PROJECT 4

HIRING PROCESS ANALYTICS

STATISTICS

Analyzed by:

Parag Jyoti Nath

PROJECT OVERVIEW

- **To-do** :

  - To analyze the company's hiring process data and draw meaningful insights from it.

- **Goal** :

  - The hiring process is a crucial function of any company, and understanding trends such as the number of rejections, interviews, job types, and vacancies can provide valuable insights for the hiring department.

TECH-STACK USED

- In this project, we are using our knowledge of **Statistics** in **MS Excel 2022** to draw meaningful conclusions about the company's hiring process. Our insights could potentially help the company improve its hiring process and make better hiring decisions in the future.

PROJECT APPROACH

Data Analytics Tasks:

- Hiring Analysis
- Salary Analysis
- Salary Distribution
- Departmental Analysis
- Position Tier Analysis

REMOVING MISSING VALUES

The following data has been filtered out and removed from the dataset for containing missing values to get a cleaner and more accurate analysis:

Application ID	Interview Taken on	Status	Gender	Department	Post Name	Offered Salary
289907	01-05-14 7:44	Hired	Male	Sales Department	-	85914
195323	09-05-14 12:48	Hired	-	Service Department	i7	81757
742283	02-05-14 8:11	Rejected	-	Service Department	i5	100
114584	07-05-14 8:08	Rejected	Male	Sales Department	i7	
227046	27-08-14 18:08	Hired	-	Operations Department	b9	76730
711350	16-07-14 13:33	Rejected	-	Operations Department	c-10	25785
835053	16-05-14 18:34	Hired	-	Operations Department	c5	25583
444043	11-07-14 14:52	Hired	-	Sales Department	c5	80262
352309	20-08-14 10:38	Hired	-	Service Department	i5	4308
204014	09-08-14 16:09	Rejected	-	Purchase Department	c5	96396
901867	18-08-14 9:36	Rejected	-	Service Department	c5	22393
937905	08-08-14 19:29	Hired	-	Marketing Department	c9	94032
564743	28-08-14 10:25	Rejected	-	Production Department	c9	4076
245473	14-05-14 18:48	Hired	-	Service Department	c5	66948
411295	22-06-14 14:38	Hired	-	Operations Department	i1	98070
487617	30-05-14 16:29	Hired	-	Service Department	c8	12470
827628	30-08-14 15:51	Hired	-	Service Department	i1	3134

1. HIRING ANALYSIS

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

Status	Hired	
Row Labels	**Count of Application ID**	
Don't want to say	268	
Female	1856	
Male	2562	
Grand Total	**4686**	

DISTRIBUTION OF NEW HIRES
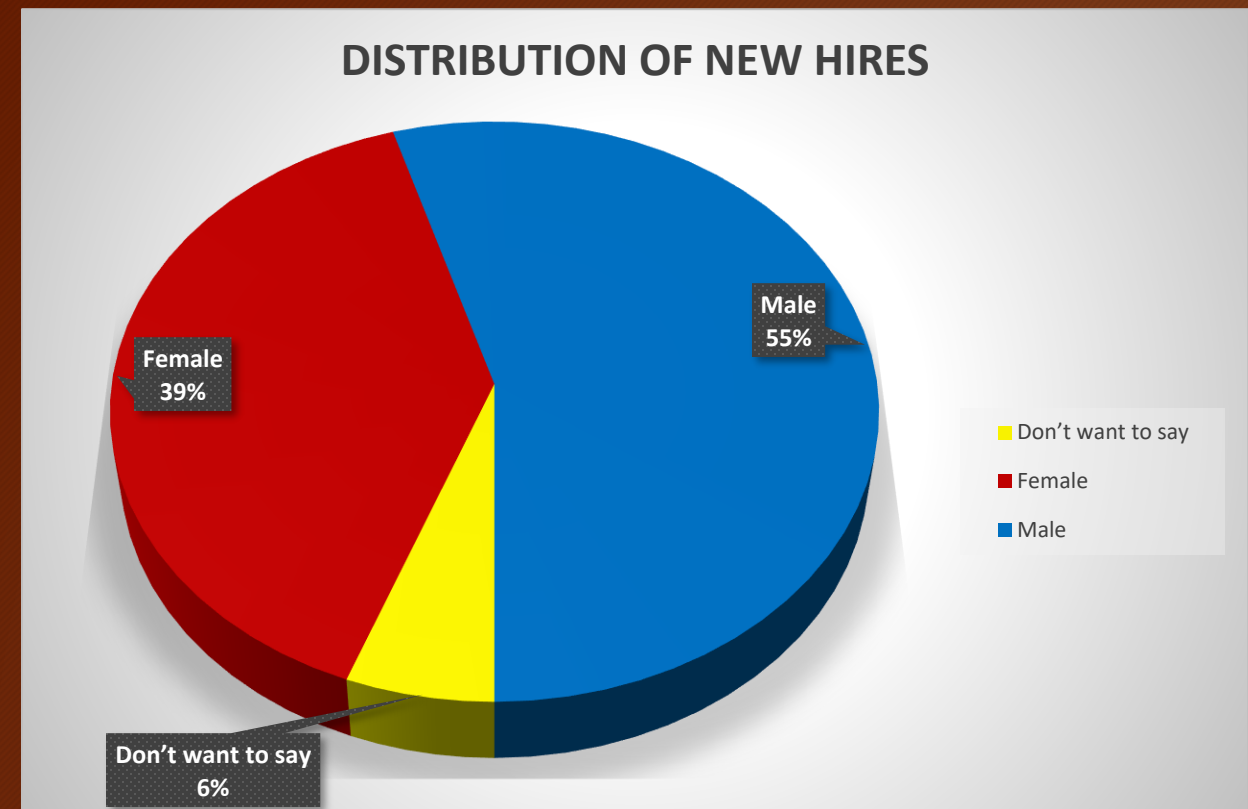
2. SALARY ANALYSIS

