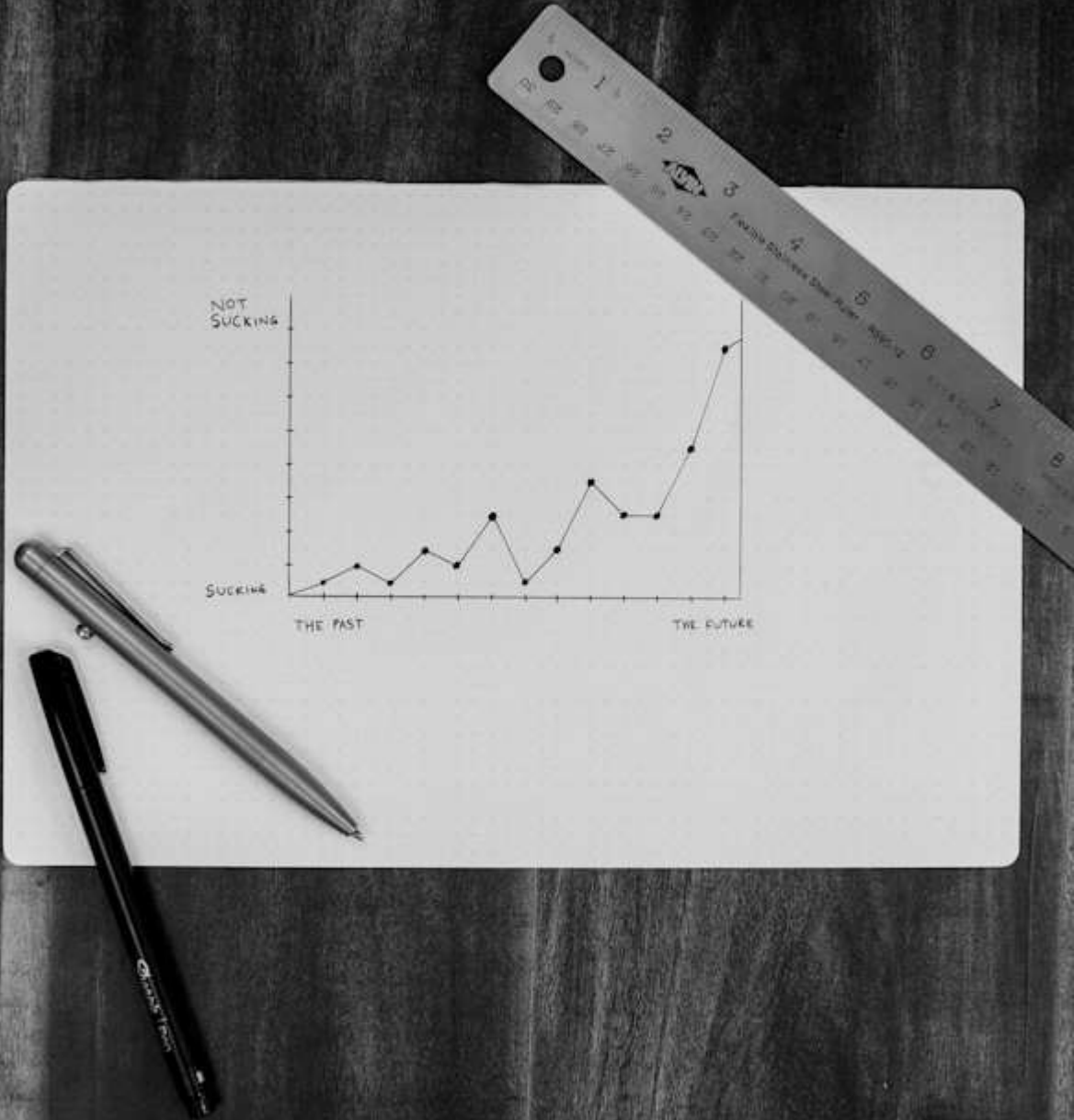# Hiring Process Analytics

Presentation by Abhishek Adyani

Project description

What is Hiring Process?

The hiring process is a crucial function of any company, and understanding trends such as the number of rejections, interviews, job types, and vacancies can provide valuable insights for the hiring department

What will I be doing?

As a data analyst, I'll be given a dataset containing records of previous hires. My job is to analyze this data and answer certain questions that can help the company improve its hiring process.

