



# HIRING PROCESS ANALYTICS

# CONTENT



01	SUMMARY
02	PROJECT DESCRIPTION
03	PROBLEM STATEMENT
04	APPROACH
05	INSIGHTS FROM DATA
06	APPENDIX

# SUMMARY

## EMPLOYEES



4686

**MALE**  
**2562**

**FEMALE**  
**1856**

## AVGERAGE SALARY

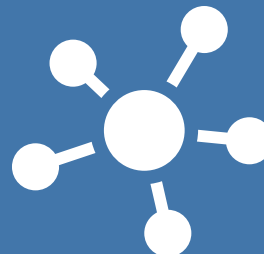


49,735 €

**MALE**  
**49,915 €**

**FEMALE**  
**49,370 €**

## EMPLOYEES IN DEPARTMENTS



## OPERATIONS

39%

## SERVICE

28%

## POSITION



## C9-TIER

1238

## C5-TIER

1179



# PROJECT DESCRIPTION

- The hiring process plays a crucial role in the success of any organization.
- This project aims to provide valuable insights to HR department to make inform decision-making.
- Moreover, this will enable the company to make data-driven decisions, optimize their recruitment strategies, and improve future hiring outcomes based on the insights and recommendations.



- This project is an integral component of the internship program at Trinity.
- In a hypothetical scenario, I was presented an working opportunity as a lead Data Analyst at a multinational corporation such as Google.
- My assigned task was to perform exploratory data analysis (EDA) specifically for the HR department.
- The project has a strict deadline of two days for completion.
- As a result, the analysis revealed that the company has a total of 4676 employees.
- The average salary across the organization amounts to 49,786€.
- The majority of employees are concentrated in the operations and service department.

# PROBLEM STATEMENT

- The main objective this project is to optimize various HR functions and improve overall organizational performance.
- The problem at hand is the lack of systematic analysis of HR-related data, resulting in suboptimal decision-making and potentially missed opportunities. By conducting a data analysis project, we aim to address the challenges associated with Talent Acquisition, Employee Retention and Performance Evaluation & Development.



The HR team has set of questions, which are as follows:

- In the process of intaking people into an organization for different kinds of positions, how many males and females have been hired?
- What is the average salary offered in this company?
- What are the class intervals for salary in the company?
- Represent the proportion of employees working in different departments.
- Represent the distribution of employees across different post tiers using a chart or graph



# APPROACH

**Exploratory Data analysis (EDA)** technique was deployed to conduct the research.

- Understanding data columns and data
- Checking for missing data
- Clubbing columns with multiple categories
- Checking for outliers
- Removing outliers
- Drawing Data Summary

#### **Data Overview:**

- The data provided was in .xlsx format.
- It consisted of a total of 7168 entries with columns including application\_id, Interview Taken on, Status, event\_name, Department, Post Name, and Offered Salary.

#### **Data Cleaning and Modification:**

- The column name "event\_name" was changed to "Gender" for clarity.
- The date format of the "Interview Taken on" column was modified to dd-mm-yyyy hh:mm:ss.
- No duplicated values were found in the dataset.
- Fifteen incomplete entries related to gender were deleted from the dataset.
- One incomplete entry based on Post Name was removed.
- Additionally, one incomplete entry based on Offered Salary was eliminated.
- In total, 17 incomplete entries were deleted from the dataset.
- All entries where candidates were rejected during the hiring process were removed from the dataset.

Exploratory Data analysis (EDA) technique was deployed to conduct the research.

GIGO ("Garbage in, and garbage out") technique is used for data cleaning to produce quality results.