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

3. SALARY DISTRIBUTION

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

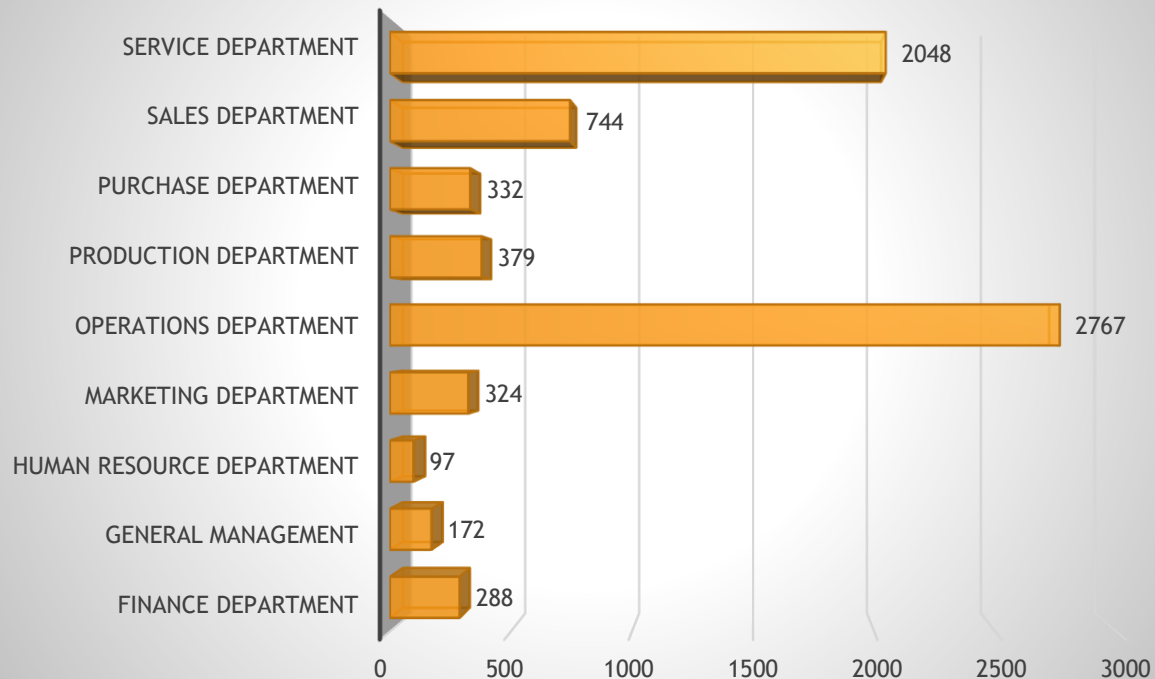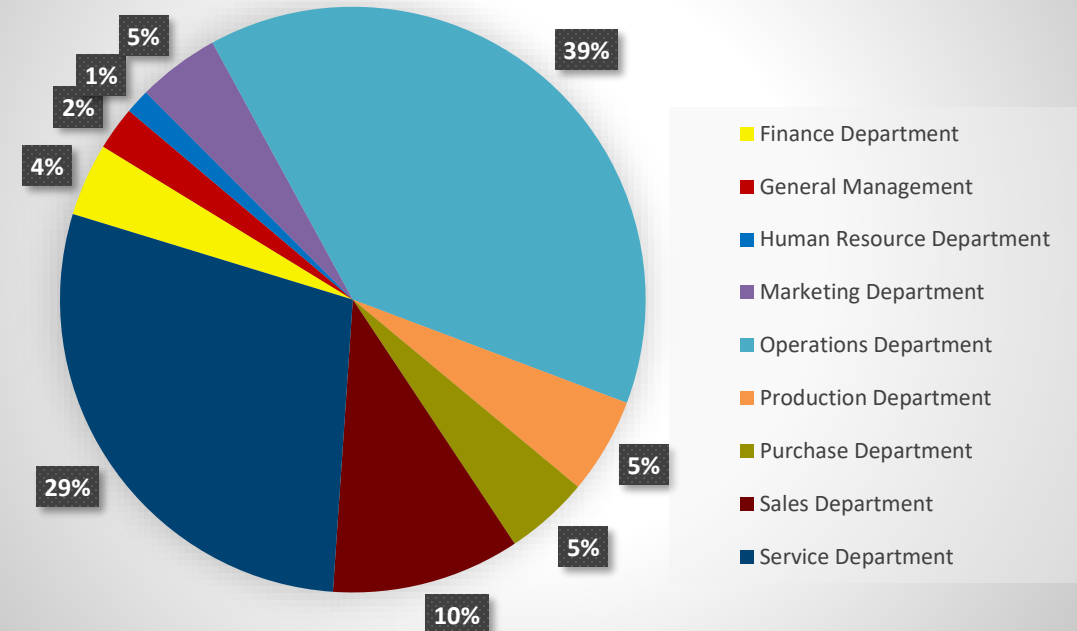| Bin	Frequency
10000	652
20000	704
30000	672
40000	687
50000	738
60000	734
70000	672
80000	706
90000	688
100000	638
200000	1
300000	1
400000	1
Total	6894

