Hiring Process Analytics

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Project description

In hiring process analytics, statistics used to analysis to evaluate and enhance the hiring process, focusing on identifying trends, biases, and key performance indicators to optimize candidate selection and overall hiring efficiency.

Approach

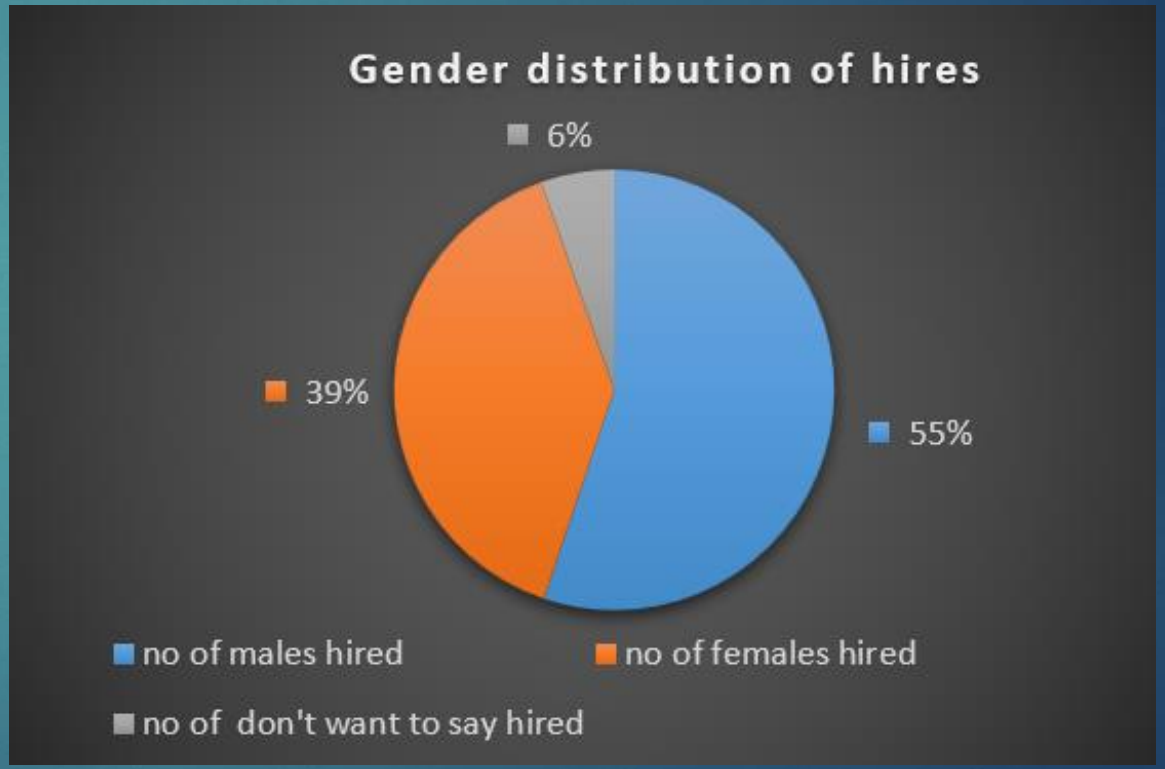
With the provided dataset I clean and analyze hiring data using statistical methods and excel functions.

- ✓ **Handle Missing Values**:
  Identified missing values using conditional formatting and "Format Blanks."
  Imputed missing values with the median, as the data contained outliers.
- ✓ **Remove Duplicates**:
  Eliminated duplicated values from the dataset to ensure data integrity.
- ✓ **Outlier Detection**:
  Detected outliers using box plots and the IQR (Interquartile Range) method.
- ✓ **Outlier Handling**:
  Replaced outliers with the median to maintain data consistency.

Hiring Analysis

- **Gender distribution of hires**

Gender distributtion of hires	
num_of males hired	2573
num_of females hired	1836
num_of don't want to say hired	252