Insights

Exploring and understanding hiring funnel data are key components of hiring analytics, providing actionable insights for streamlining the recruitment process.

# Tech-Stack Used

Microsoft Office Excel 2021

I used this software as it has various functions that are convenient and faster to use. It helps in drawing meaningful conclusions about the company's hiring process faster.

FINDINGS:

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

With the help of PIVOT TABLE I found out there are 2563 male employees that are hired & 1856 female employees that are hired. Alternatively we can also use COUNTIFS formula to determine the count of male and female employees hired.

NEXT ⟶
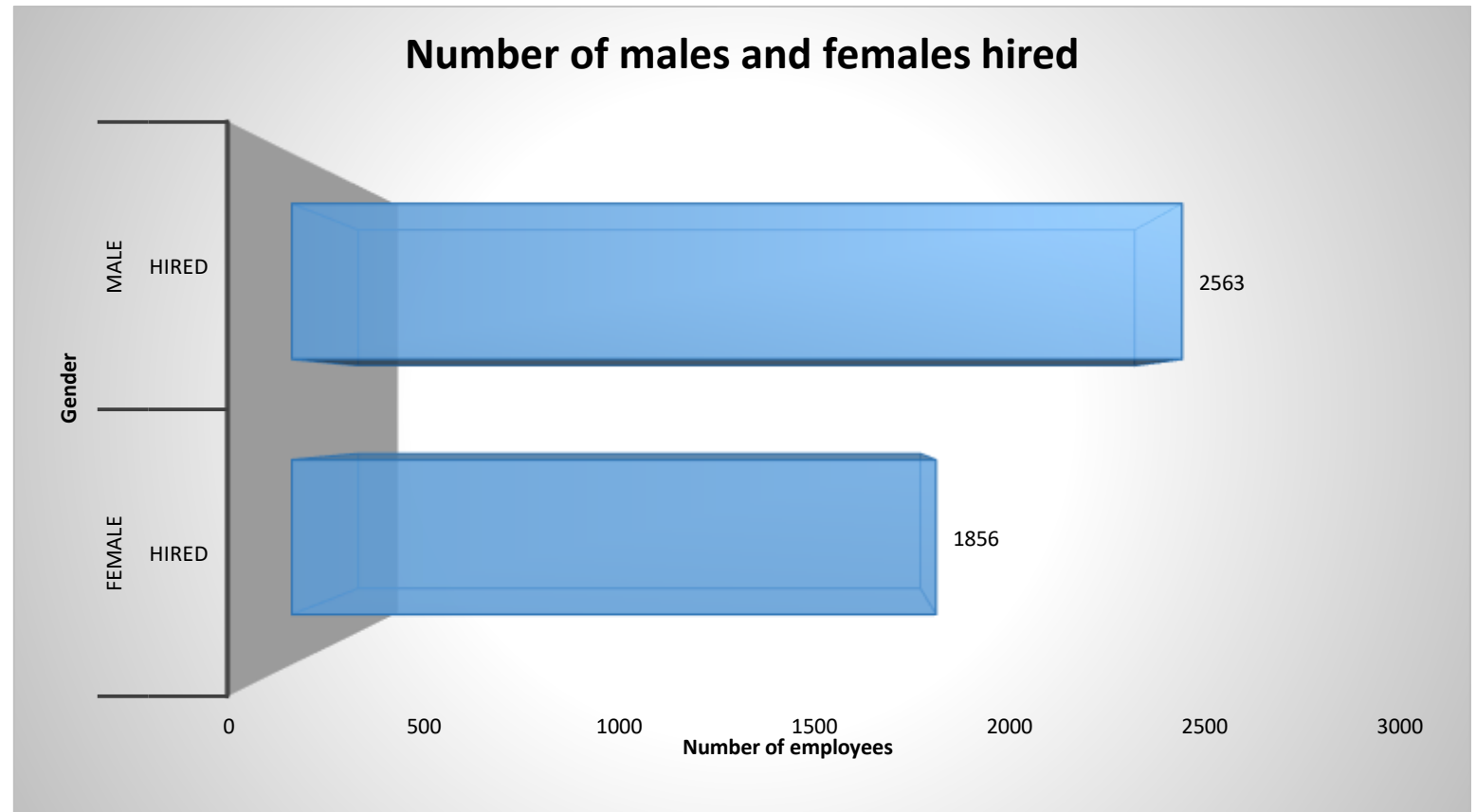
B) Salary Analysis: What is the average salary offered by this company? Use Excel functions to calculate this.