Salary Distribution Histogram
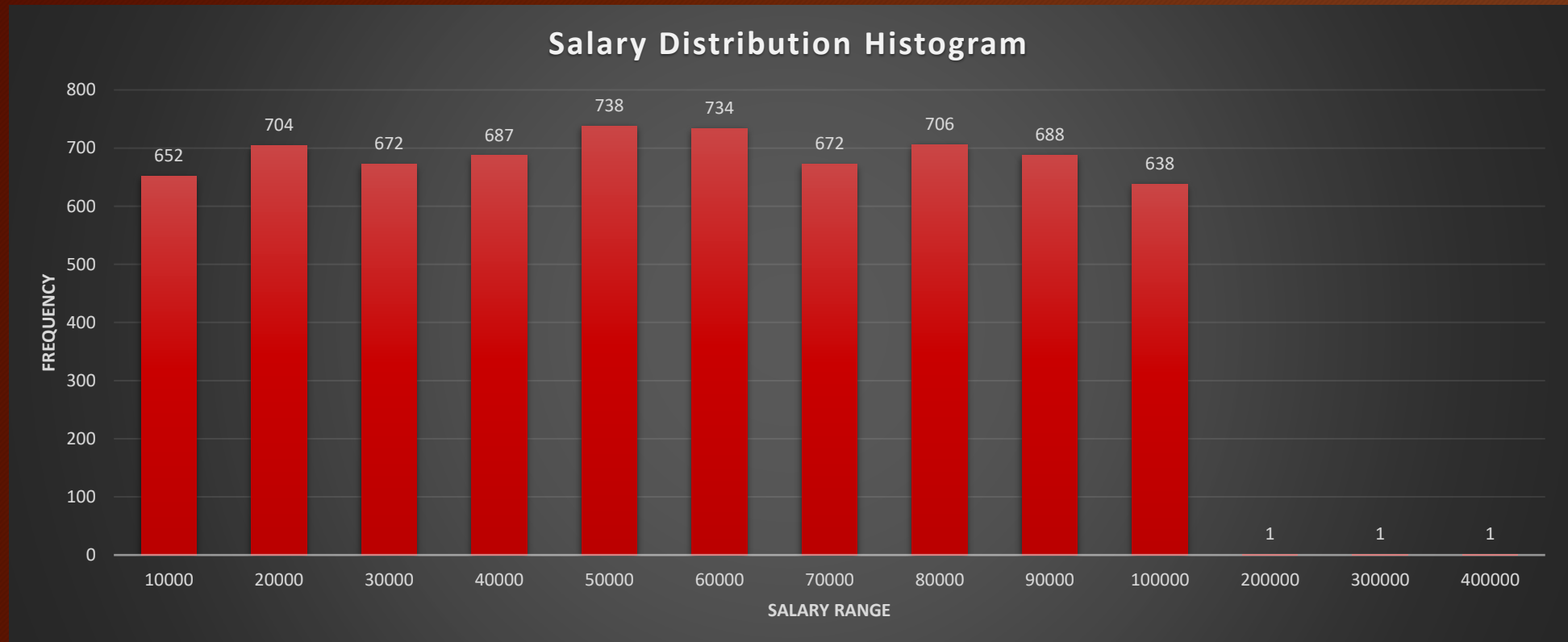
4. DEPARTMENTAL ANALYSIS

Task: Use a pie chart and bar graph to show the proportion of people working in different departments.