## **TECH USED**

GOOGLE SHEETS  
MS-EXCEL  
POWERPOINT



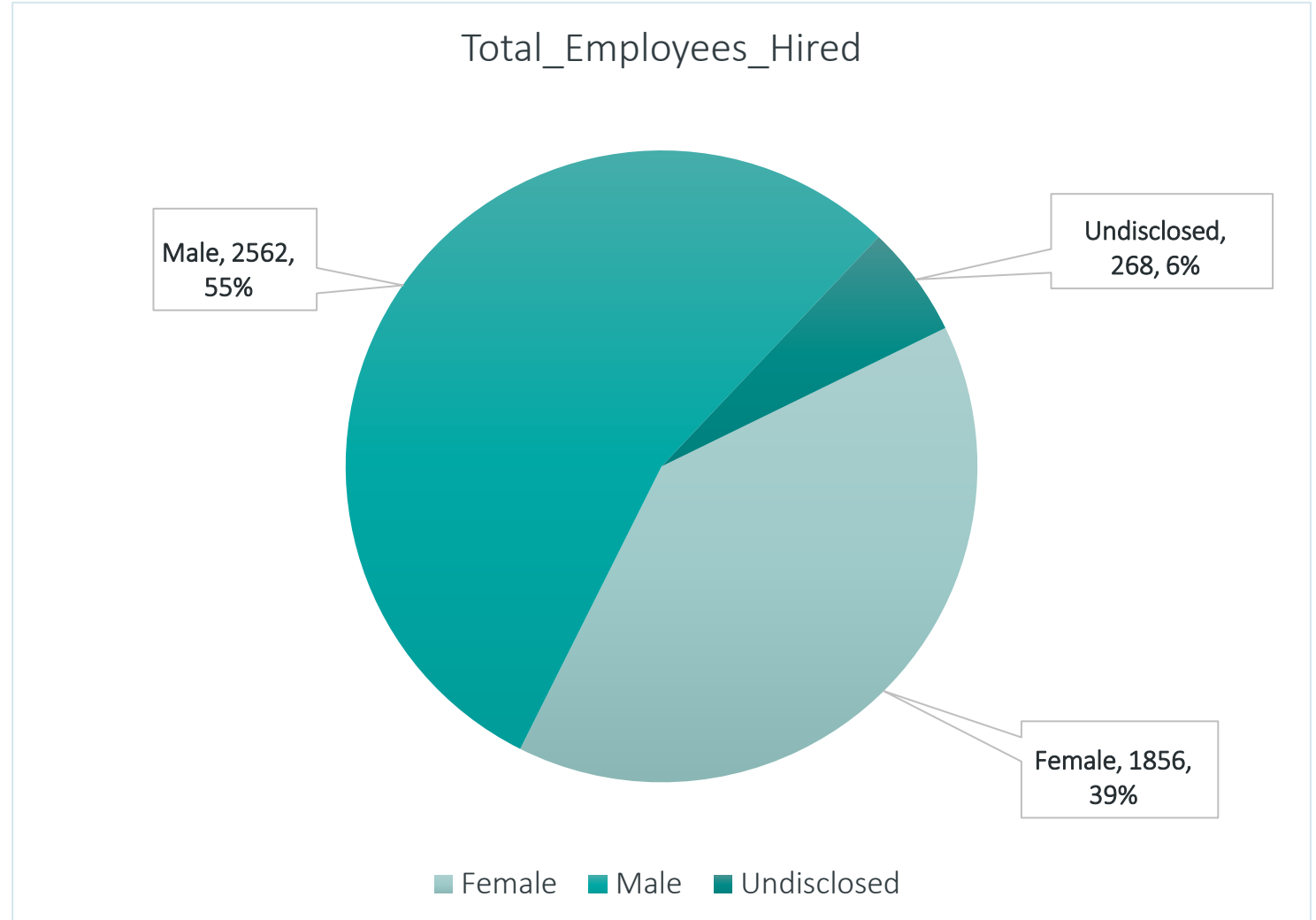


# INSIGHTS FROM DATA



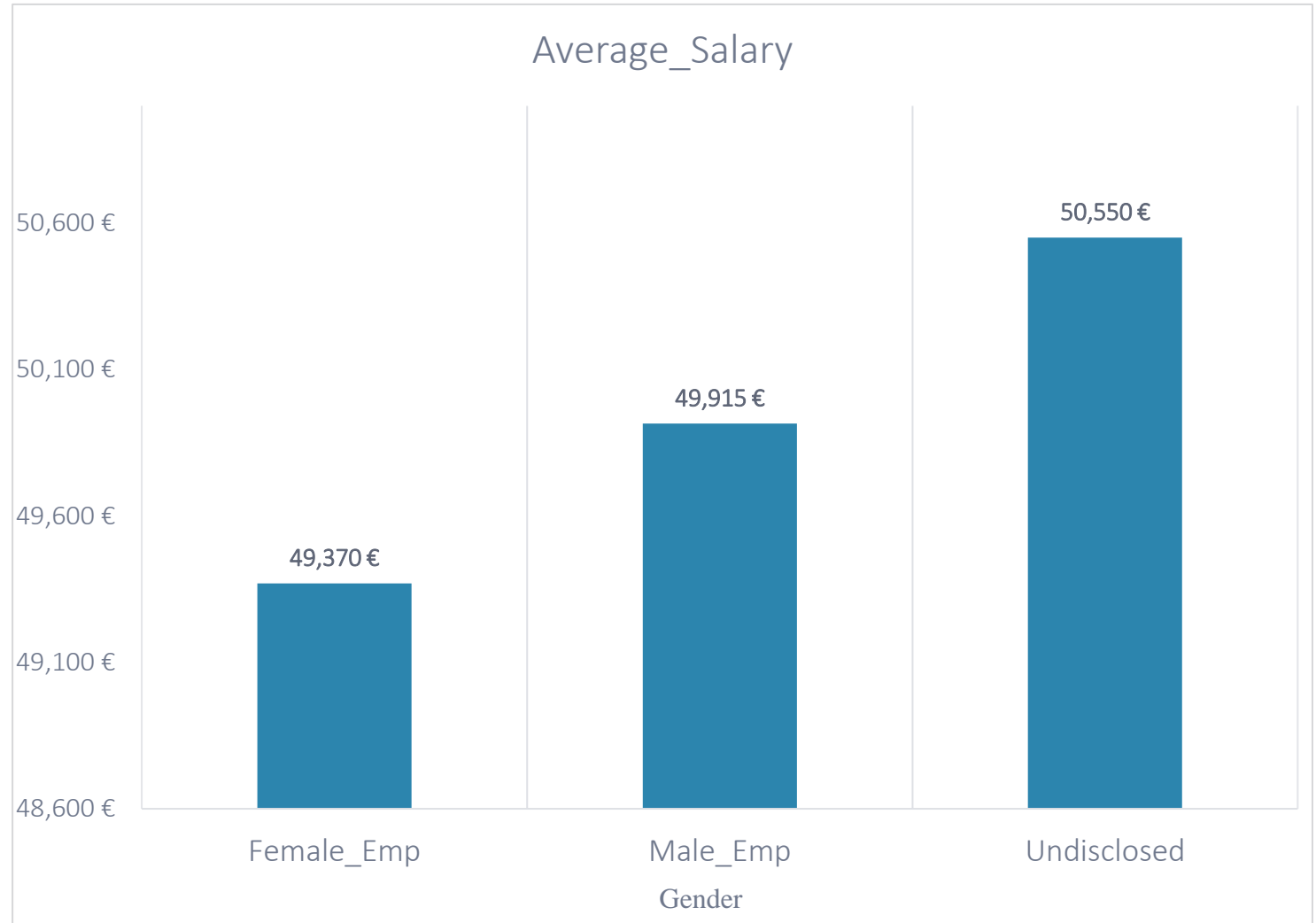
# INSIGHT 01: GENDER BASED EMPLOYEES DISTRIBUTION

- Male employees make up the majority, accounting for 55% of the total workforce.
- Female employees also hold a significant proportion, representing 39% of the workforce.
- A small percentage, 6%, consists of employees who have chosen not to disclose their gender.



## INSIGHT 02: AVERAGE SALARY DISTRIBUTION

- Male employees receive an average salary of 49,915€, according to the data.
- Female employees earn an average salary that is nearly equivalent to the average salary of male employees.
- The average salary for female employees is reported as 49,370€.
- Employees who have chosen not to disclose their gender receive the highest average salary disbursement.