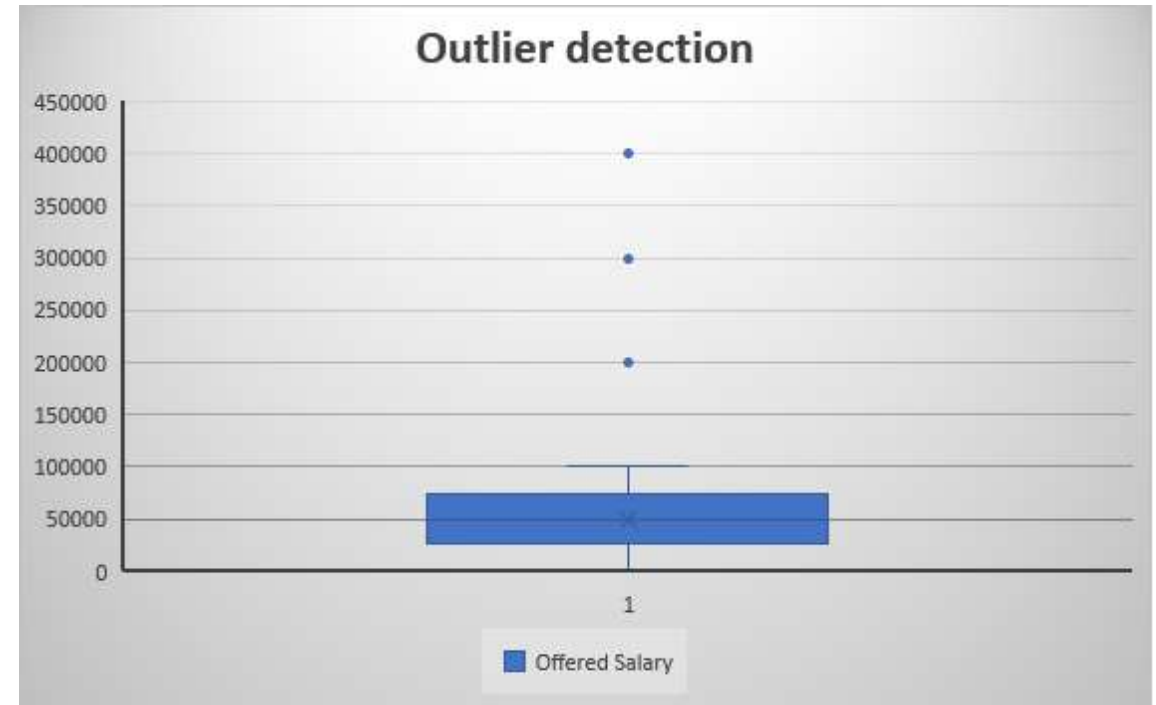By using the inbuilt function of formula AVERAGE, I calculated the average salary offered by the company i.e 49982.94
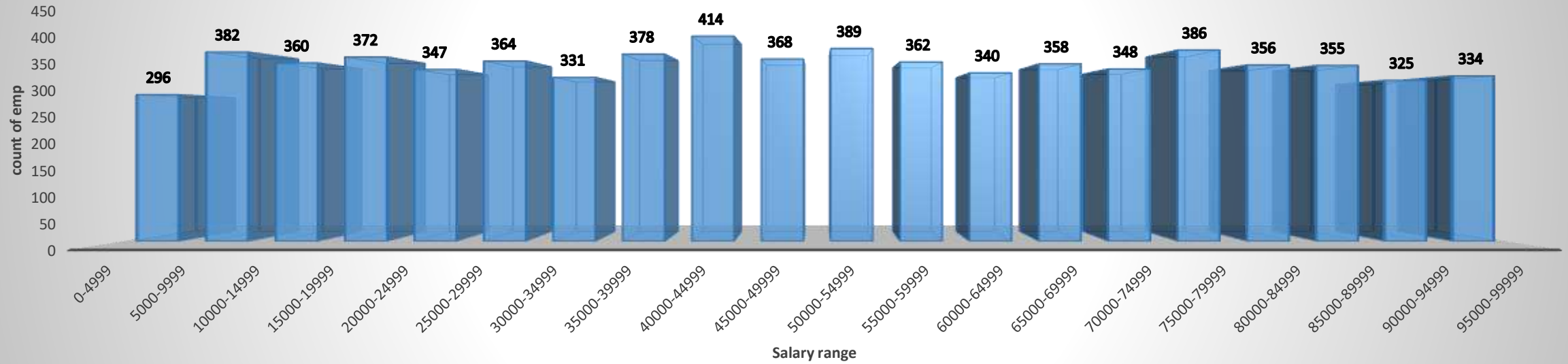
AVERAGE
49982.94

