



# **HIRING PROCESS ANALYTICS**

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# **TRAINITY PROJECT**

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## PROJECT DESCRIPTION

Imagine you're a data analyst at a multinational company like Google. Your task is to analyze the company's hiring process data and draw meaningful insights from it. 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.

As a data analyst, you'll be given a dataset containing records of previous hires. Your job is to analyze this data and answer certain questions that can help the company improve its hiring process.

### 1. Here's what you'll be doing:

1. **Handling Missing Data:** Check if there are any missing values in the dataset. If there are, decide on the best strategy to handle them.
2. **Clubbing Columns:** If there are columns with multiple categories that can be combined, do so to simplify your analysis.
3. **Outlier Detection:** Check for outliers in the dataset that may skew your analysis.
4. **Removing Outliers:** Decide on the best strategy to handle outliers. This could be removing them, replacing them, or leaving them as is, depending on the situation.
5. **Data Summary:** After cleaning and preparing your data, summarize your findings. This could involve calculating averages, medians, or other statistical measures. It could also involve creating visualizations to better understand the data.

## DATA ANALYTICS TASKS

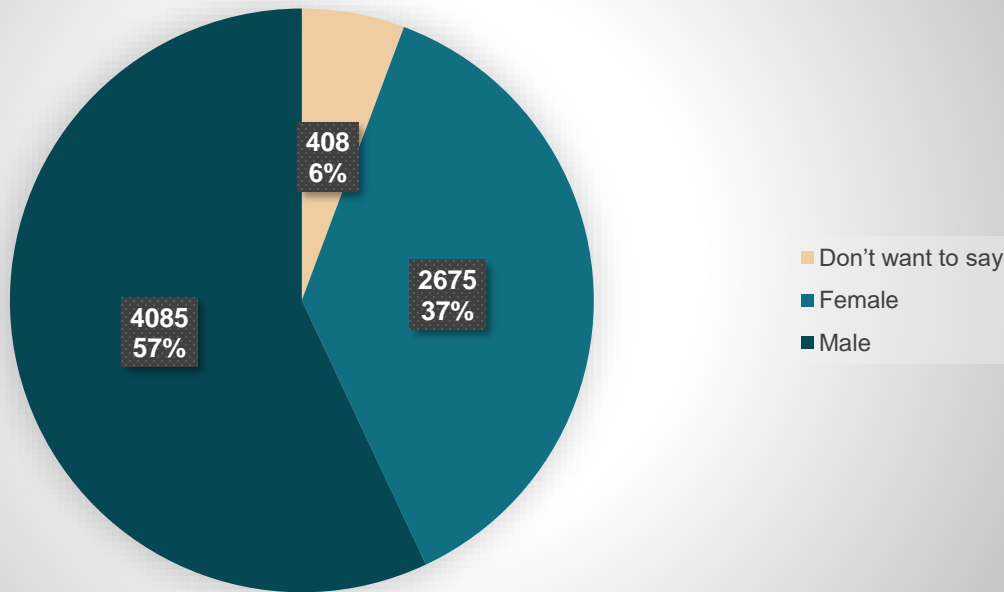
**A. Hiring Analysis:** The hiring process involves bringing new individuals into the organization for various roles.

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

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Gender Distribution of hires



### Insights:

- More than half of the hired candidates are males (57%)
- Only 37% of the hired candidates are females
- Higher gender ratio may negatively affect the company's image on a public domain and there is a need to hire more female candidates to balance the ratio well.

