Hiring Process Analytics

Project Description: This project was designed to data analytics on the hiring process with a company insights data . perform operation on given data like gender distribution, salary analysis, departmental composition and position tiers.

Project Approach: The project was executed using Microsoft excel tools and formulas. A dataset containing relevant information on hires, including gender, salary, department, and position was obtained.

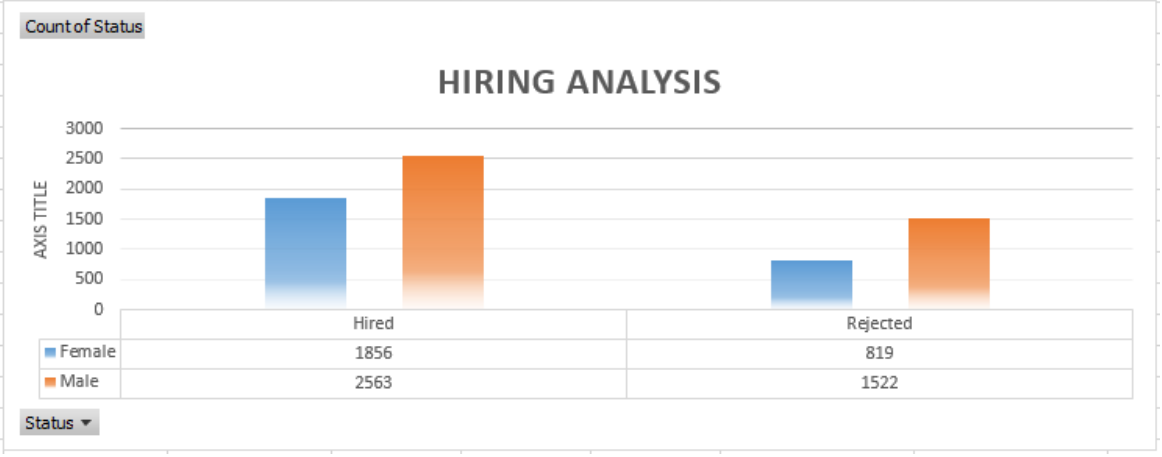
Tech Stack Used: The tech stack used included Microsoft Excel 2019. The purpose of the excel was provide facilitated to data analysis using pivot table, chart, formulas..etc.

➔Project Insights:

A) Hiring Analysis: The hiring process involves bringing new individuals into the organization for various roles.

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

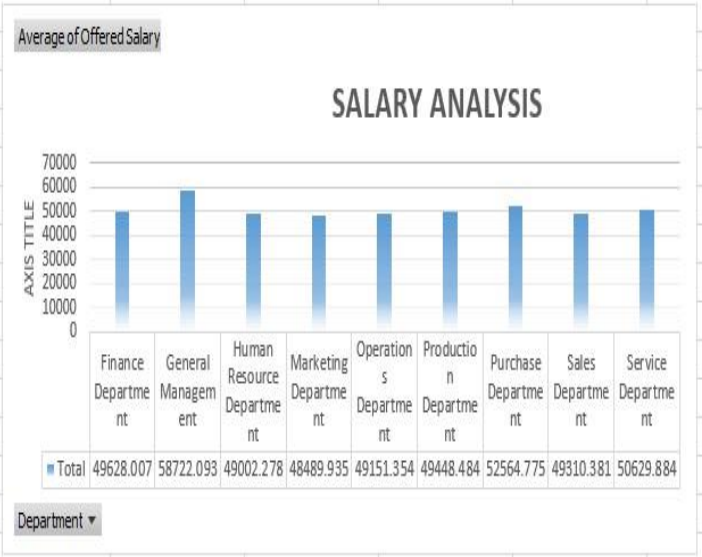
Count of Status	event_name		
Status	Female	Male	Grand Total
Hired	1856	2563	4419
Rejected	819	1522	2341
Grand Total	2675	4085	6760



B) Salary Analysis : The average salary is calculated by adding up the salaries of a group of employees and then dividing the total by the number of employees.

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

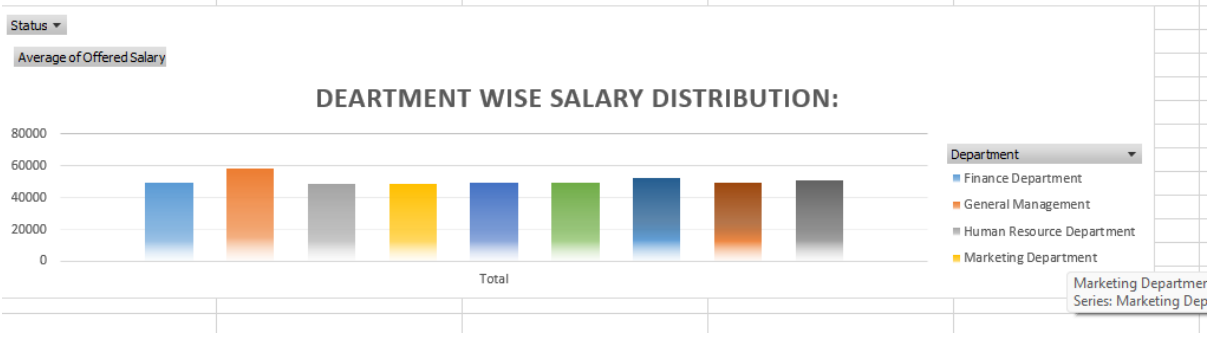
Department	Average of Offered Salary
Finance Department	49628.00694
General Management	58722.09302
Human Resource Department	49002.27835
Marketing Department	48489.93538
Operations Department	49151.35438
Production Department	49448.48421
Purchase Department	52564.77477
Sales Department	49310.3807
Service Department	50629.88418
Grand Total	49983.02902



C) Salary Distribution : Class intervals represent ranges of values, in this case, salary ranges. The class interval is the difference between the upper and lower limits of a class.

