Project On
Hiring Process Analytics
(Statistics)

Project Description: Hiring process is the fundamental and the most important function of a company. Here, the MNCs get to know about the major underlying trends about the hiring process. Trends such as- number of hires, number of rejections, number of interviews, types of jobs, vacancies etc. are important for a company to analyze before hiring freshers or any other individual.

Being a Data Analyst, my job is to go through these trends and draw insights out of it for the hiring department to work upon.

Approach:

Before starting the data analysis I spent some time to data cleaning to get more understandable data - I use Ms Excel to remove duplicate data , deal with unstructured data, detect outlier and remove it if required, handel some missing data and filter some data, summarized data to more visualizations to better understand the data.

After that I use some Excel function, mathematical and statistical function, pivot table to get required data, I create some graphs like Bar grapes, Column grapes to get more visualized data.

Tech-Stack Used:

I use Microsoft Excel(2022) to explore ,analyze and visualize data.

Insights And Result :

By looking at the questions asked we get following output queries

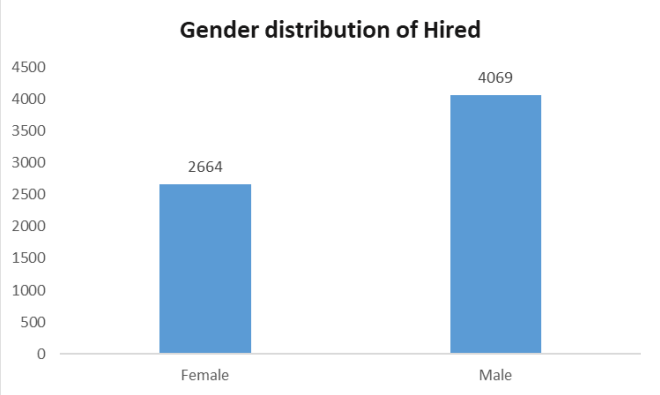
Data Analysis:

A. Hiring Analysis: The hiring process involves bringing new individuals into the organization for various roles.

Task: Determine the gender distribution of hires. How many males and females have been hired by the company?

Output:

Row Labels	Count of Status
Female	2664
Male	4069



Conclusion: According to the provided data the number of male hired is 4069, while the number of females hired is 2664 by the company. This means the males who were hired are more compared to the females.

B. Salary Analysis: The average salary is calculated by adding up the salaries of a group of employees and then dividing the total by the number of employees.

Task: What is the average salary offered by this company? Use Excel functions to calculate this.

Output:

Average Salary offer by the company	50009.96

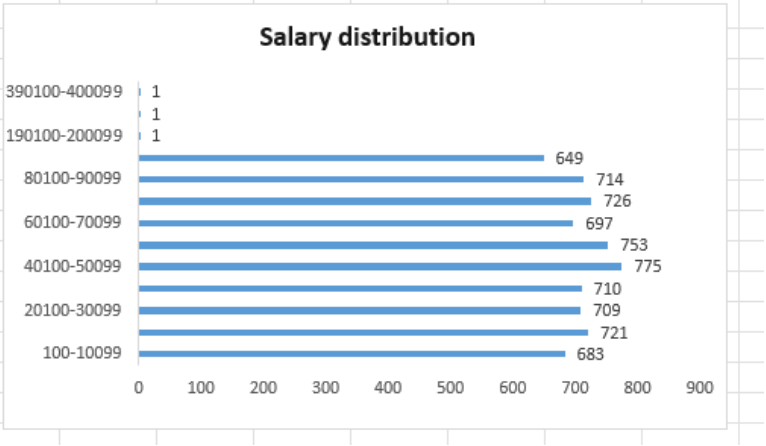
Conclusion: Company has offered an average 50009.96 salary.

C. 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.

Task: Create class intervals for the salaries in the company. This will help you understand the salary distribution.

Output:

Row Labels	Count of Offered Salary
100-10099	683
10100-20099	721
20100-30099	709
30100-40099	710
40100-50099	775
50100-60099	753
60100-70099	697
70100-80099	726
80100-90099	714
90100-100099	649
190100-200099	1
290100-300099	1
390100-400099	1



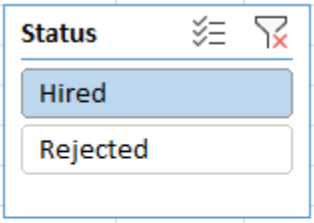
Conclusion: According to the provided data the company gives the majority of salary within the range of 40100 - 50099.And the company gives less of the salary within the range of 190100- 400099.