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

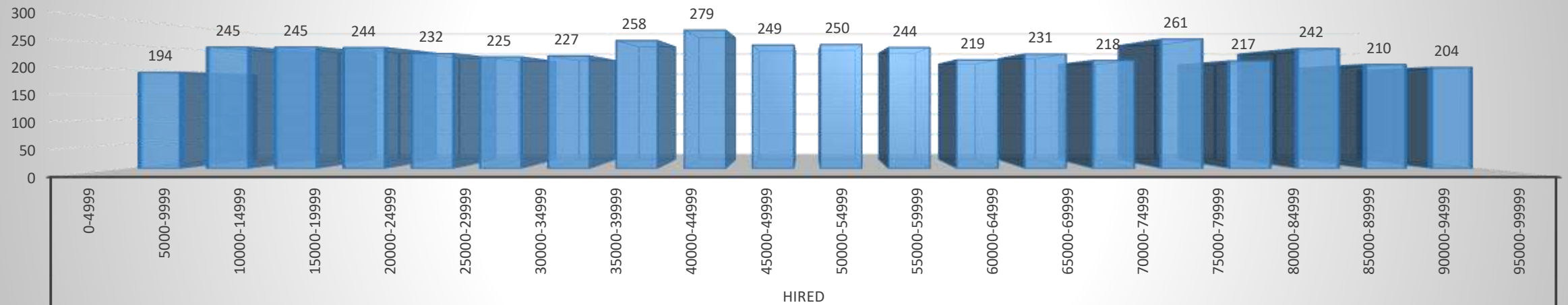Firstly check for the outlier and remove if necessary. I removed the outliers using the box-plot chart.

There were three outliers to be removed, after that I split the data into class intervals

Salary Range for hired & rejected (outlier removed)

count of emp / Salary range

Salary range	count
0-4999	296
5000-9999	382
10000-14999	360
15000-19999	372
20000-24999	347
25000-29999	364
30000-34999	331
35000-39999	378
40000-44999	414
45000-49999	368
50000-54999	389
55000-59999	362
60000-64999	340
65000-69999	358
70000-74999	348
75000-79999	386
80000-84999	356
85000-89999	355
90000-94999	325
95000-99999	334

Salary Range for hired (outlier removed)

HIRED	count
0-4999	194
5000-9999	245
10000-14999	245
15000-19999	244
20000-24999	232
25000-29999	225
30000-34999	227
35000-39999	258
40000-44999	279
45000-49999	249
50000-54999	250
55000-59999	244
60000-64999	219
65000-69999	231
70000-74999	218
75000-79999	261
80000-84999	217
85000-89999	242
90000-94999	210
95000-99999	204