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

Status	(ALL)			
	Department			
	Finance Department	General Management	Human Resource Department	Marketing Department
Average of Offered Salary	49628.00694	58722.09302	49002.27835	48489.93538



D) Departmental Analysis: Visualizing data through charts and plots is a crucial part of data analysis.

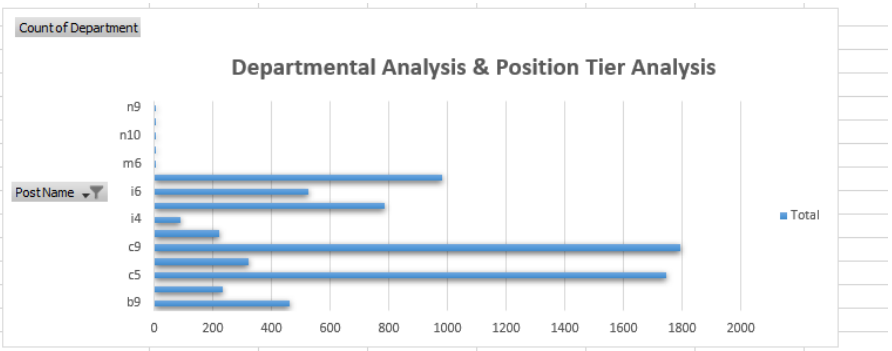
Task – Use a pie chart, bar graph, or any other suitable visualization to show the proportion of people working in different departments.

E) Position Tier Analysis: : Different positions within a company often have different tiers or levels.

Task – 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 Of Task no 4 and Task no 5 both..

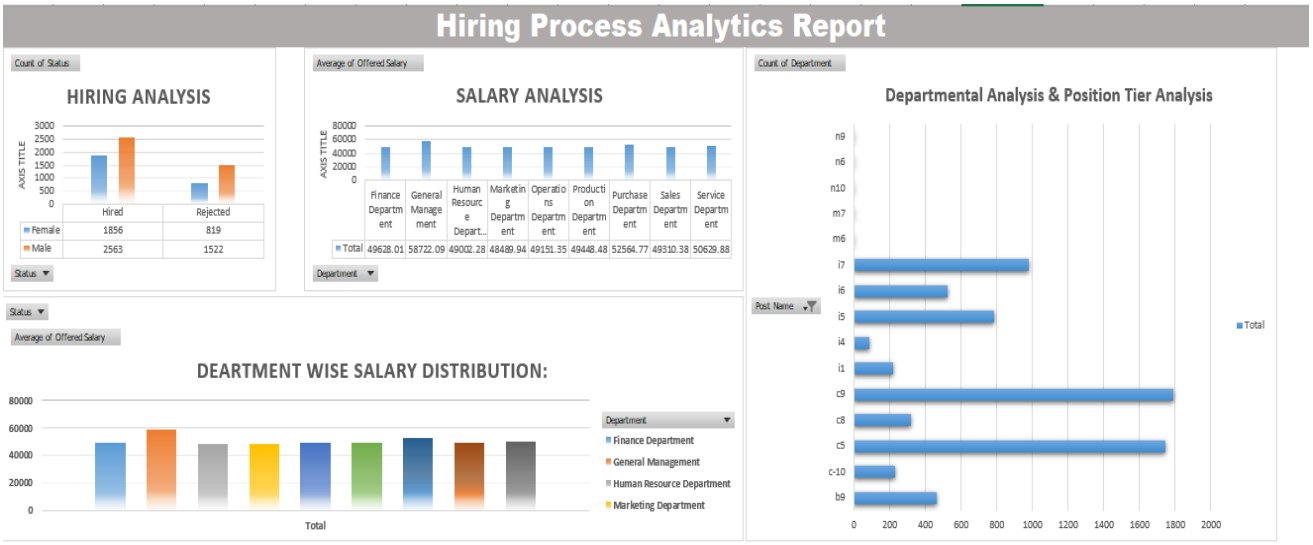
Post Name	Count of Department
b9	463
c-10	232
c5	1747
c8	320
c9	1792
i1	222
i4	88
i5	787
i6	527
i7	982
m6	3
m7	1
n10	1
n6	1
n9	1
Grand Total	7167



Result :

From this project, I learned how to work with a dataset using pivot chart , graph and formulas. and how to analyze and understand large data.

Dashboard


Hiring Process Analytics Report
Count of Status
HIRING ANALYSIS
AXIS TITLE
3000
2500
2000
1500
1000
500
0
Hired
Rejected
Female
1856
819
Male
2563
1522
Status
Average of Offered Salary
SALARY ANALYSIS
AXIS TITLE
80000
60000
40000
20000
0
Finance Department
General Management
Human Resource Depart...
Marketing Department
Operations Department
Production Department
Purchase Department
Sales Department
Service Department
Total
49628.01
58722.09
49002.28
48480.94
49151.35
49448.48
52564.77
49310.38
50629.88
Department
Count of Department
Departmental Analysis & Position Tier Analysis
Post Name
n9
n6
n10
m7
m6
i7
i6
i5
i4
i1
c9
c8
c5
c-10
b9
Total
0
200
400
600
800
1000
1200
1400
1600
1800
2000
Status
Average of Offered Salary
DEARTMENT WISE SALARY DISTRIBUTION:
80000
60000
40000
20000
0
Total
Department
Finance Department
General Management
Human Resource Department
Marketing Department