Hiring Process Analytics

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Project Description:

This project focuses on conducting data analytics on the company's hiring process using Microsoft Excel. The primary objective is to extract valuable insights from the provided data, including gender-based hiring statistics, average salary offerings, defining class intervals, and creating visualizations for a deeper understanding of the hiring data.

Approach:

The initial step of the project involved importing the data into an Excel spreadsheet. Subsequently, the data was organized according to specific requirements for deriving insights. Outliers were identified and eliminated to ensure data accuracy. Excel functions were then applied to obtain the desired results, facilitating the generation of meaningful insights.

Tech-Stack Used:

For this project, Microsoft Excel 2021 was employed as the chosen software tool. Excel's reputation as a globally recognized and dependable spreadsheet application made it the ideal choice for this data analytics endeavor, offering ease of use and reliability.

Insights

Analysis of the dataset is as follows:

A. Hiring: Process of intaking of people into an organization for different kinds of positions.

Your task: How many males and females are Hired ?

Excel formula

=COUNTIFS(D:D,"male",C:C,"Hired")

=COUNTIFS(D:D,"female",C:C,"Hired")

number of male hired	number of female hired
2563	1856

B. Average Salary: Adding all the salaries for a select group of employees and then dividing the sum by the number of employees in the group.

Your task: What is the average salary offered in this company ?

Excel formula

=AVERAGEIFS(G:G,C:C,"Hired")

Aveage salary
49752.9

C. Class Intervals: The class interval is the difference between the upper class limit and the lower class limit.
Your task: Draw the class intervals for salary in the company ?

Excel: Using pivot table selecting application_id and salary,and grouping them.

Interval of salary	Count of application_id
100-1099	10
1100-2099	78
2100-3099	65
3100-4099	71
4100-5099	82
5100-6099	86
6100-7099	81
7100-8099	79
8100-9099	64
9100-10099	70
10100-11099	71
11100-12099	69
12100-13099	70
13100-14099	75
14100-15099	70
15100-16099	79
16100-17099	68
17100-18099	88
18100-19099	63
19100-20099	75
20100-21099	54
21100-22099	71
22100-23099	86
23100-24099	70
24100-25099	68
25100-26099	89
26100-27099	59
27100-28099	74
28100-29099	82
29100-30099	58

30100-31099	82
31100-32099	64
32100-33099	54
33100-34099	70
34100-35099	65
35100-36099	73
36100-37099	74
37100-38099	81
38100-39099	73
39100-40099	77
40100-41099	79
41100-42099	83
42100-43099	93
43100-44099	78
44100-45099	85
45100-46099	72
46100-47099	70
47100-48099	85
48100-49099	67
49100-50099	64
50100-51099	70
51100-52099	74
52100-53099	81
53100-54099	74
54100-55099	89
55100-56099	82
56100-57099	62
57100-58099	82
58100-59099	66
59100-60099	74
60100-61099	69
61100-62099	70
62100-63099	72
63100-64099	64
64100-65099	62
65100-66099	68
66100-67099	64

67100-68099	65
68100-69099	87
69100-70099	77
70100-71099	76
71100-72099	59
72100-73099	81
73100-74099	75
74100-75099	62
75100-76099	79
76100-77099	83
77100-78099	69
78100-79099	73
79100-80099	76
80100-81099	85
81100-82099	78
82100-83099	60
83100-84099	71
84100-85099	66
85100-86099	63
86100-87099	82
87100-88099	64
88100-89099	80
89100-90099	67
90100-91099	63
91100-92099	69
92100-93099	60
93100-94099	61
94100-95099	68
95100-96099	68
96100-97099	71
97100-98099	59
98100-99099	81
99100-100099	49
199100-200099	1
299100-300099	1
399100-400099	1
Grand Total	**7167**

