Project 4: Hiring Process Analytics

Description:

The Aim of this project is to analyze the company's hiring process data and draw meaningful insights from it. The Objectives are,

A. Hiring Analysis**:** To identify how many males and females have been hired by the company
B. Salary Analysis: To identify the average salary offered by this company
C. Salary Distribution: To create class intervals for the salaries in the company.
D. Departmental Analysis: To show the proportion of people working in different departments through visualization.
E. Position Tier Analysis: To represent the different position tiers within the company using the Graph.

Approach:

The dataset contains records of interviews taken on; Hired/Rejected; Applicant's ID, Gender, Department, Post name and salary. Using Microsoft Excel, the dataset has been Organized and Analyzed by performing Calculations and creating Visualizations like charts & Graphs.

Tech-Stack Used:

Software used: Microsoft Excel 2019
Version used: 2307
Purpose: Create, Organize, Analyze and Manipulate data in an efficient & structured way.

Insights:

A. Hiring Analysis**:**

=COUNTIFS(C:C,"Hired",D:D,"Male")
=COUNTIFS(C:C,"Hired",D:D,"Female")

Hired by Company	
Number of males	2563
Number of females	1856

Inference: From the calculation, 2563 males and 1856 females have been Hired where 35% and 25% of the total employees are males and females respectively.

B. Salary Analysis:

Department	Average Salary
Finance Department	49628.00694
General Management	58722.09302
Human Resource Department	49002.27835
Marketing Department	48489.93538
Operations Department	49151.35438
Production Department	49448.48421
Purchase Department	52564.77477
Sales Department	49244.36948
Service Department	50629.88418
Grand Total	49976.05594

Inference: The average salary offered for each department is shown. The total average salary of the company is 49976.06

C. Salary Distribution:

class interval for salary	number of employees
0-9999	679
10000-19999	732
20000-29999	711
30000-39999	709
40000-49999	781
50000-59999	751
60000-69999	698
70000-79999	734
80000-89999	711
90000-99999	659
200000-209999	1
300000-309999	1
390000-400000	1
Grand Total	7168

Inference: The class intervals for the salaries in the company has been created.

D. Departmental Analysis:

Department	number of employees	Percentage of employees
Finance Department	288	4
General Management	172	2.4
Human Resource Department	97	1.4
Marketing Department	325	4.5
Operations Department	2771	38.7
Production Department	380	5.3
Purchase Department	333	4.6
Sales Department	747	10.4
Service Department	2055	28.7

Proportion of employees working in different departments
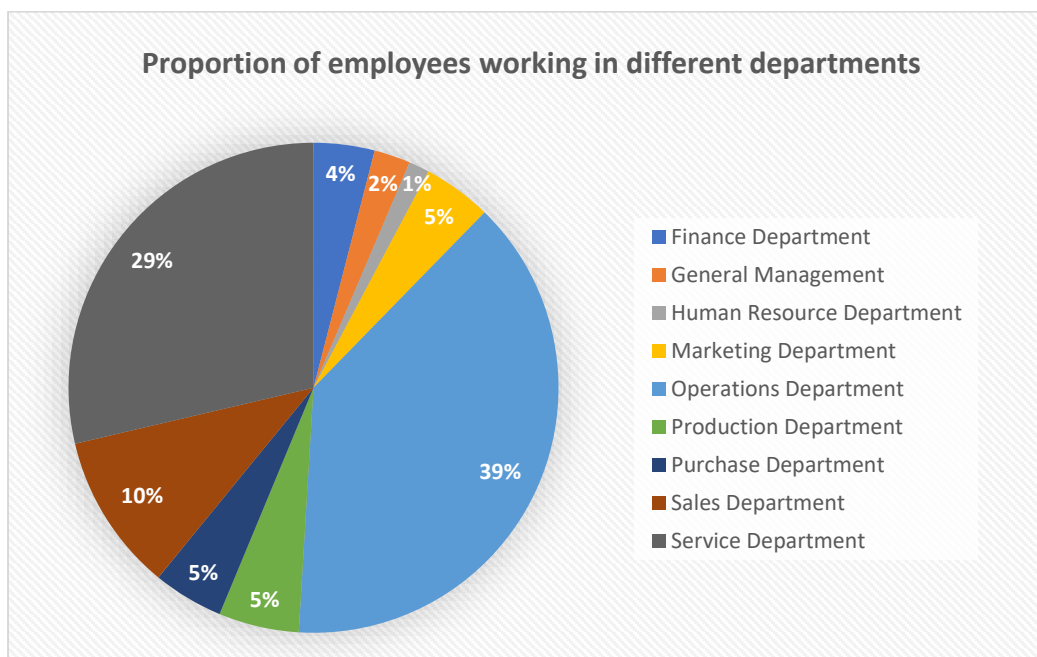
Inference: The proportion of people working in different departments have been shown through pie-chart. It is also noticed that lowest of around 1% employees are working in Human Resource Department and highest of around 39% employees are working in Operations Department

