

HIRING PROCESS ANALYTICS

Project Description:

- This project involves analyzing the hiring process data at a multinational company to extract valuable insights.
- The primary objectives include understanding trends in rejections, interviews, job types, and vacancies, contributing to improvements in the hiring process.

Approach:

I initiated the project by downloading the provided dataset and leveraging Microsoft Excel for comprehensive data analysis.

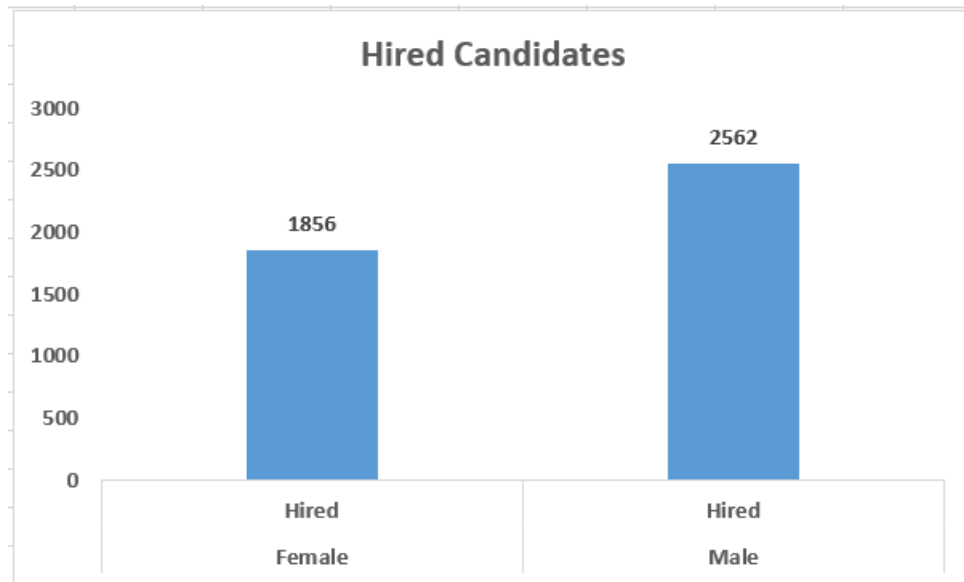
1. **Data Exploration:** Examined the data containing records of previous hires.
2. **Data cleaning:** Identified if there are any white spaces, duplicate or badly formatted data and checked for outliers and removed them depending on the situation.
3. **Analyzed the data:** Used Microsoft Excel to explore the dataset, examined the variables such as number of rejections, interviews, job types, and vacancies.
4. **Insight Extraction:** Analyzed the results to identify trends such as understanding rejection rates, interview patterns, job types, and vacancies to provide actionable recommendations for the hiring department.

Tech-Stack Used:

- Microsoft Excel was selected for its versatility in handling data analysis tasks.
- The software's features, including pivot tables for summarization and charts for visualization, proved instrumental in extracting meaningful insights from the hiring process dataset.

Insights:

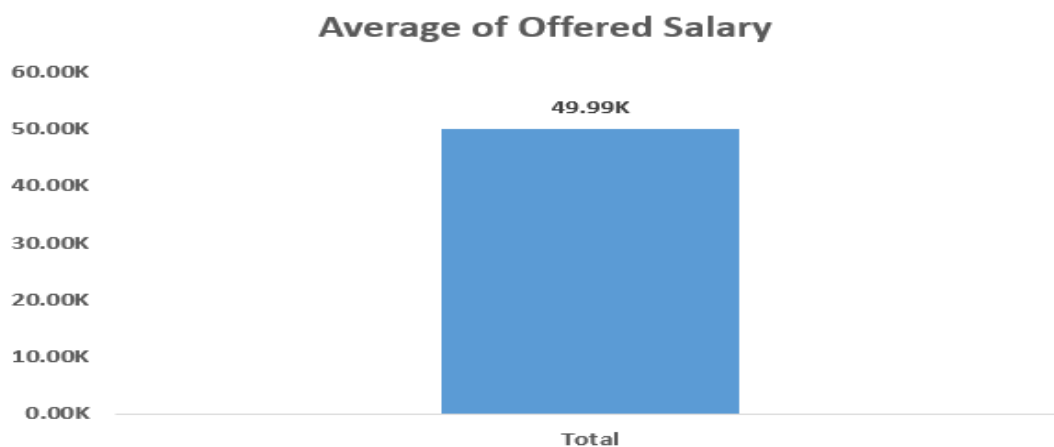
- A. **Hiring Analysis:** Determined the gender distribution hired by the company.