NEXT →

D) Departmental Analysis: Use a pie chart, bar graph, or any other suitable visualization to show the proportion of people working in different departments.
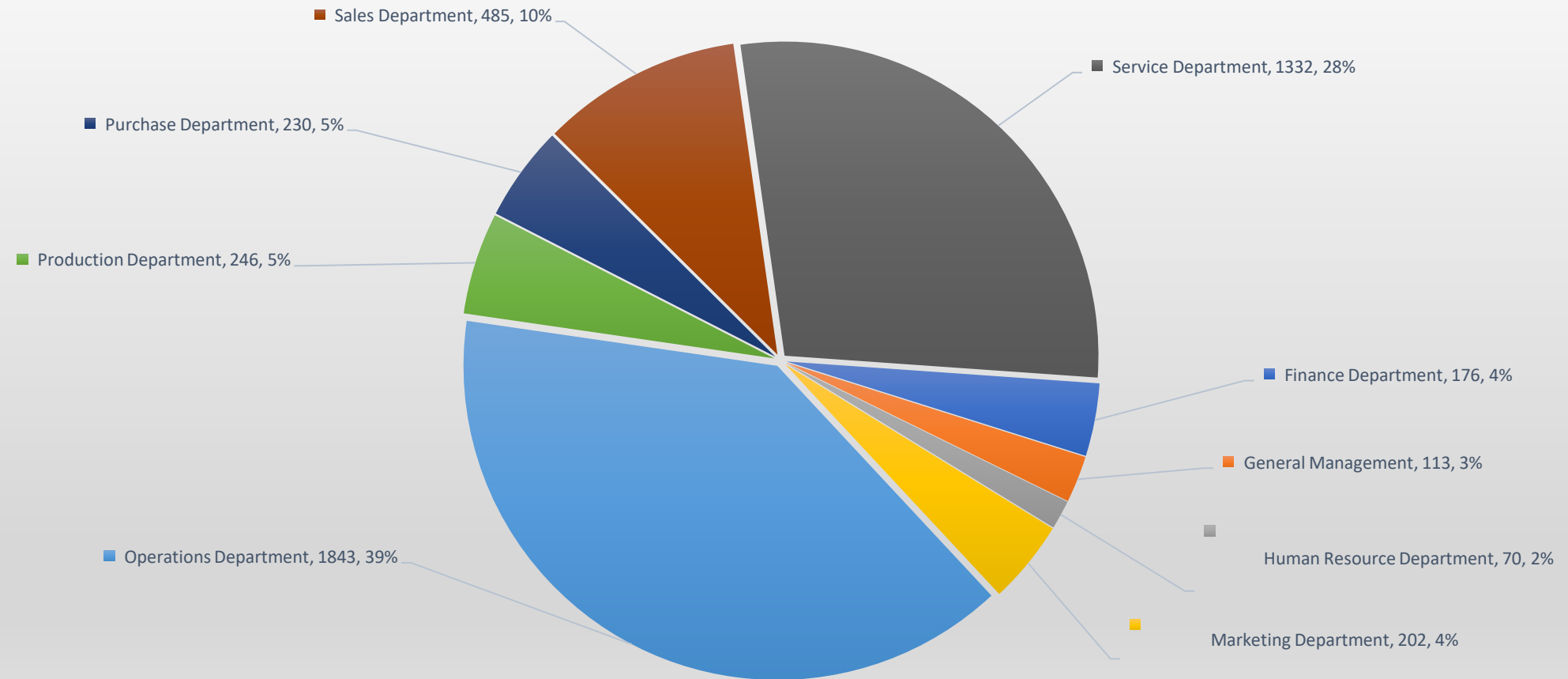
With the help of pivot table I first filtered count all the employees working in their respective domain, after then I visualize that data in a pie chart for better understanding the proportion of people working in different departments.

Department	no. of employees
Finance Department	176
General Management	113
Human Resource Department	70
Marketing Department	202
Operations Department	1843
Production Department	246
Purchase Department	230
Sales Department	485
Service Department	1332

people working in different departments

Sales Department, 485, 10%
Purchase Department, 230, 5%
Production Department, 246, 5%
Operations Department, 1843, 39%
Service Department, 1332, 28%
Finance Department, 176, 4%
General Management, 113, 3%
Human Resource Department, 70, 2%
Marketing Department, 202, 4%

# E) Position Tier Analysis: Use a chart or graph to represent the different position tiers within the company. .

With the help of pivot table I first filtered post names and count of all the employees in the different post tiers, after then I visualize that data in a column chart for better understanding the position tier.

