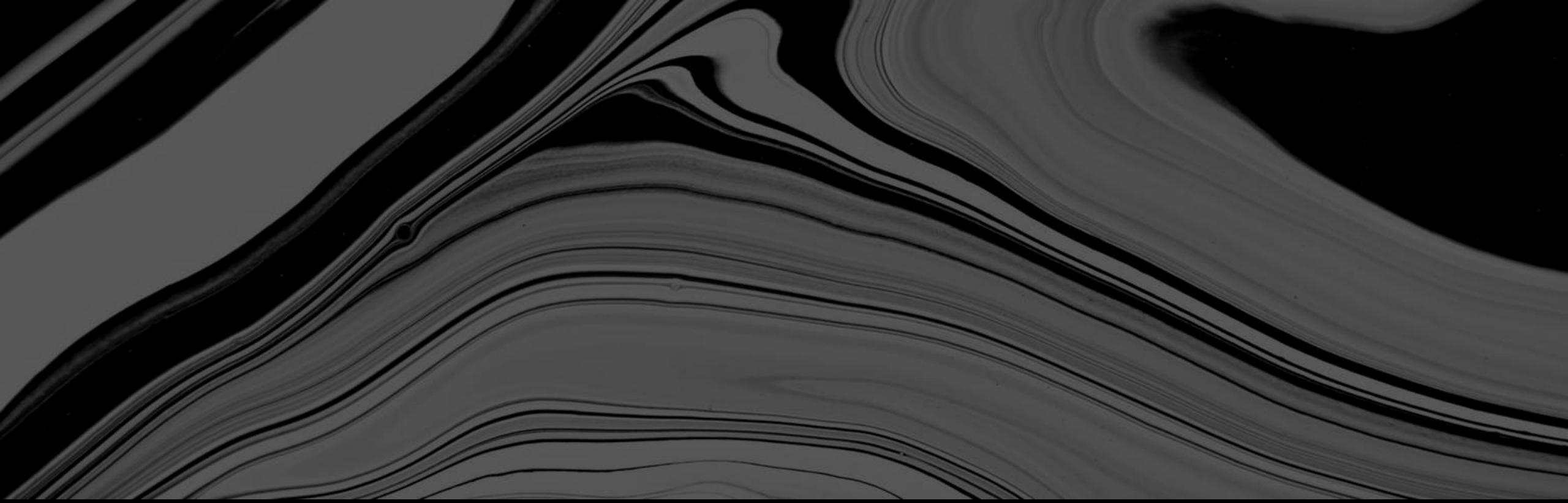
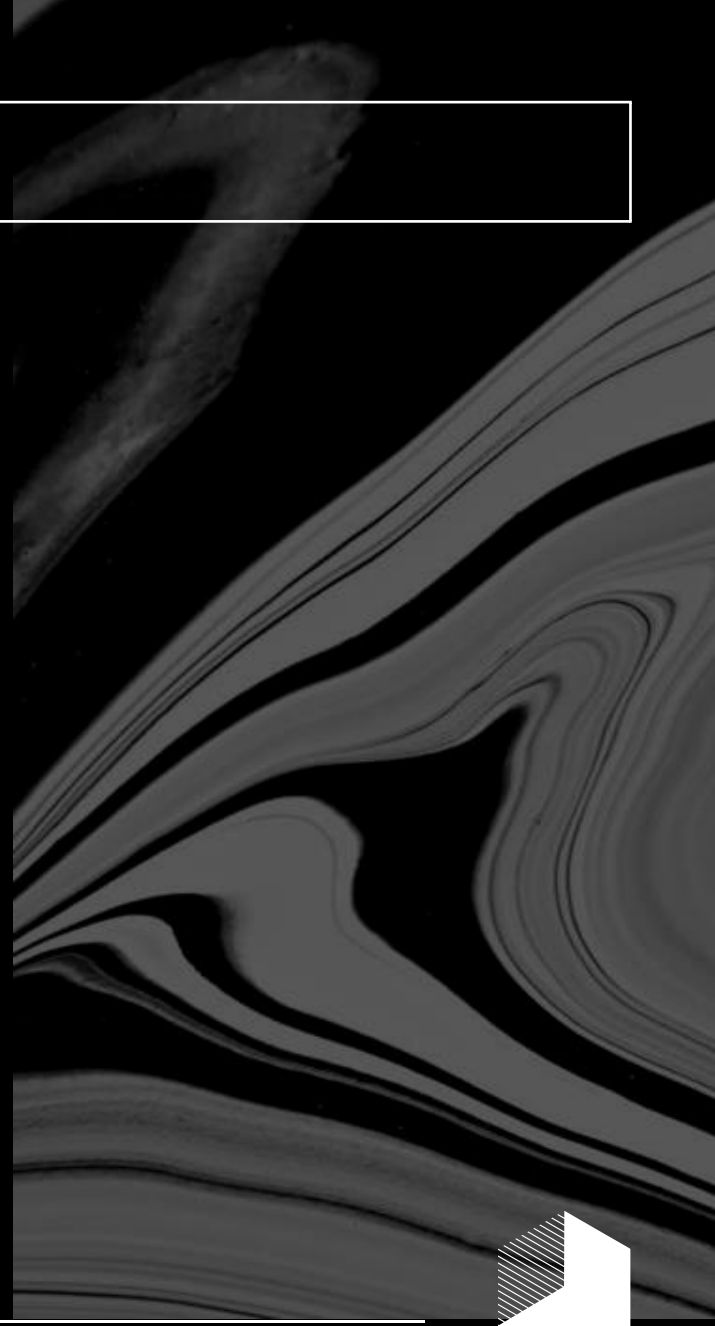


