

# Hiring Process Analytics

This is my excel sheet hyperlink:

[https://docs.google.com/spreadsheets/d/1I9SL0zQCYASpMGRrh9Y3eam2K\\_Cy1Irm/edit?usp=drive\\_link&ouid=107551199020082201600&rtpof=true&sd=true](https://docs.google.com/spreadsheets/d/1I9SL0zQCYASpMGRrh9Y3eam2K_Cy1Irm/edit?usp=drive_link&ouid=107551199020082201600&rtpof=true&sd=true)

**Project Description:** In this project my task is to analyze the company's hiring process data and draw meaningful insights from it. 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.

**Approach:** Firstly, I started with data cleaning which includes steps like deleting blanks, removing unwanted data and many more. After that I started completing the tasks provided by the company.

**Tech-Stack Used:** I've used Microsoft Excel 2021 to analyze data and to extract some meaningful insights from that data.

**Insights:** This includes the tasks and meaningful trends and patterns discovered from the data.

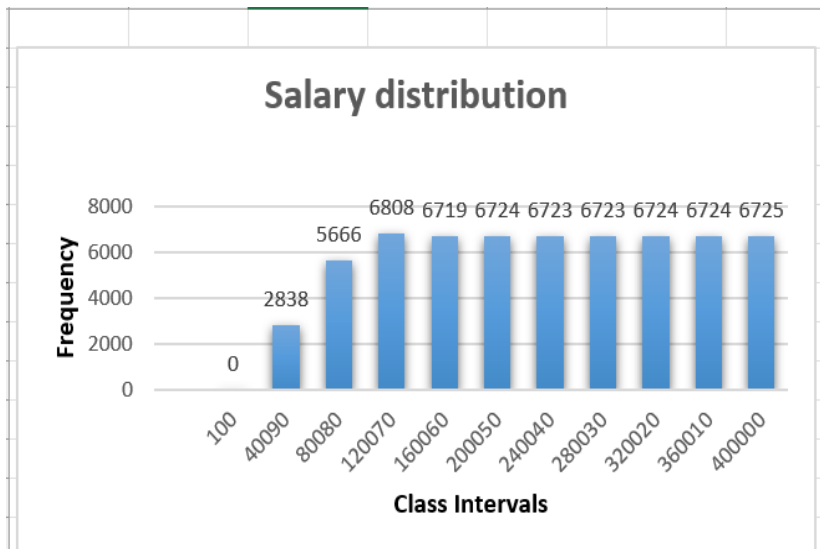
- A. Hiring Analysis:** Determine the gender distribution of hires. How many males and females have been hired by the company?

→ There are 4084 Males and 2675 Females hired by the company.

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

→ The average salary offered by the company is 49983.0

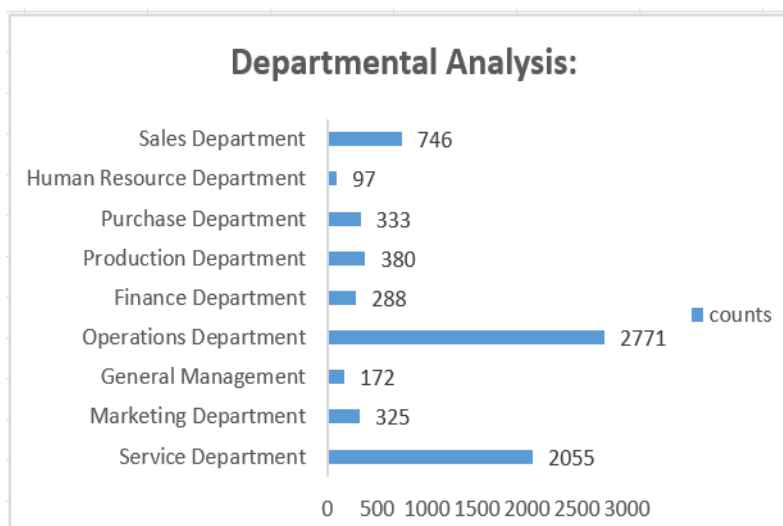
- C. Salary Distribution:** Create class intervals for the salaries in the company. This will help you understand the salary distribution.



➡ Above is the salary distribution chart with class intervals. This chart shows there are more than 6700 employees having salaries 400000

**D. Departmental Analysis:** Use a pie chart, bar graph, or any other suitable visualization to show the proportion of people working in different departments.

➡ By observing the chart we can say that maximum number of employees are in **operations department** and minimum number of employees are in **Human Resource Department**. Below given is the departmental analysis chart.



**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.

➡ Below is the position tier analysis chart. Maximum people works on the n9 position.

### Position Tier Analysis:

