

HIRING PROCESS ANALYTICS

PROJECT DESCRIPTION

The project was designed to conduct comprehensive data analytics on the hiring process within a company, with the primary objective of gaining insights into various aspects such as gender distribution, salary analysis, departmental composition and position tiers. By analysing these factors, the factors aimed to provide valuable insights into hiring patterns and organizational dynamics.

APPROACH

To accomplish the project objectives, a systematic approach was followed. A dataset containing relevant information on hires, including gender, salary, department, position, was obtained. Microsoft Excel 2016 was used as it is a versatile and robust spreadsheet software. Techniques such as pivot tables, formulae, charts were used to analyse the data and get meaningful insights.

TECH STACK USED

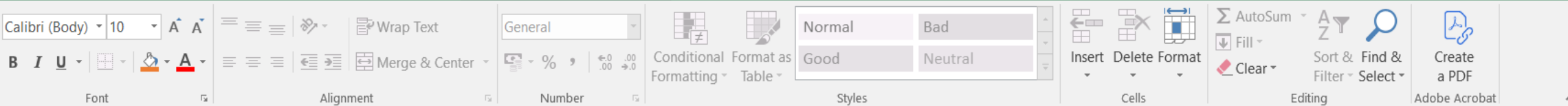
Microsoft excel 2016 is used as it is known for its extensive data analysis functionalities, including charts, pivot tables, mathematical functions. It also helps in visualization of data, enabling ourselves to get proper insights.

INSIGHTS

I. HIRING ANALYSIS

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

RESULT -: 2563 Males and 1856 Females were hired by the company.



✕ ✓ f_x

The chart displays the total number of hires for two categories: Female and Male. The Y-axis represents the count of event names, ranging from 0 to 3000. The Female bar is approximately 1850, and the Male bar is approximately 2550. The chart includes a legend for 'Total' and interactive controls for 'Status' and 'Event_name'.

Category	Total
Female	1850
Male	2550



-

LEGEND (SERIES)

▼

Σ VALUES

Count of Event_name

UPDATE

INSIGHTS

2. SALARY ANALYSIS

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

RESULT -: 49976.05594 is the average salary offered by the company.

Formula -: AVERAGE(OFFERED_SALARY)

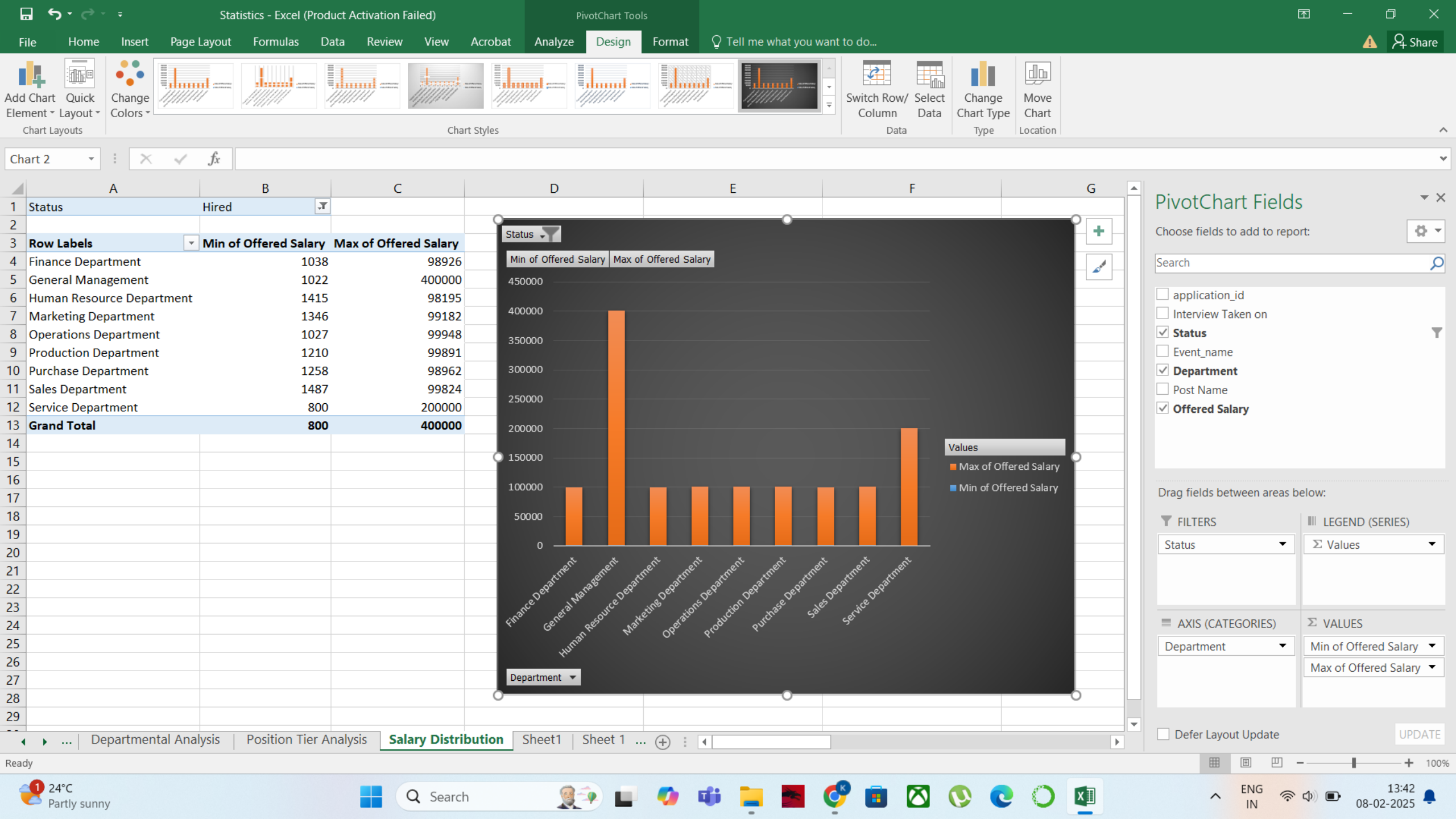
Hiring Analysis **Sheet 1** (+)