HIRING PROCESS ANALYTICS

AGENDA

- Description
- Approach
- Tech - Stack Used
- Insights
- Result



PROJECT DESCRIPTION

The project involves analyzing a multinational company's hiring process data to gain insights and improve the hiring process. Key tasks include handling missing data, clubbing columns, detecting and handling outliers, and summarizing findings using statistical measures and visualizations.

APPROACH

Data Cleaning

Check for missing values and decide on a strategy to handle them. Combine columns with multiple categories if possible to simplify analysis.

Outlier Detection

Identify outliers and decide whether to remove, replace, or leave them as is.

Data Summary

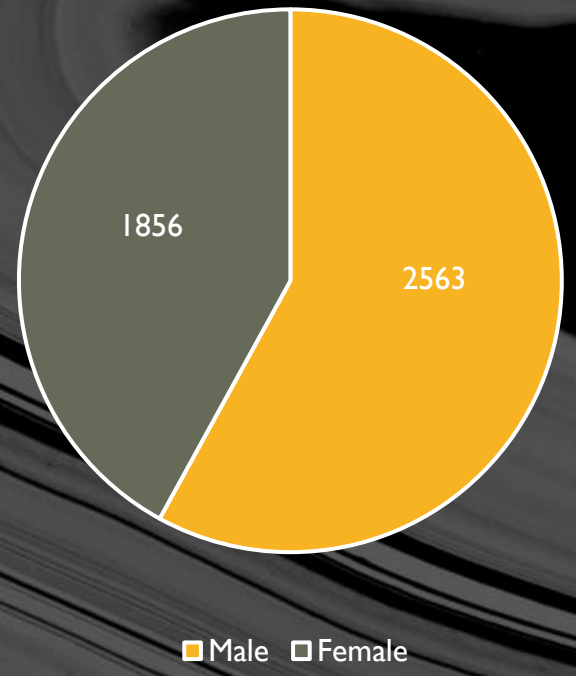
Calculate averages, medians, and other statistical measures. Create visualizations to understand the data better

TECH-STACK USED

A. HIRING ANALYSIS

Male : Female proportion of hired employees

=COUNTIFS(D:D,“Male",C:C,"Hired")	=COUNTIFS(D:D,"Female",C:C,"Hired")
Total no. of Male hired 2563	Total no. of Female hired1856



INSIGHT: THIS WILL GIVE YOU THE COUNT OF MALES AND FEMALES HIRED. THE COMPANY HIRED MORE MALES(2563) COMPARED TO FEMALE EMPLOYEES(1856).

B. SALARY ANALYSIS

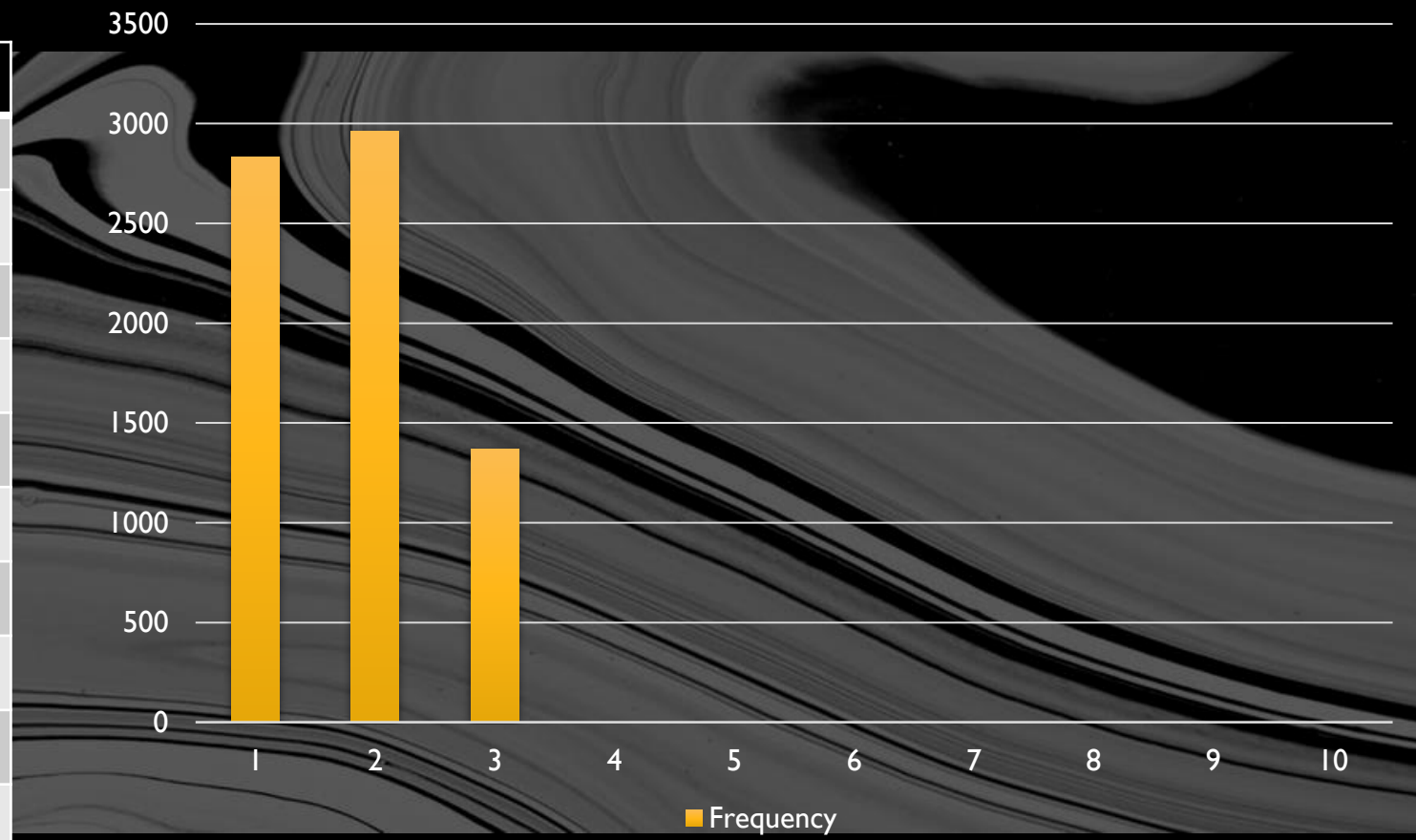
=AVERAGE(G:G)	49976.05594

INSIGHT: THE AVERAGE SALARY OFFERED IN THE COMPANY IS **49,976.06**

C. SALARY DISTRIBUTION

S.No.	Class Intervals	Frequency
1.	0 - 40,000	2831
2.	40,001 - 80,000	2963
3.	80,001 - 120,000	1370
4.	120,001 - 160,000	0
5.	160,001 - 200,000	1
6.	200,001 - 240,000	0
7.	240,001 - 280,000	0
8.	280,001 - 320,000	1
9.	320,001 - 360,000	0
10.	360,001 - 400,000	2

=COUNTIFS(G:G,">="&0,G:G,"<="&40000)	2831

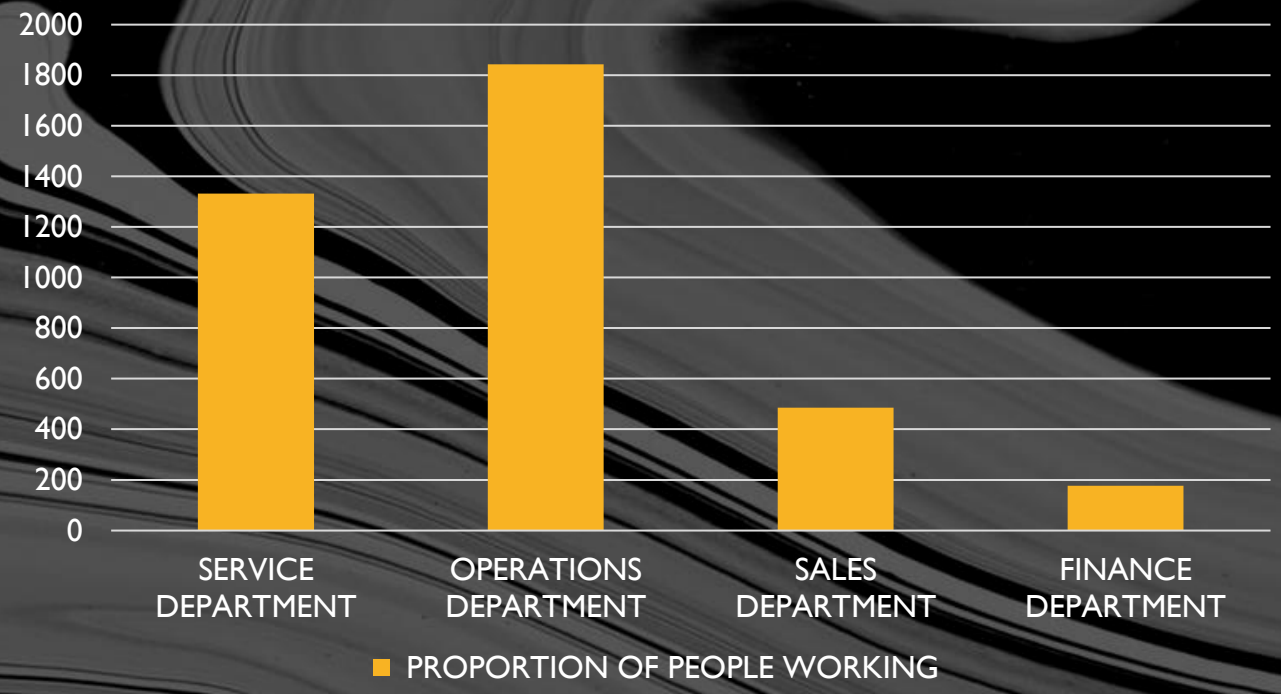


Insight: The majority of employees fall within the salary range 40,000-80,000.