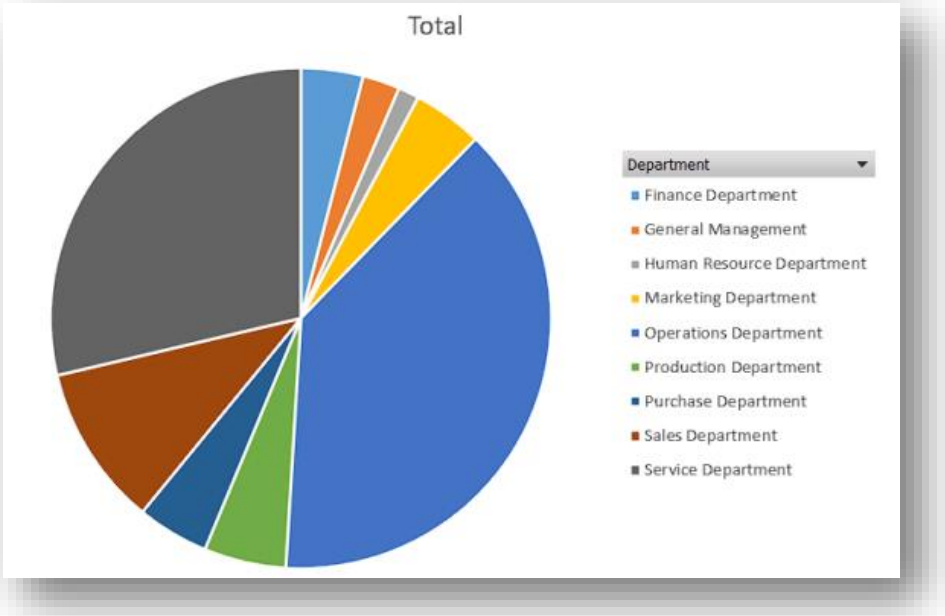
D. Charts and Plots: This is one of the most important part of analysis to visualize the data.

Your task: Draw Pie Chart / Bar Graph (or any other graph) to show proportion of people working different department ?

Excel formula

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

Name of the department	Number of peoples working
Service Department	1332
Operations Department	1843
Sales Department	485
Finance Department	176
Purchase Department	230
Marketing Department	202
Human Resource Department	70
Production Department	246
General Management	113



From the pie chart we can infer that the Operations and Service departments have the highest number of employees in the company and make most of its share.

D. Charts: Use different charts and graphs to perform the task representing the data.

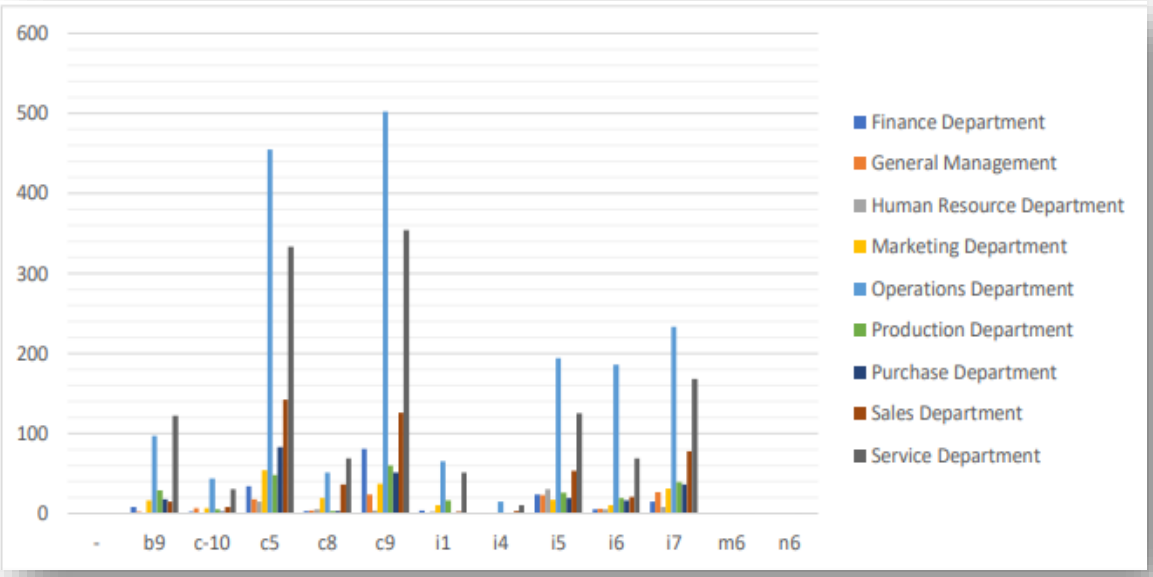
Your task: Represent different post tiers using chart/graph?

Excel formula

=COUNTIFS(F:F,"b9",C:C,"Hired")

Post name	Number of posts

b9	308
c-10	105
c5	1182
c8	193
c9	1239
i1	151
i4	32
i5	511
i6	337
i7	635
m6	2
m7	0
n10	0
n6	1
n9	0
-	1



Based on the graph, it's evident that the Operations department boasts the highest number of C5 and C9 positions, surpassing 500, while the Service department also features a substantial count, albeit around 350 positions. Conversely, M6 and N6 roles are the least populated across all departments, including Operations, Purchase, and Service.

Result:

This project provided valuable insights into the company's hiring process data, enabling an in-depth analysis of key aspects such as gender representation, salary distribution, and average compensation. Additionally, it shed light on workforce diversity across departments and job positions within the company. These findings offer the Hiring Department a clearer perspective of the entire process, facilitating informed and data-driven decisions to enhance and optimize the hiring process moving forward.