

Hiring Process Analytics Report

By: Aman Patel

1. Project Overview

1.1 Introduction

The hiring process is a critical function within any organization. It provides valuable insights into trends such as rejection rates, interview counts, job types, and vacancies, all of which are essential for informed decision-making when hiring new talent. This project involves the analysis of historical hiring data to extract meaningful information and answer specific questions.

1.2 Approach

The initial step is to thoroughly understand the dataset's structure and the relationships between different columns. Exploratory Data Analysis (EDA) is employed as an analytical approach, which encompasses:

- Understanding data columns and content
- Identifying and addressing missing data
- Combining columns with multiple categories
- Detecting and handling outliers
- Generating data summaries

1.3 Objectives

Through this project, we aim to discover the following key insights:

- a) Hiring: What is the gender distribution of hired applicants?
- b) Average Salary: What is the average salary offered by the company?
- c) Salary Class Intervals: How can we classify offered salaries into meaningful intervals?

d) Department Proportions: What are the proportions of employees in different departments?

e) Post Tiers Representation: How can we represent different post tiers based on average salaries?

2. Data Analysis

2.1 Data Exploration

The initial phase involves a thorough exploration of the dataset, including understanding the meaning of different columns and their relationships.

2.2 Data Cleaning

We employ data cleaning techniques to handle missing values and ensure data accuracy.

2.3 Data Visualization

We visualize the data using various graphical representations to gain insights effectively.

2.4 Key Insights

The analysis phase provides valuable insights into the hiring process, salary distributions, departmental proportions, and post tiers representation.

3. Technical Tools

3.1 Software and Tools

- Microsoft Excel

3.2 Methodology

To complete this project the first thing required is to understand the different column given in excel and their correlation with each other, based on question type asked different concept like COUNT (), SUM (), AVERAGE (), PIVOT TABLE, SLICER can be used to answer the question. We use a Excel functions to conduct data analysis, visualization, and report generation.

4. Results and Findings

4.1 Gender Distribution

The analysis reveals the gender distribution of hired applicants as follows:

Gender	Number of Applicant (Hired)
Female	1856
Male	2563

- Females Hired: [1856]
- Males Hired: [2563]

4.2 Average Salary

The average salary offered by the company is approximately 49983.02

Average Salary Offered
49983.02

4.3 Salary Class Intervals

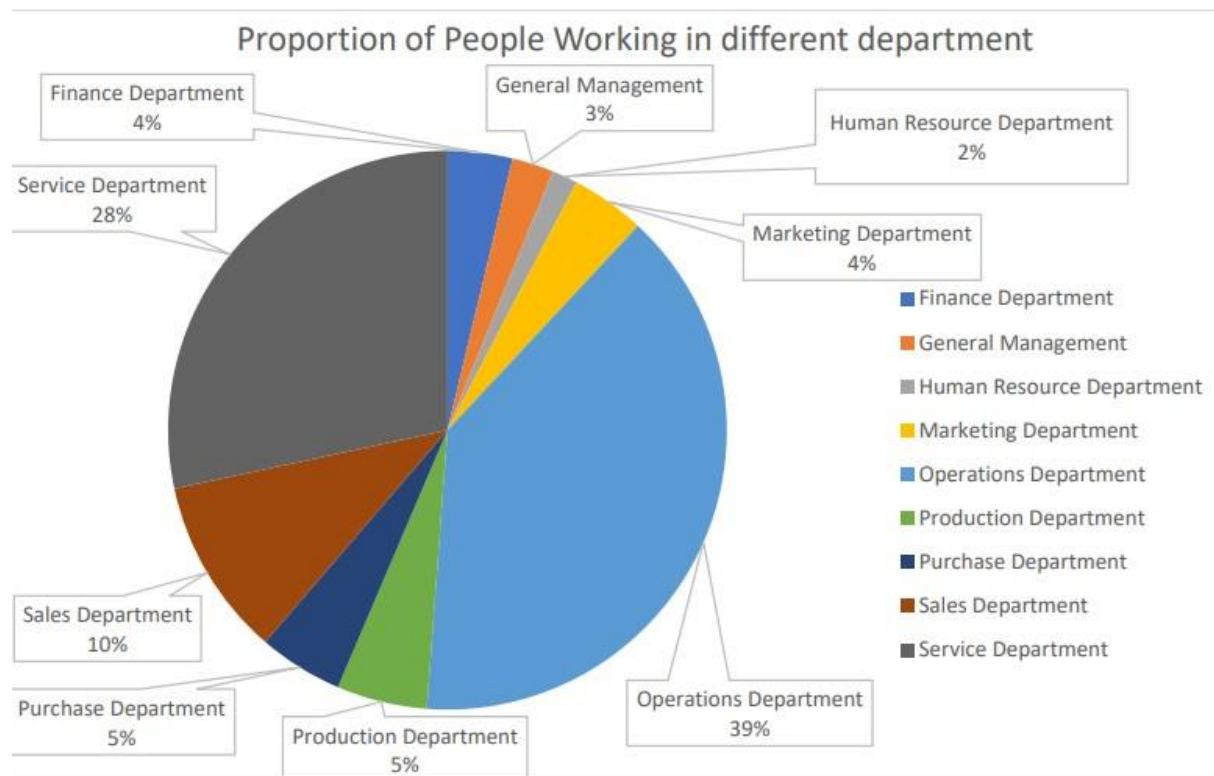
We classify offered salaries into intervals, each with its corresponding frequency.

Offered Salary	Frequency
(blank)	
100-5099	306
5100-10099	380
10100-15099	355
15100-20099	373
20100-25099	349
25100-30099	362
30100-35099	335
35100-40099	378
40100-45099	418
45100-50099	358
50100-55099	388
55100-60099	366
60100-65099	337
65100-70099	361
70100-75099	353
75100-80099	380
80100-85099	360
85100-90099	356
90100-95099	321
95100-100099	328
195100-200099	1
295100-300099	1
395100-400099	1
Grand Total	7167

4.4 Departmental Proportions

We present departmental proportions based on the number of employees in each department.

Department Name	No. of People
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
Grand Total	4697



4.5 Post Tiers Representation

We represent different post tiers based on average salaries.

Post Name	Average Salary
-	85914.00 (Top)
c-10	51134.62
c8	50701.46
c5	50213.50
c9	50201.19
i7	50065.36
i1	49943.94
b9	49666.76
i5	49391.93
i4	48877.84
i6	48839.25
n9	46219.00
n6	44700.00
m7	41402.00
m6	34521.33
n10	26990.00 (Bottom)
Grand Total	49983.03



5. Conclusion

5.1 Summary

This project demonstrates the use of data analysis and visualization techniques to gain valuable insights into the hiring process within the organization.

5.2 Insights

- The rejection rate of male applicant is 6% higher than female.
- Female are paid 0.42% more than male in this company.
- Most of the company's money spent by Operations Department.
- The number of males in HR department is more than female.
- Most of the post (around 7) are vacant in HR department, so company might hire for different post.
- The number of people in operation department is more than any other department.
- Most of the posts in Finance department, Marketing Department, Service Department and General department are dominated by females.
- The number of applicants is higher in month of July, may be because college student start graduating in that month and also company hire most of applicant in this month.

5.3 Project Significance

This project is significant as it provides actionable information for HR and management in making informed decisions about hiring and salary structures.

Excel Files – [Aman-Patel](#)