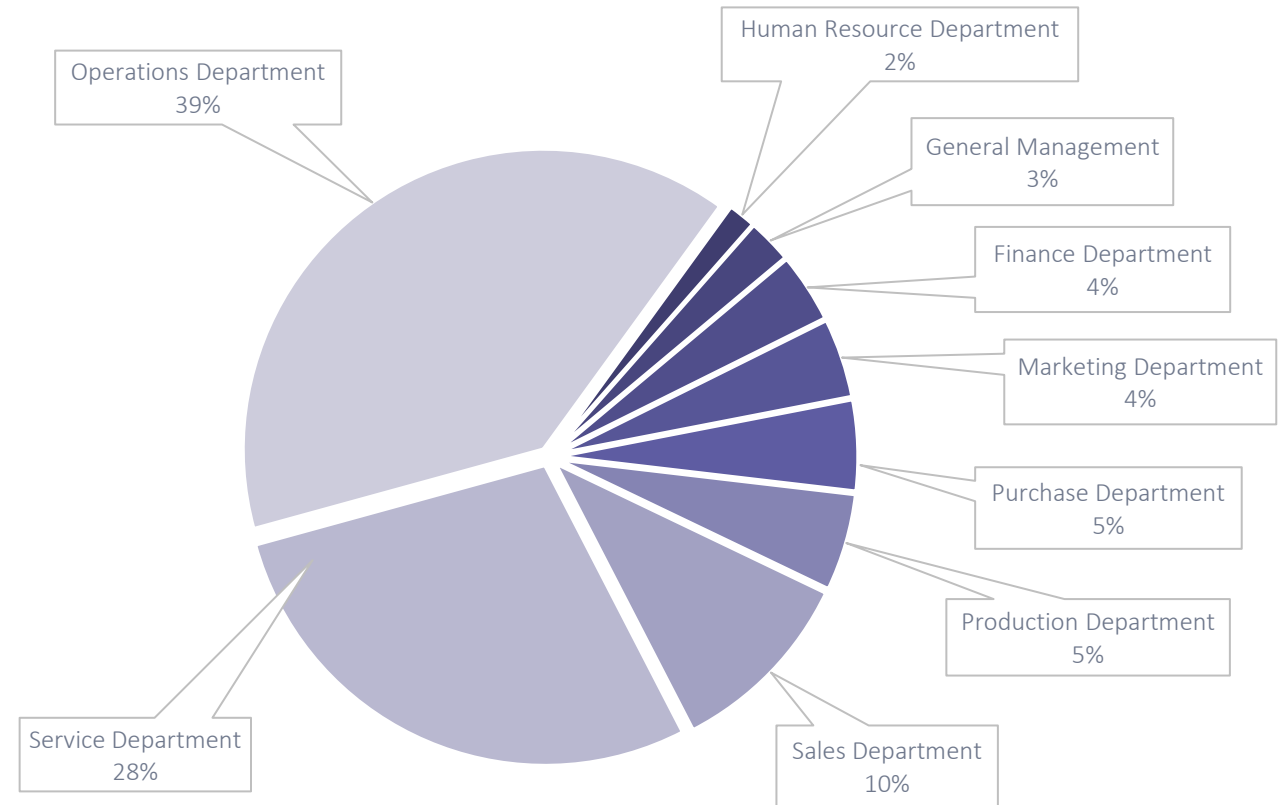
# INSIGHT 03: EMPLOYEE DISTRIBUTION BY SALARY RANGE

- The majority of employees fall within the salary range of 40,800 to 50,799 euros, representing the highest number of employees in terms of compensation.
- For all other salary ranges, there is an average of 450 employees.
- In higher salary categories, there are individual employees who receive a significantly higher salary compared to the rest of the employees.



## INSIGHT 04:EMPLOYEE DISTRIBUTION BY DEPARTMENT

1. Male employees receive an average salary of 49,915€, according to the data.
2. Female employees earn an average salary that is nearly equivalent to the average salary of male employees.
3. The average salary for female employees is reported as 49,370€.
4. Employees who have chosen not to disclose their gender receive the highest average salary disbursement.

