



# HIRING PROCESS ANALYSIS.

# PROJECT OVERVIEW

- The objective of this project was to analyse the hiring process data by transforming a raw dataset into a clean, structured, and valuable resource. The project aimed to derive insights related to hiring patterns, salary distribution, departmental structure, and position tiers, helping organizations make informed decisions.
- Tasks Performed:
  - Hiring Analysis : Analyzed gender-based hiring and rejection patterns.
  - Salary Analysis : Computed average salaries for each department and job type.
  - Salary Distribution : Determined salary bands to determine patterns of pay distribution.
  - Departmental Analysis : Analyzed the proportion of employees by departments.
  - Position Tier Analysis : Analyzed role hierarchies and the proportion of employees at each tier.
- Insights and Outcomes:
  - Improved understanding of gender diversity in hiring.
  - Identification of average salaries and potential disparities.
  - Insights into departmental employee strength and position hierarchy.
  - Data-driven recommendations for policy improvements and operational efficiency.

# TOOLS USED



Task 1 : Determine the gender distribution of hires. How many males and females have been hired by the company?

[illegible]

**Task 2 : What is the average salary offered by this company? Use Excel functions to calculate this.**

[illegible]

Task 3 : Create class intervals for the salaries in the company. This will help you understand the salary distribution.

	A	B	C	D	E	F	G
	Offered Salary			Class Interval	Lower Limit	Upper Limit	Frequency
2	56553			0 - 20000	0	20000	1400
3	22075			20001 - 40000	20001	40000	1416
4	70069	Min Salary	100	40001 - 60000	40001	60000	1530
5	3207	Max Salary	400000	60001 - 80000	60001	80000	1424
6	29668			80001 - 100000	80001	100000	1367
7	69904			100001 - 120000	100001	120000	0
8	11758			120001 - 140000	120001	140000	0
9	15156			140001 - 160000	140001	160000	0
10	49515			160001 - 180000	160001	180000	0
11	26990			180001 - 200000	180001	200000	1
12	200000						
13	86787						
14	2308						
15	56688						
16	81757						
17	15134						
18	100						
19	73579						
20	50351						
21	38462						
22	82510						
23	52554						
24	3423						
25	88744						
26	70979						
27	99574						
28	52136						