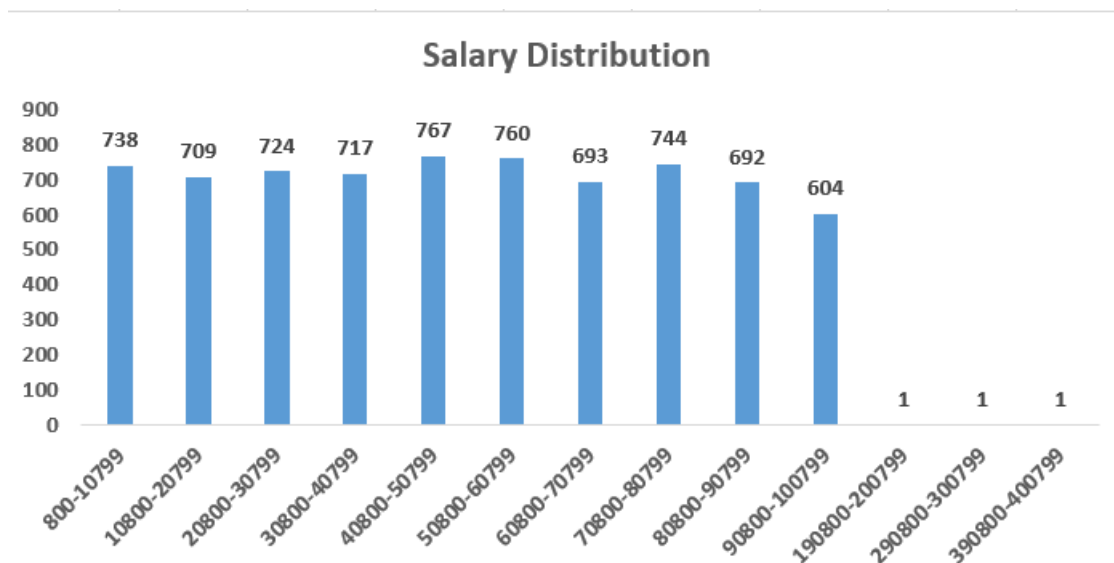
- B. **Salary Analysis:** Calculated average salary offered by the company