D. DEPARTMENTAL ANALYSIS

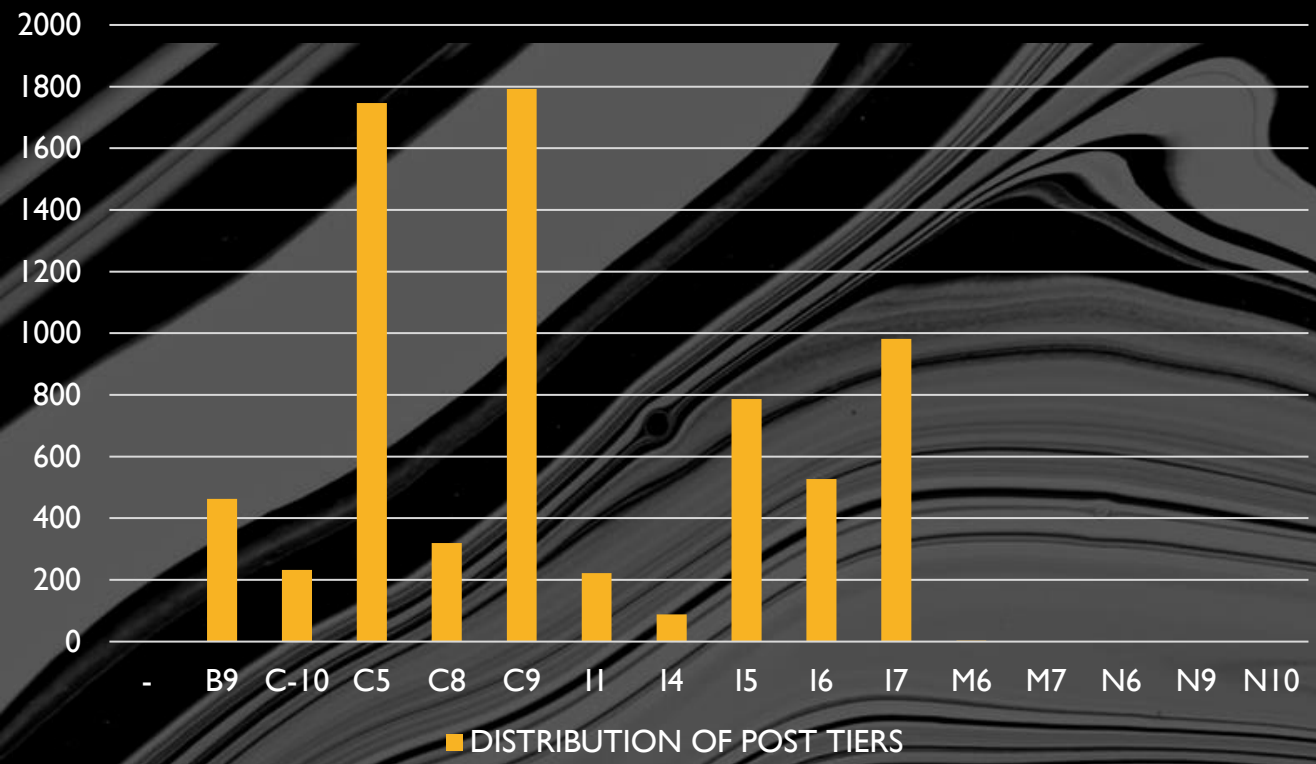
DEPARTMENTS	PROPORTION OF PEOPLE WORKING
SERVICE DEPARTMENT	1332
OPERATIONS DEPARTMENT	1843
SALES DEPARTMENT	485
FINANCE DEPARTMENT	176
PURCHASE DEPARTMENT	230
PRODUCTION DEPARTMENT	246
MARKETING DEPARTMENT	202
HUMAN RESOURCE DEPARTMENT	70
GENERAL MANAGEMENT	113

=COUNTIFS(E:E,"Service Department",C:C,"Hired"	1332



Insight: The majority of employees work in the 'Operation Department', followed by the 'Service Department'.

E. POSITION TIER ANALYSIS



=COUNTIFS(F:F,"b9")	463

POST NAME	DISTRIBUTION OF POST TIERS
-	1
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
N6	1
N9	1
N10	1

Insight: The highest proportion of employees are in the C9 post tier, followed by C5 and I7.

CONCLUSION

- This project showed me how valuable data analytics is for a company's hiring process.
- It helps to understand things like how many people were rejected, why they were rejected, who is applying for jobs, and how many positions are open.
- This information helps the hiring team make better decisions based on data.

EXCEL LINK:

https://docs.google.com/spreadsheets/d/11I2BQnp-gdEVmlMPtDiSNQaSEYLPIb8p/edit?usp=drive_link&ouid=108396890359637253084&rtpof=true&sd=true

THANK YOU

BY AYUSH MAHANTA