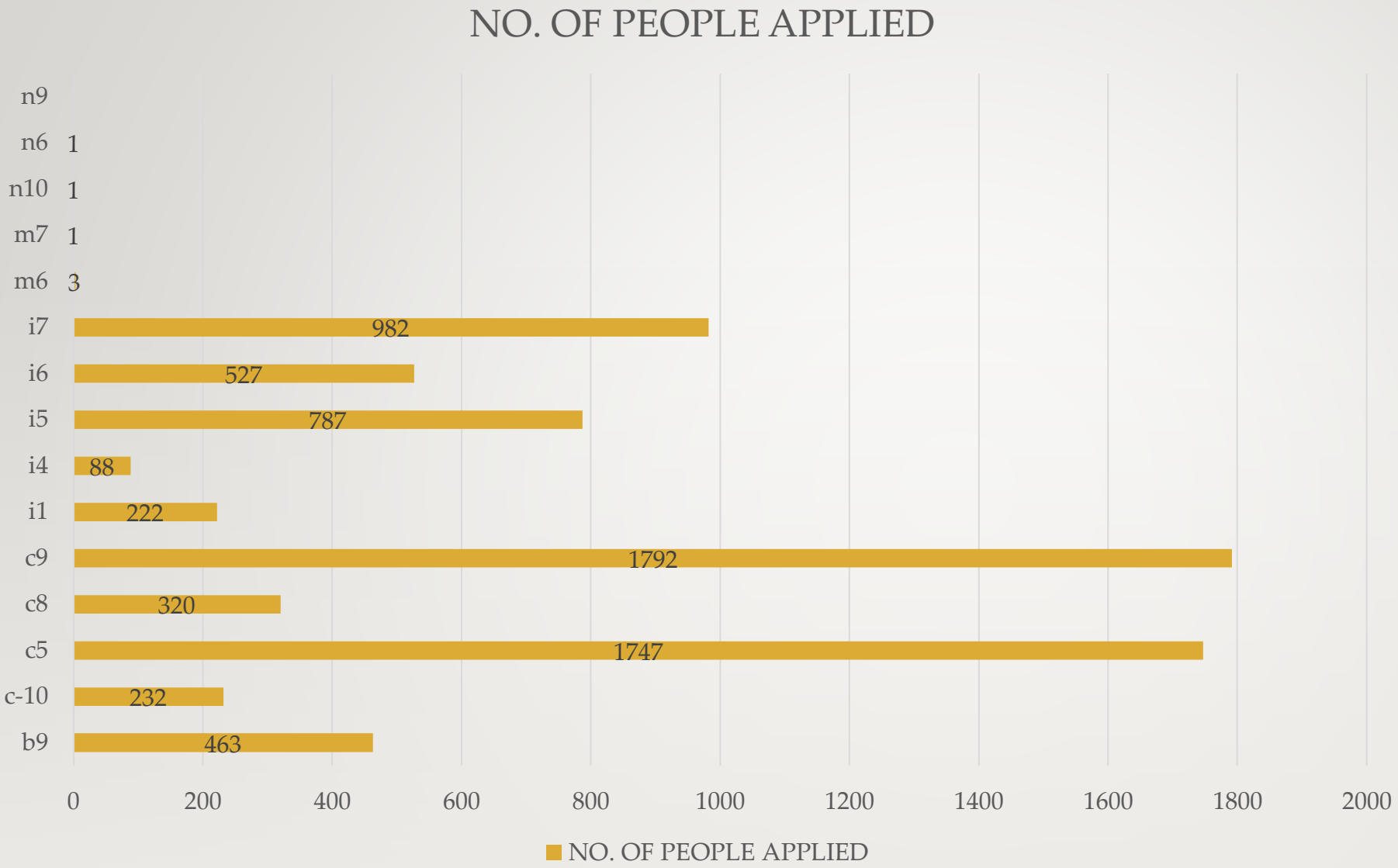
**E) Position Tier Analysis-** Use a chart or graph to represent the different position tiers within the company. This will help you understand the distribution of positions across different tiers?

- =COUNTIF(F:F,"c8")
- =COUNTIF(F:F,"c5")
- =COUNTIF(F:F,"c9")
- =COUNTIF(F:F,"c-10")
- =COUNTIF(F:F,"i4")
- =COUNTIF(F:F,"i5")
- =COUNTIF(F:F,"i6")
- =COUNTIF (F:F,”i1”)
- =COUNTIF(F:F,"i7")
- =COUNTIF(F:F,"m6")
- =COUNTIF(F:F,"m7")
- =COUNTIF(F:F,"n6")
- =COUNTIF(F:F,"n9")
- =COUNTIF(F:F,"n10")
- =COUNTIF(F:F,"b9")

| POST NAME | NO. OF PEOPLE APPLIED |
|---|---|
| B9 | 463 |
| C-10 | 232 |
| C5 | 1747 |
| C8 | 320 |
| C9 | 1792 |
| I1 | 222 |
| I4 | 88 |
| I5 | 787 |
| I6 | 527 |
| I7 | 982 |
| M6 | 3 |
| M7 | 1 |
| N10 | 1 |
| N6 | 1 |
| N9 | 1 |

# COUNT OF POST TIERS






- Based on the pie chart and bar plot, it appears that the position labeled "C9" received the highest number of job applications, with 1,792 applicants. This represents 25% of the total number of job applications received.

# Result-

1. **Gender Distribution**: We now have a clear picture of how gender is represented in the company's hires. This reflects the company's commitment to diversity and inclusivity in its hiring practices.
2. **Average Salary Insight**: We've gained insights into the company's average salary offerings, which can be valuable for benchmarking against industry standards.
3. **Visual Insights**: The visualizations help us understand how employees are distributed across different departments and position tiers. This gives us a comprehensive view of the company's workforce structure.

Overall, this project has enhanced our understanding of the company's hiring process and provided valuable insights. These insights can inform future decisions regarding hiring strategies and talent management.

LINK- Statistics.xlsx

# THANK YOU