Post Name	no. of people hired
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

Different position tier within company
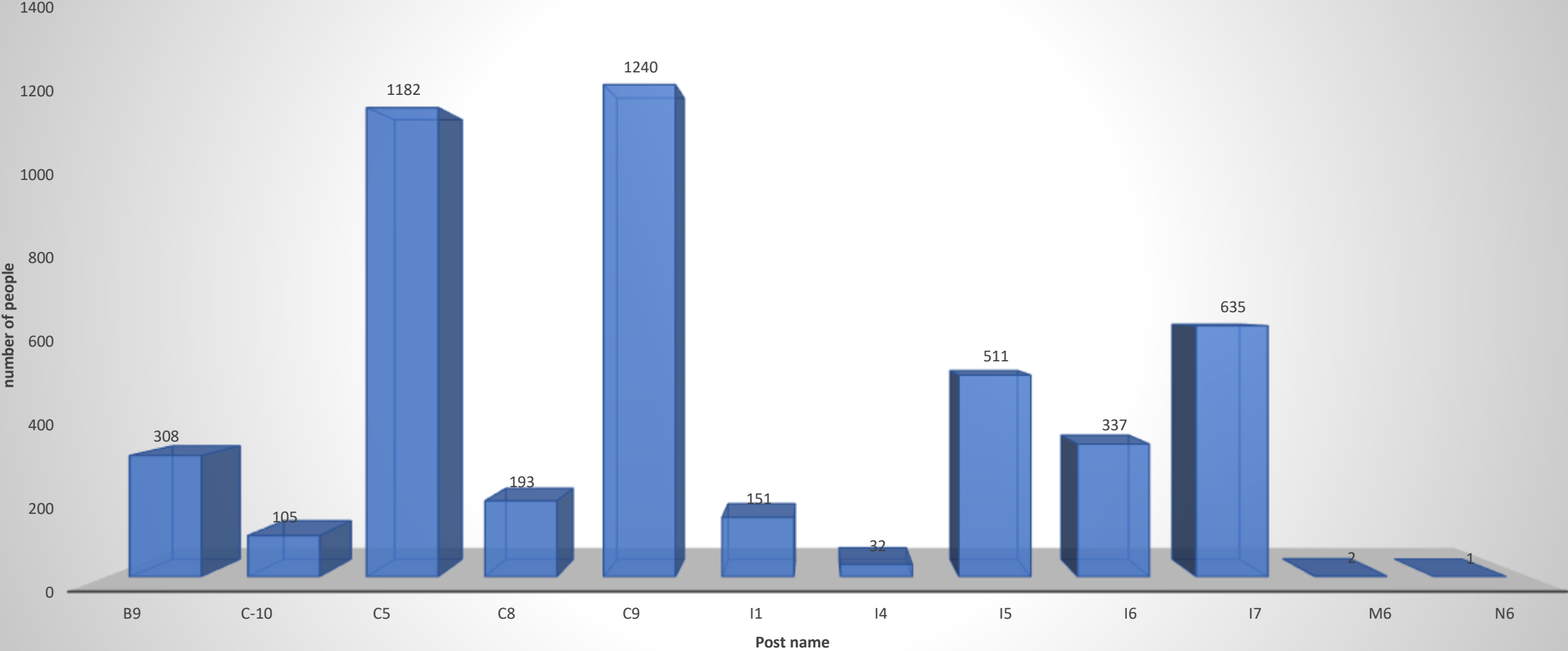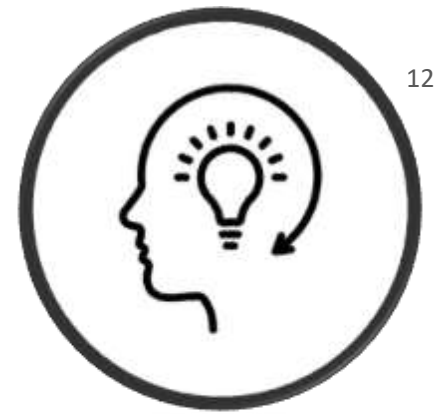
Insights

- There are a total of **2563** male employees and **1856** female employees that are hired.

- The average salary offered by the company is **49982.94**.

- From the column chart of salary range for hired and rejected we found that the highest is **414** in the salary range of **40,000-49,999**. And for the hired only chart we find that maximum number i.e. **279** works in the salary range of **40,000-49,000.**

- Major proportion of the employees work in **operations department (39%)** and **service department (28%),** highest being **1843** and after that **1332** respectively.

- Most of the people hired are for the post **C-9** of the company i.e. **1240.**

Result

This project helped me understand how the hiring process works and types of questions I have to tackle to bring out the best insight for the company, for them to make the best data driven decisions. I used my knowledge of excel and various functions like average, count, pivot table etc. as well as various types of charts to visualize the insights.