Salary Analysis

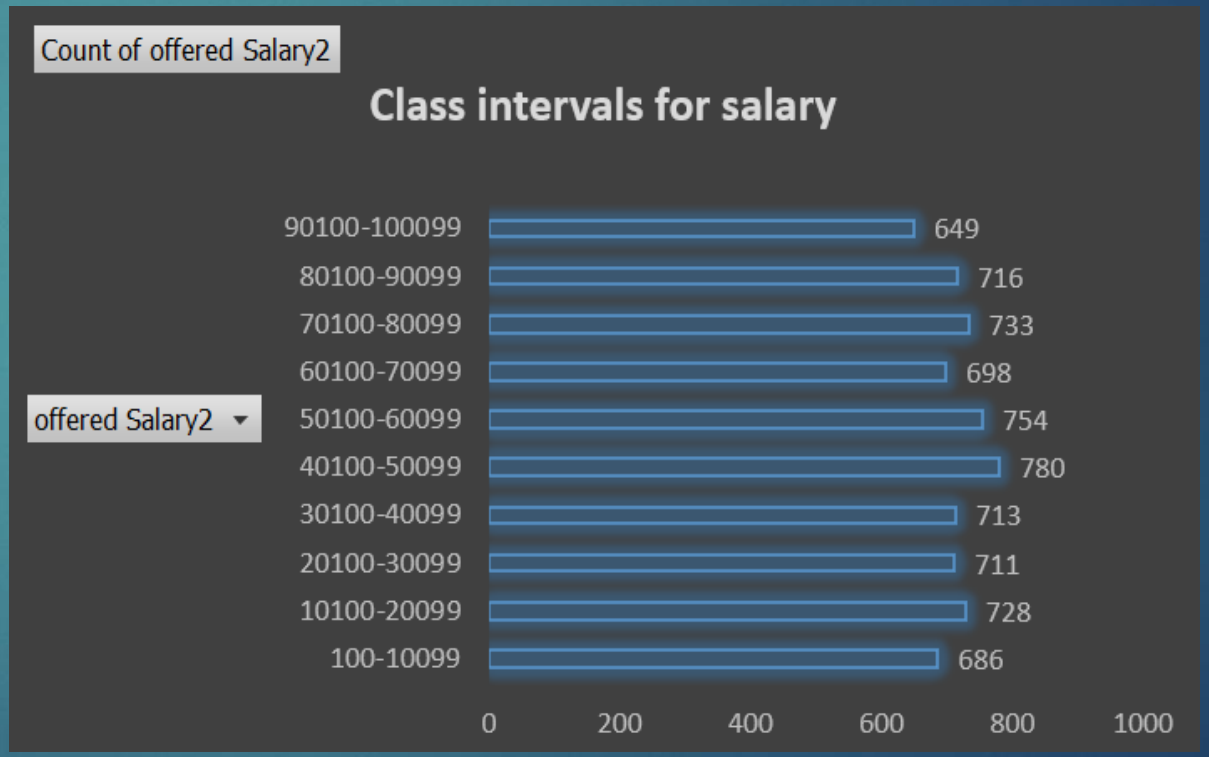
- Average salary offered by company

Average salary offered by this company
49878.19043

Salary Distribution

- Class intervals represent ranges of values, in this case, salary ranges. The class interval is the difference between the upper and lower limits of a class.

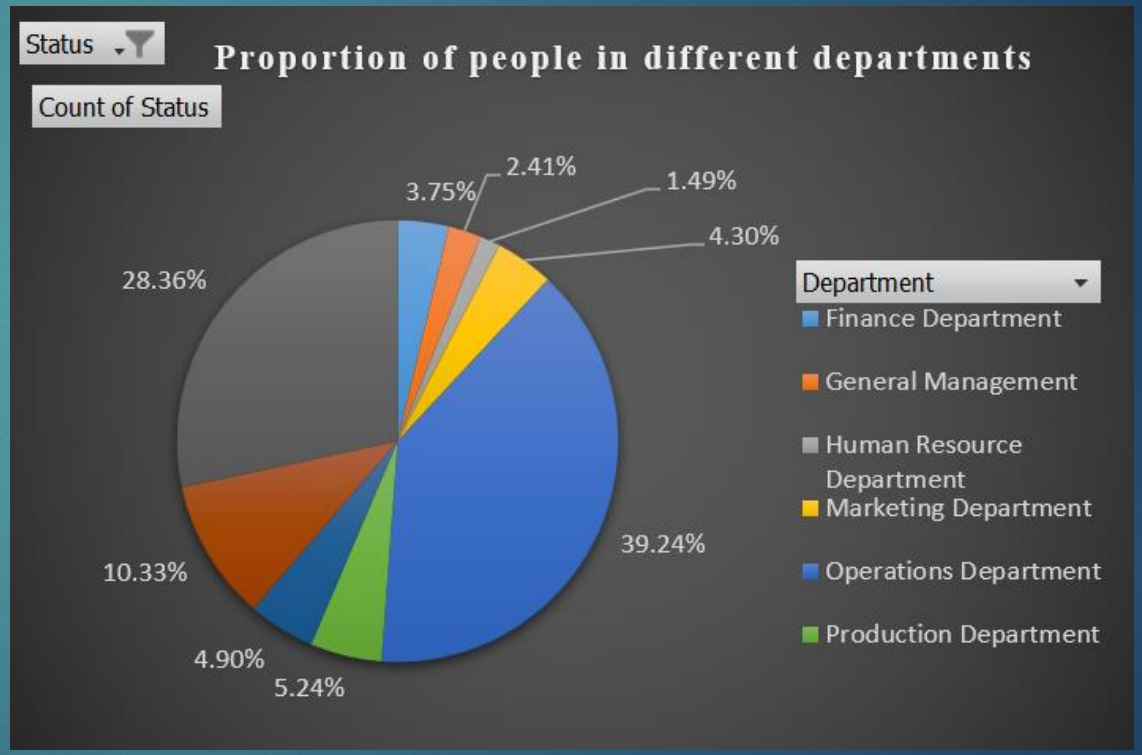
Row Labels	Count of offered Salary2
100-10099	686
10100-20099	728
20100-30099	711
30100-40099	713
40100-50099	780
50100-60099	754
60100-70099	698
70100-80099	733
80100-90099	716
90100-100099	649
Grand Total	**7168**



Departmental Analysis

- The proportion of people working in different departments.