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B\_Avg\_Salary

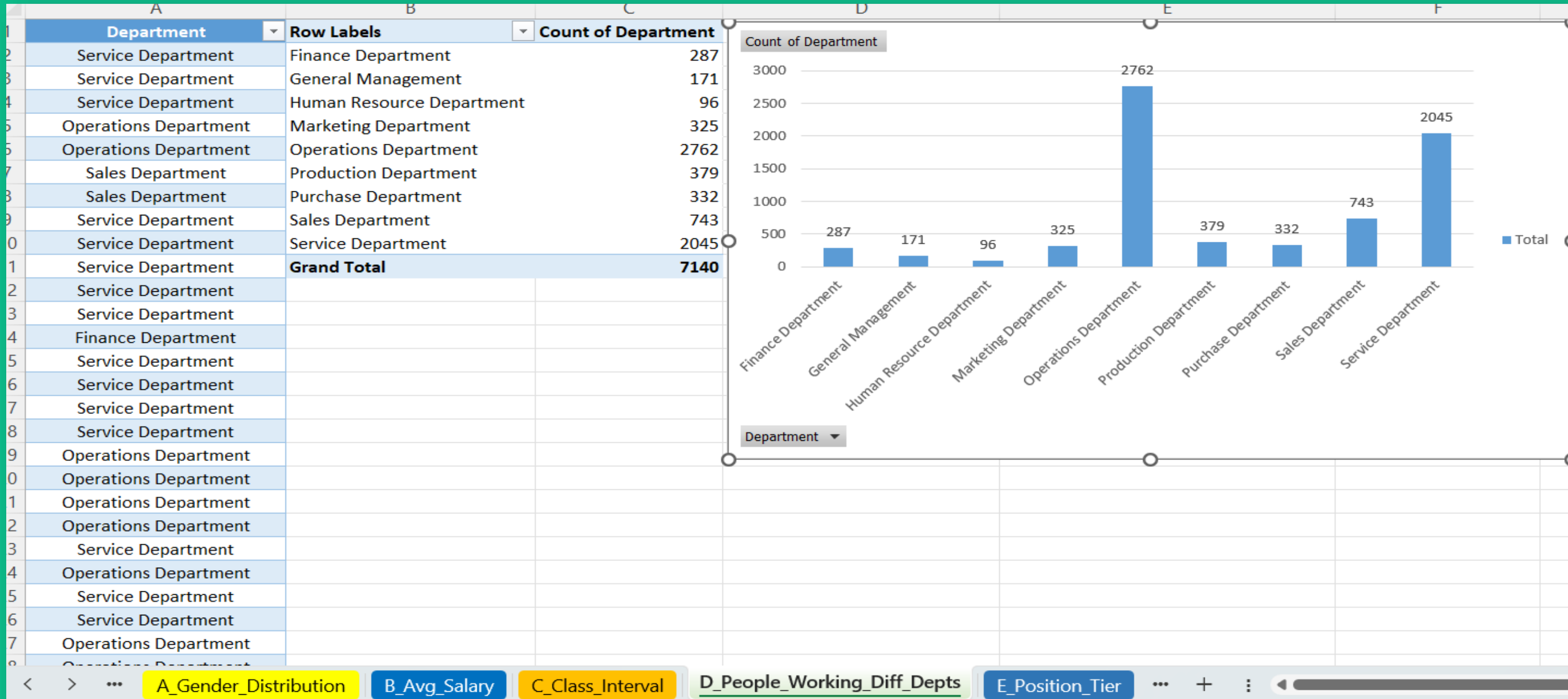
C\_Class\_Interval

D\_People\_Working\_Diff\_Depts

E\_Position\_Tier

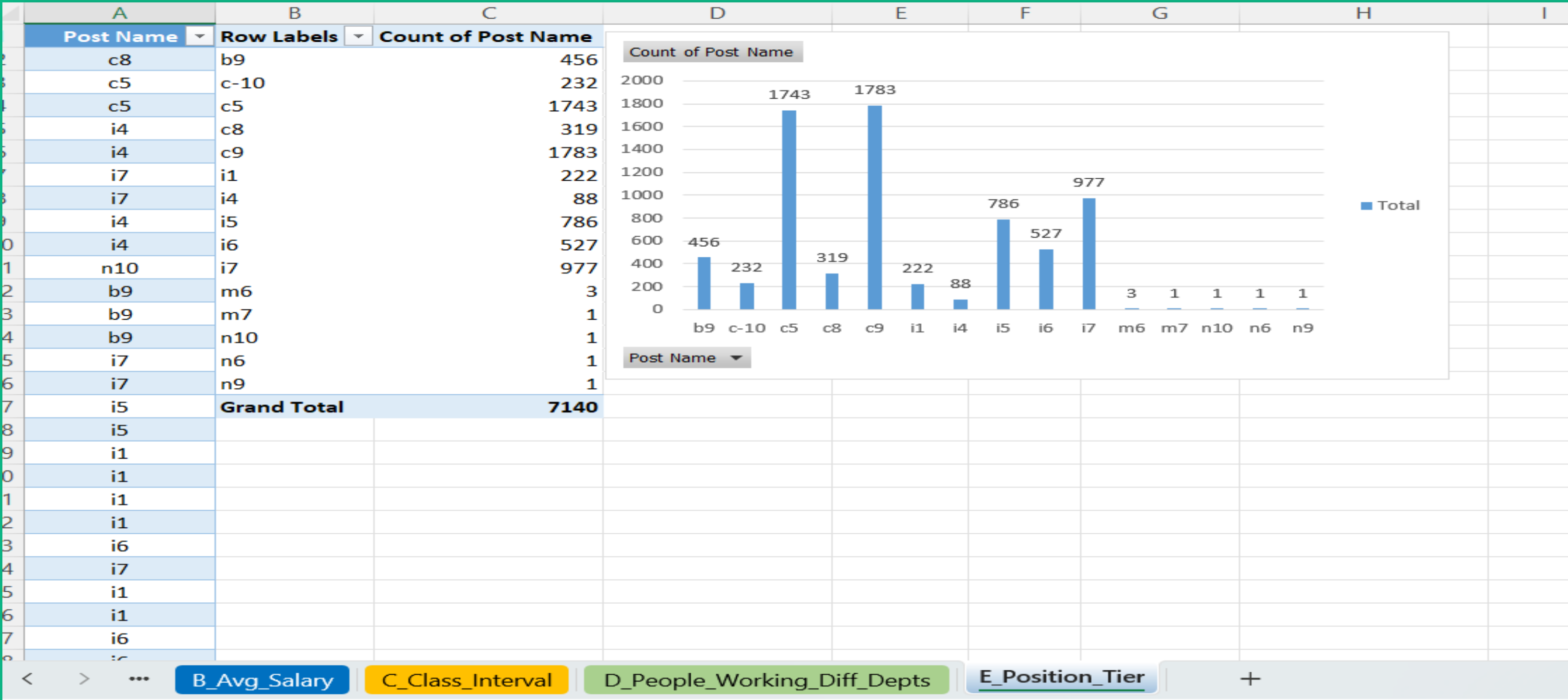
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Task 4 : Use a pie chart, bar graph, or anyother suitable visualization to show the proportion of people working in different departments.





Task 5 : 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.





# Conclusion

In this project successfully transformed a raw dataset into a clean, structured resource, enabling in-depth analysis of the hiring process. By identifying key trends and insights such as gender diversity gaps, salary disparities, and departmental imbalances, the analysis has provided actionable recommendations to improve organizational efficiency and fairness.

The outcomes highlight the need for:


- **Improving Gender Diversity:** Addressing hiring patterns to achieve a more balanced workforce.
- **Salary Equity:** Standardizing pay structures to reduce disparities across roles and departments.
- **Strategic Workforce Allocation:** Optimizing employee distribution to better align with organizational goals.

These findings and recommendations can empower organizations to make informed decisions, fostering an equitable, efficient, and well-structured workplace. This project lays the groundwork for future analyses and actionable interventions to enhance the hiring process and overall organizational growth.

# Thanks !

Feel free to reach out!

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