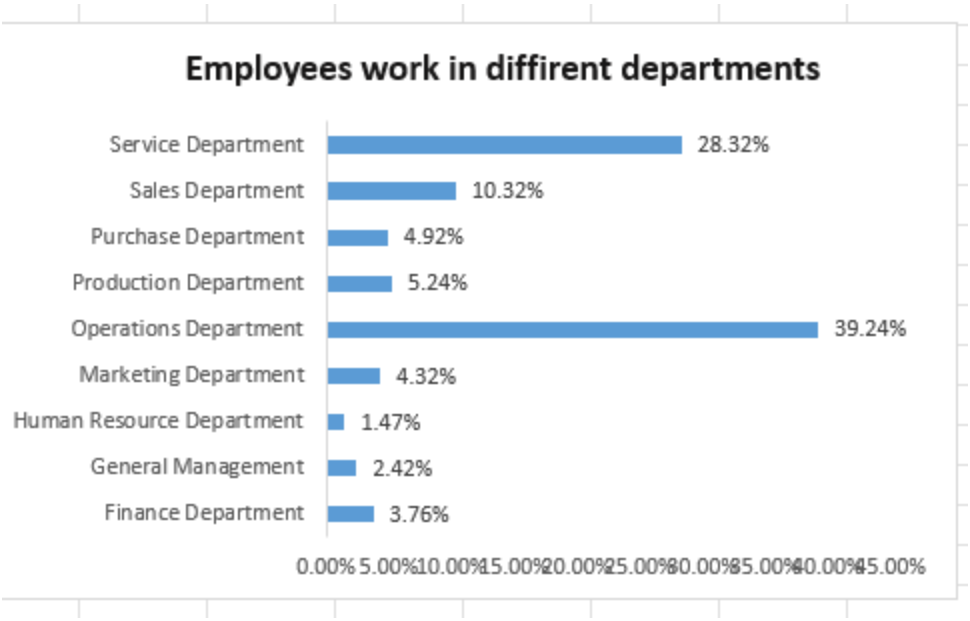
D. Departmental Analysis: Visualizing data through charts and plots is a crucial part of data analysis.

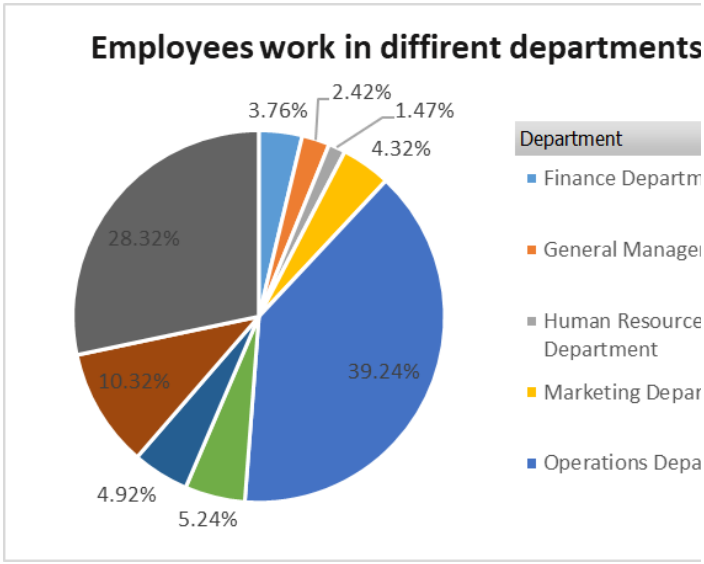
Task: Use a pie chart, bar graph, or any other suitable visualization to show the proportion of people working in different departments.

Output:

Row Labels	Count of application_id
Finance Department	3.76%
General Management	2.42%
Human Resource Department	1.47%
Marketing Department	4.32%
Operations Department	39.24%
Production Department	5.24%
Purchase Department	4.92%
Sales Department	10.32%
Service Department	28.32%







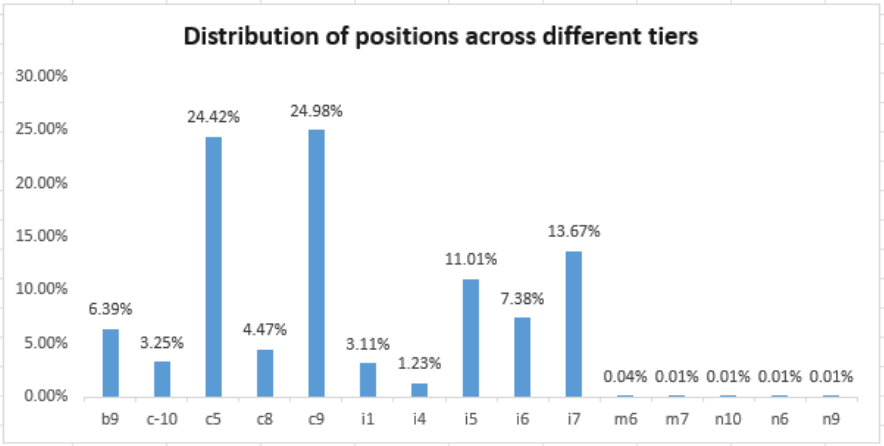
Conclusion: According to the provided data we see that in most of the employee worked Operations Department it's around 39.24% and Service Department it's around 28.32%. And less of the employees worked Human Resource(1.47%), General Management(2.42%).

E. Position Tier Analysis: Different positions within a company often have different tiers or levels.

Task: 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.

Output:

Row Labels	Count of Post Name
b9	6.39%
c-10	3.25%
c5	24.42%
c8	4.47%
c9	24.98%
i1	3.11%
i4	1.23%
i5	11.01%
i6	7.38%
i7	13.67%
m6	0.04%
m7	0.01%
n10	0.01%
n6	0.01%
n9	0.01%



Conclusion: Most common job tiers among the company in the tiers c9(24.98%)and c5(24.42%).