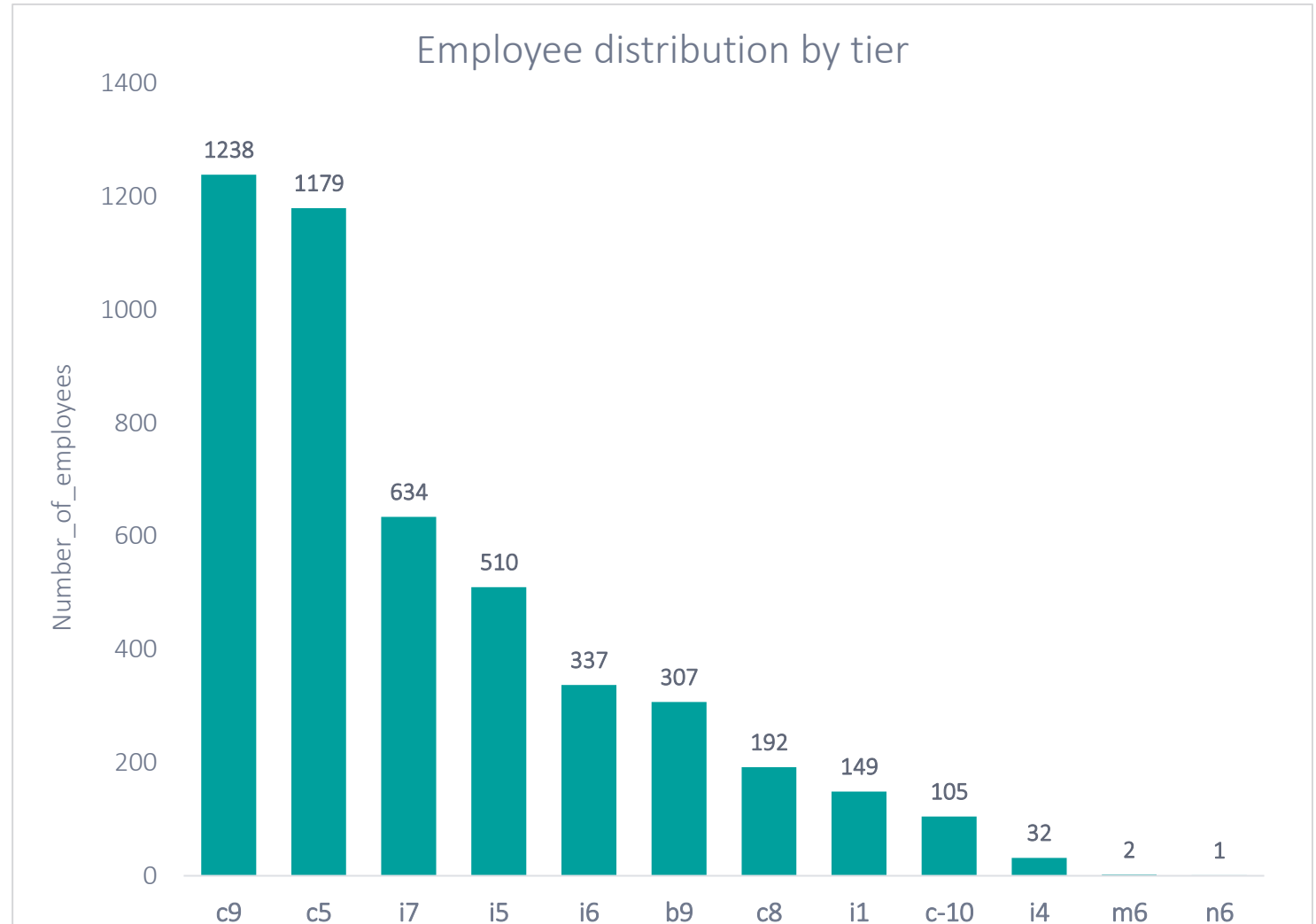


■ Human Resource Department	■ General Management	■ Finance Department
■ Marketing Department	■ Purchase Department	■ Production Department
■ Sales Department	■ Service Department	■ Operations Department



## INSIGHT 05:EMPLOYEE DISTRIBUTION BY TIER

1. There are 12 different tier in the company at which 4686 employees are working.
2. The maximum number of 1238 employees are working in c9 tier.
3. Following c9, second highest working employees fall in c5 tier category.
4. Least number of employees are in i4, m6 & n6 tiers.





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# APPENDIX

## Raw Dataset

[https://drive.google.com/file/d/1P2YTimrBkFji\\_kQWx-EKbGhOnGj-7bvV/view?usp=sharing](https://drive.google.com/file/d/1P2YTimrBkFji_kQWx-EKbGhOnGj-7bvV/view?usp=sharing)

## Excel Analysis

<https://docs.google.com/spreadsheets/d/1oPHTrBFBh-1qvGJphlI87YJOkeH-R/edit?usp=sharing&oid=115025536233133381434&rtpof=true&sd=true>