Number Of People In Different Dept. (bar graph):
- SERVICE DEPARTMENT: 2048
- SALES DEPARTMENT: 744
- PURCHASE DEPARTMENT: 332
- PRODUCTION DEPARTMENT: 379
- OPERATIONS DEPARTMENT: 2767
- MARKETING DEPARTMENT: 324
- HUMAN RESOURCE DEPARTMENT: 97
- GENERAL MANAGEMENT: 172
- FINANCE DEPARTMENT: 288

Number Of People In Different Dept. (pie chart):
- Finance Department
- General Management
- Human Resource Department
- Marketing Department
- Operations Department: 39%
- Production Department: 5%
- Purchase Department: 5%
- Sales Department: 10%
- Service Department: 29%
- 5%, 1%, 2%, 4%
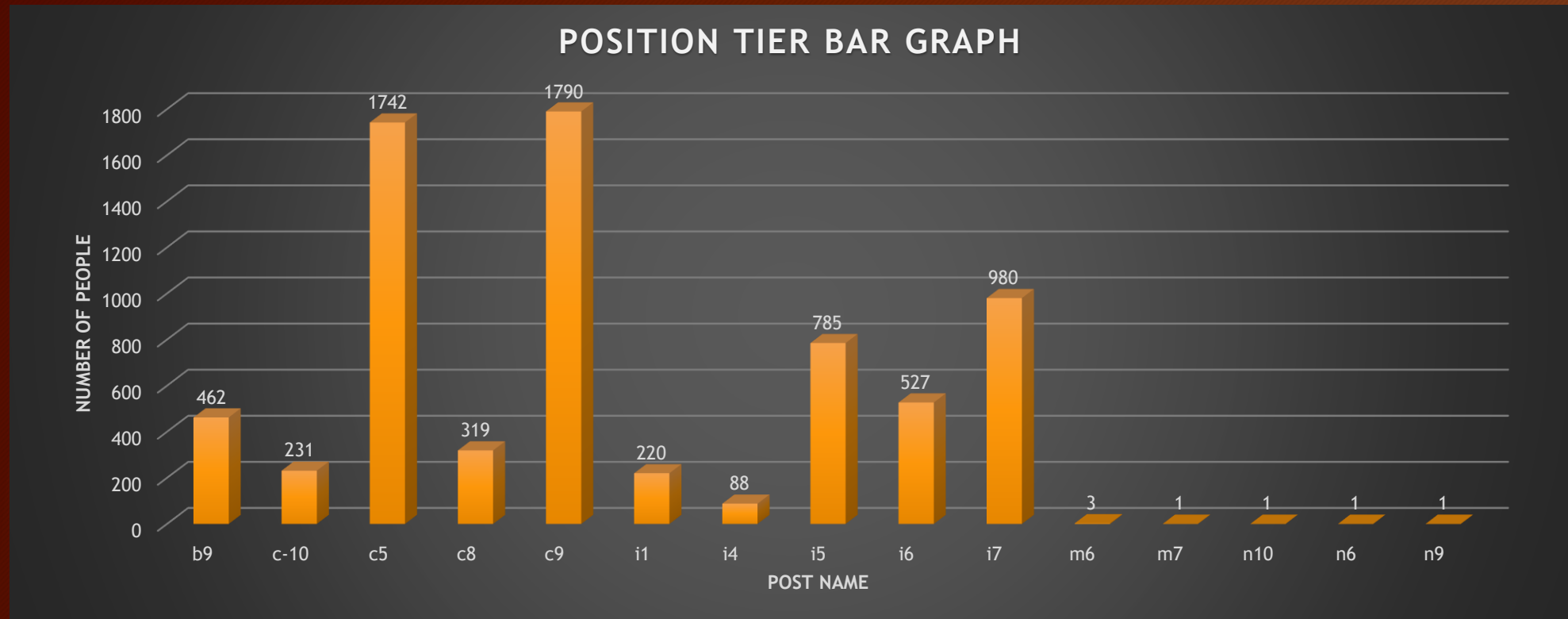
5. POSITION TIER ANALYSIS

- **Task: Use a chart or graph to represent the different position tiers within the company.**

POSITION TIER BAR GRAPH

RESULTS

• Diversity and Inclusion: We assessed the gender distribution of hires and can consider initiatives to promote diversity in hiring practices.

• Compensation Strategy: We evaluated the average salary and salary distribution to ensure competitive compensation packages that support employee retention and attraction.

• Operational Focus: We analyzed departmental proportions to align resources and staffing with business priorities.

• Career Development: We reviewed the distribution of positions across tiers to foster a healthy career progression path and address any bottlenecks in leadership development.

THANK YOU