Average of Offered Salary

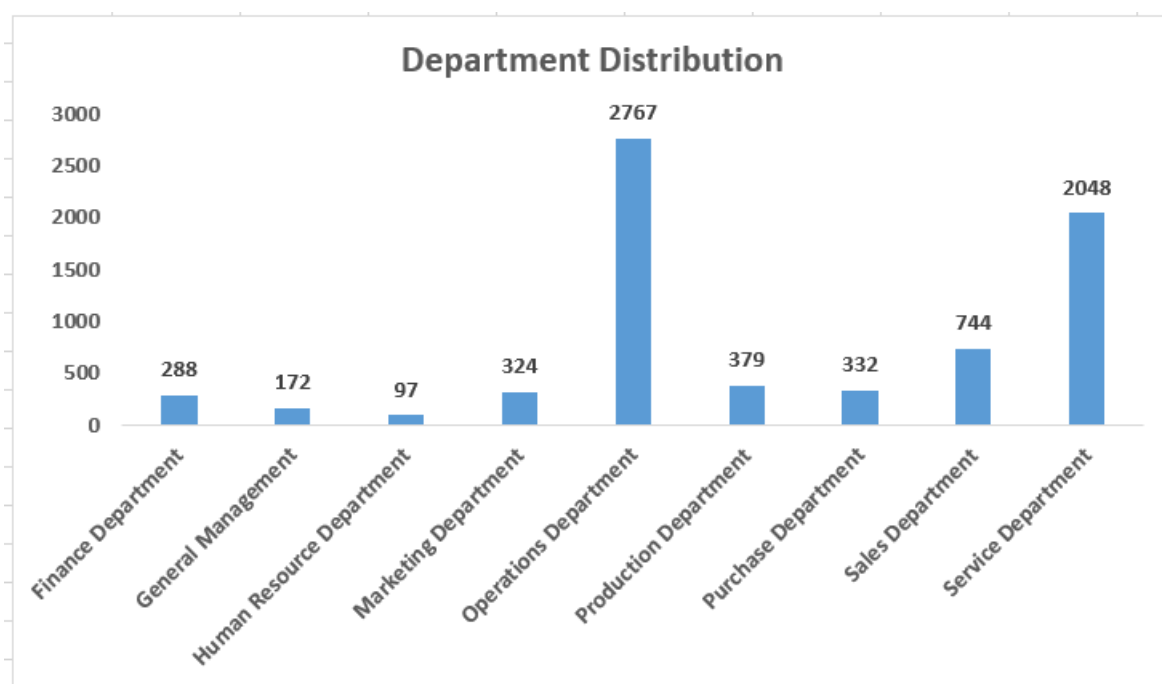
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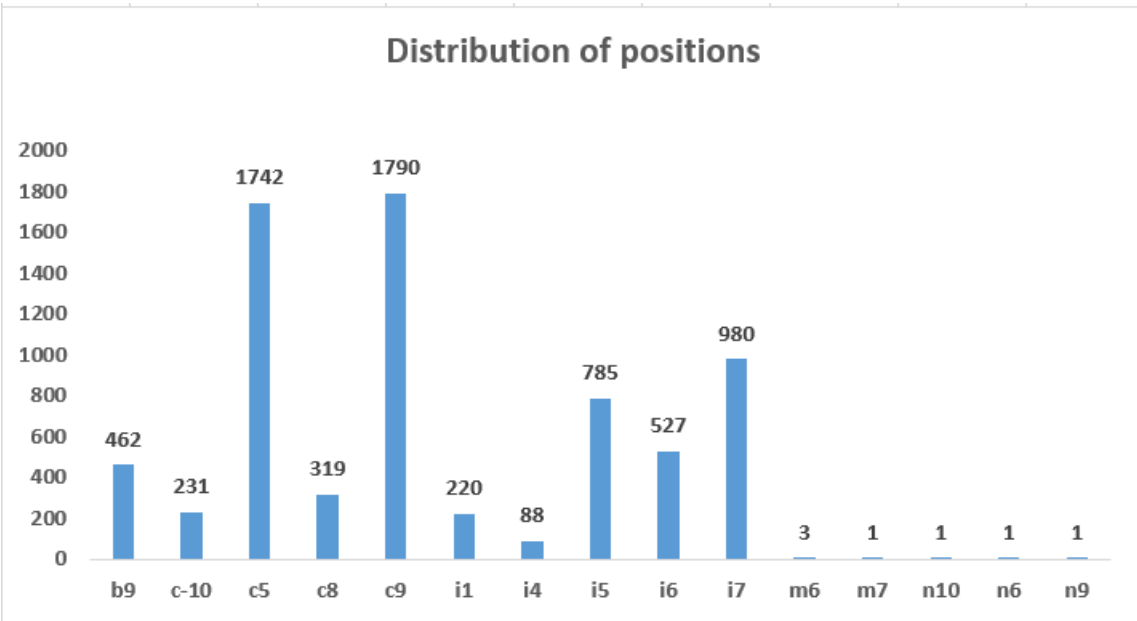
C. **Salary Distribution:** Created class intervals for the salaries in the company to determine the salary distribution.



D. **Departmental Analysis:** Calculated proportion of people working in different departments.



E. Position Tier Analysis: Calculated distribution of positions across different tiers



Result:

Through this project, a comprehensive understanding of hiring process analytics was achieved. The insights obtained provide valuable guidance for refining our recruitment processes, contributing to informed decision-making within the hiring department. The report serves as a valuable resource for the leadership team, facilitating strategic improvements in our overall hiring efficiency.

Link:

https://docs.google.com/spreadsheets/d/1zQ3HUD_D7CG2tw-A-x8A2TGMk5oS_ZAp/edit?usp=sharing&ouid=115232016700886989423&rtpof=true&sd=true