INSIGHTS

3. SALARY DISTRIBUTION

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

RESULT



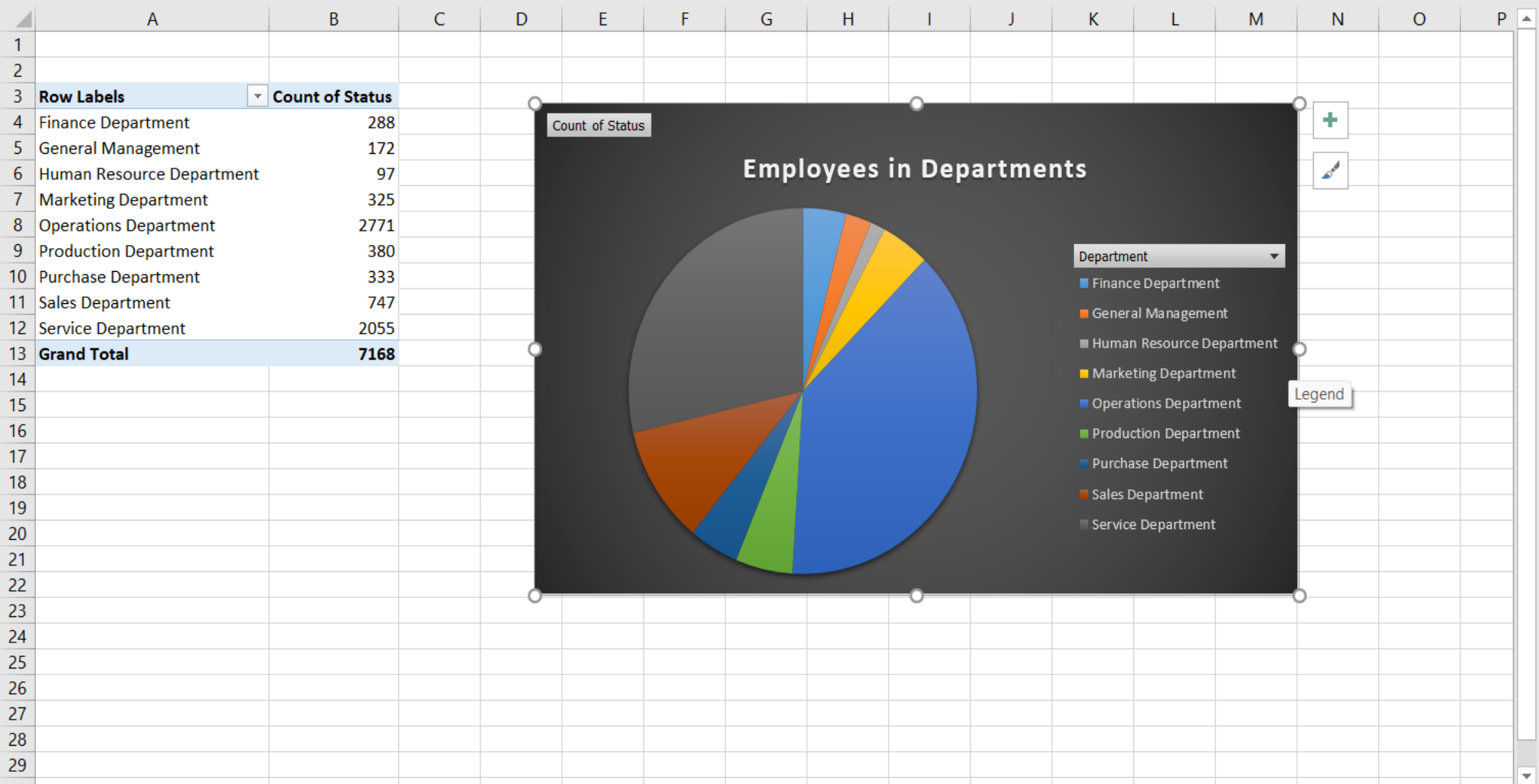
INSIGHTS

4. DEPARTMENTAL ANALYSIS

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

RESULT -:

Chart 1



PivotChart Fields

Choose fields to add to report:

Search

- ☐ application_id
- ☐ Interview Taken on
- ☒ Status
- ☐ Event_name
- ☒ Department
- ☐ Post Name
- ☐ Offered Salary

Drag fields between areas below:

FILTERS	LEGEND (SERIES)

AXIS (CATEGORIES)	VALUES
Department	Count of Status

☐ Defer Layout Update

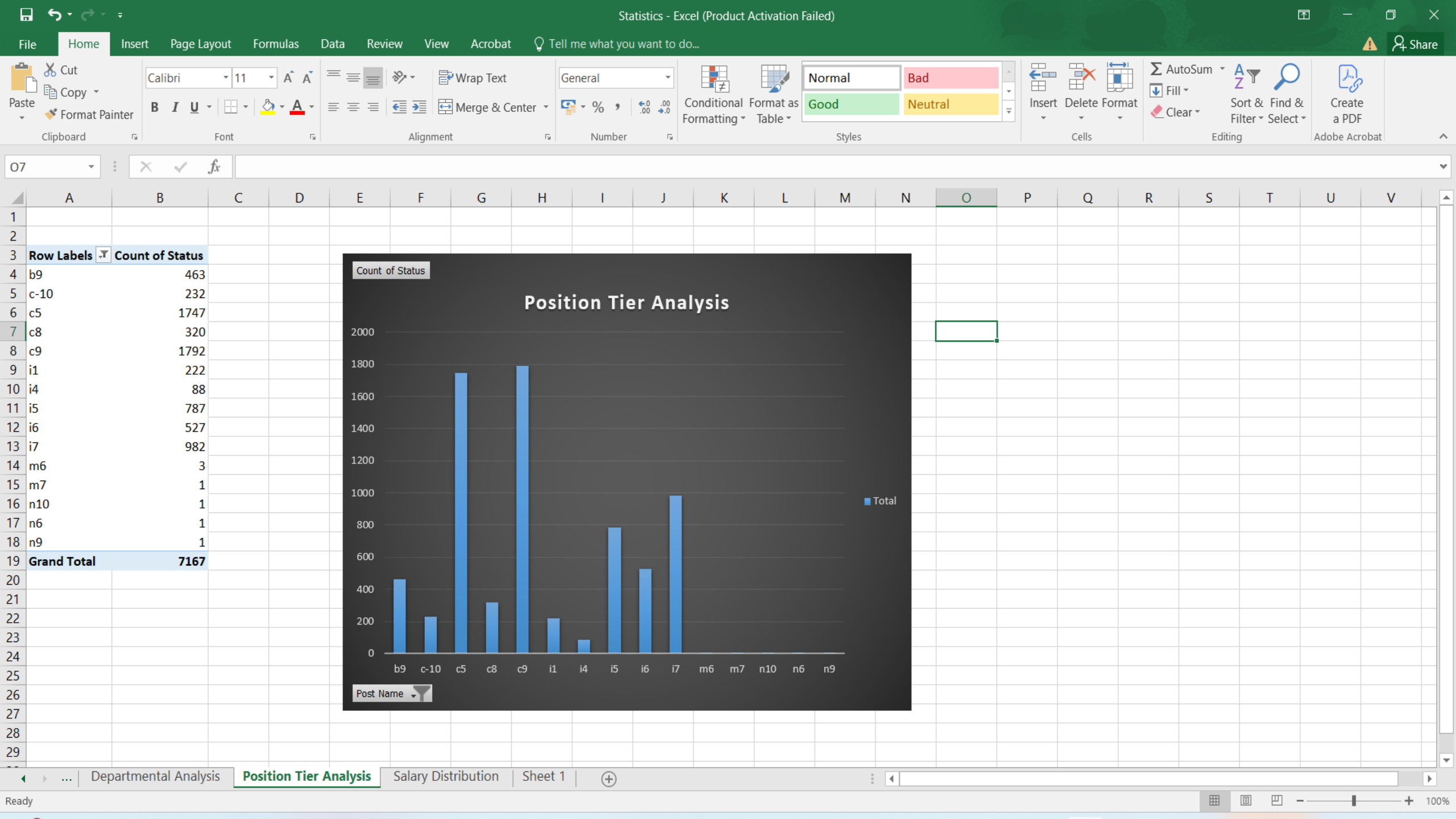
UPDATE

INSIGHTS

5. 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.

RESULT:-



RESULT

The project yielded significant insights into the hiring process analytics, contributing to a deeper understanding of organizational dynamics. By analysing hiring patterns, salary distribution, and departmental composition, actionable insights were obtained to optimize recruitment strategies and drive organizational growth.