E. Position Tier Analysis:

post tiers	number of employees
-	**1**
Hired	1
b9	**463**
Hired	308
Rejected	155
c-10	**232**
Hired	105
Rejected	127
c5	**1747**
Hired	1182
Rejected	565
c8	**320**
Hired	193
Rejected	127
c9	**1792**
Hired	1239
Rejected	553
i1	**222**
Hired	151
Rejected	71
i4	**88**
Hired	32
Rejected	56
i5	**787**
Hired	511
Rejected	276
i6	**527**
Hired	337
Rejected	190
i7	**982**
Hired	635
Rejected	347
m6	**3**
Hired	2
Rejected	1
m7	**1**
Rejected	1
n10	**1**
Rejected	1
n6	**1**
Hired	1
n9	**1**
Rejected	1

Distribution of positions across different tiers
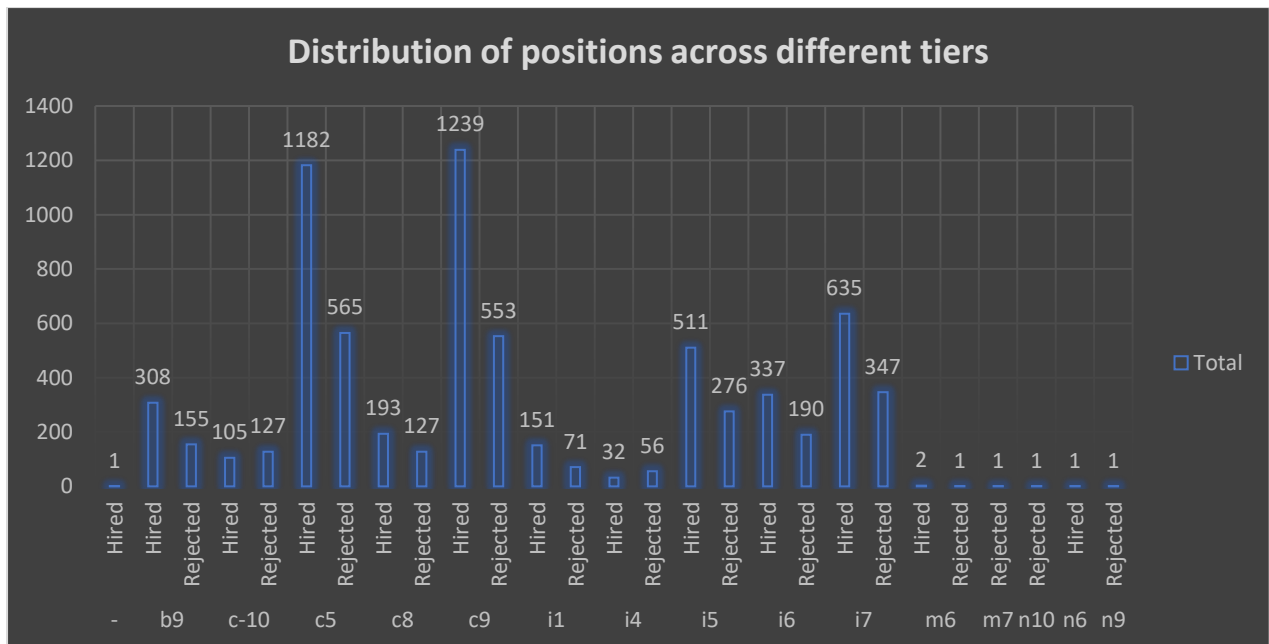
Inference: The different position tiers within the company have been shown through bar graph. The maximum number of hired people have been assigned to the c9 post.

Hyperlink to the project:

https://1drv.ms/x/s!AhfkJretjki1gfsL4qWvu-TobHqI_A

Result:

The hiring process is a crucial and vital function of the company. From the Analysis it is suggested that females should be hired more to compensate the gender distribution. Hence the Hiring process data has been analyzed using the statistics knowledge and Excel.