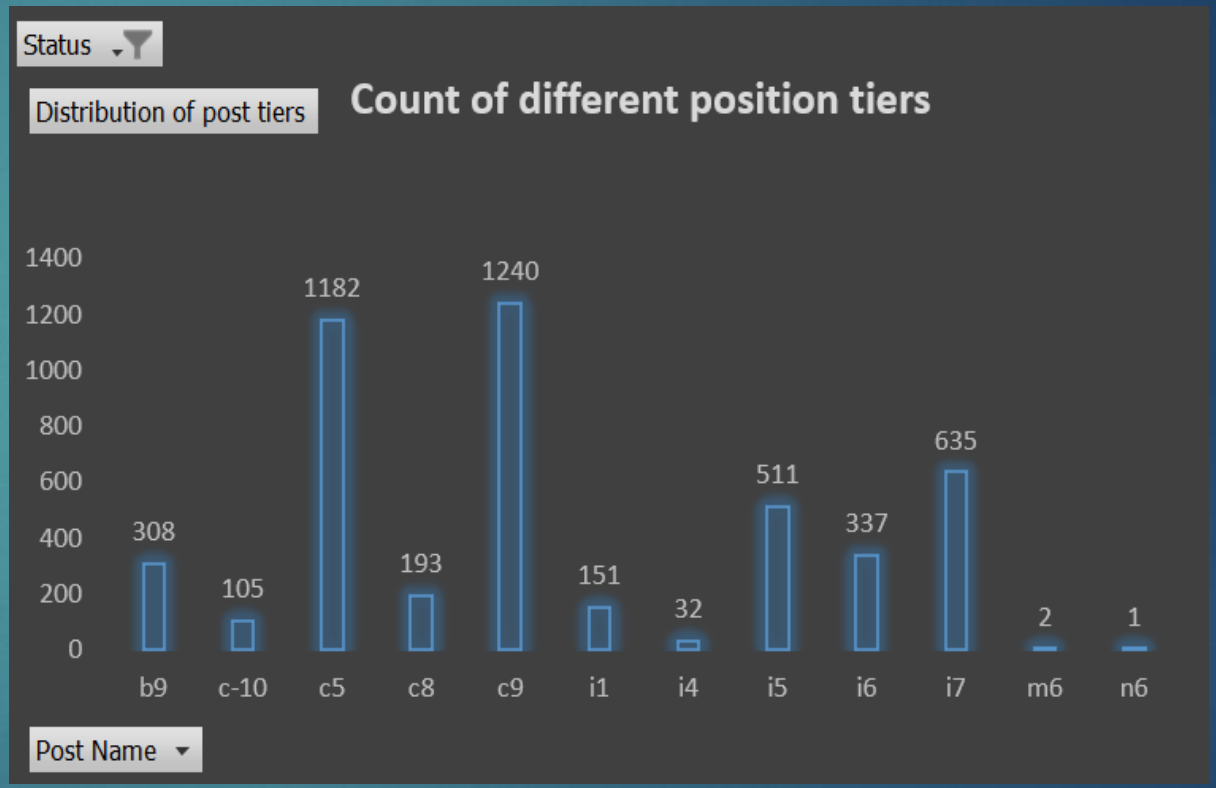
Status	Hired
Row Labels	**Count of Status**
Finance Department	3.75%
General Management	2.41%
Human Resource Department	1.49%
Marketing Department	4.30%
Operations Department	39.24%
Production Department	5.24%
Purchase Department	4.90%
Sales Department	10.33%
Service Department	28.36%
Grand Total	**100.00%**



Position Tier Analysis

- Distribution of positions across different tiers.

Count of different position tiers	
Status	Hired
Row Labels	Distribution of post tiers
b9	308
c-10	105
c5	1182
c8	193
c9	1240
i1	151
i4	32
i5	511
i6	337
i7	635
m6	2
n6	1
Grand Total	4697



Tech-Stack used

I used Microsoft excel 2021 for the hiring process analytics project

Insights and Results

Through this project, I gained valuable skills in **statistics** and **Excel**. I learned how to use statistical methods like IQR to analyze data and identify trends and biases. These helps draw meaningful insights and make data-driven decisions to improve the hiring process.