**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.

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

Average offered salary	49983.03
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- The average offered salary is found to be 49983.03

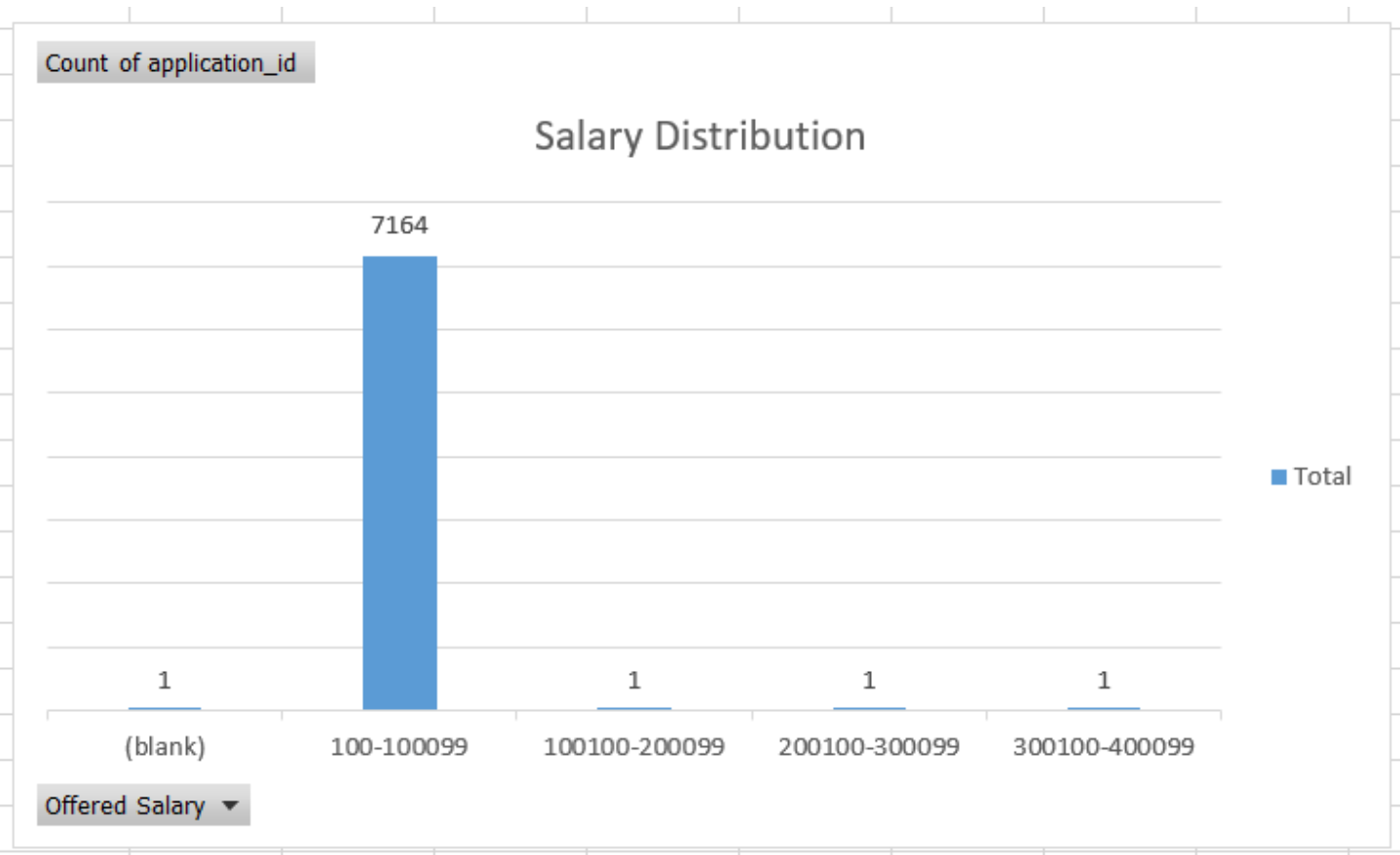
**C. Salary Distribution:** Class intervals represent ranges of values, in this case, salary ranges. The class interval is the difference between the upper and lower limits of a class.

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

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Row Labels	Count of application_id
(blank)	1
100-100099	7164
100100-200099	1
200100-300099	1
300100-400099	1
Grand Total	7168

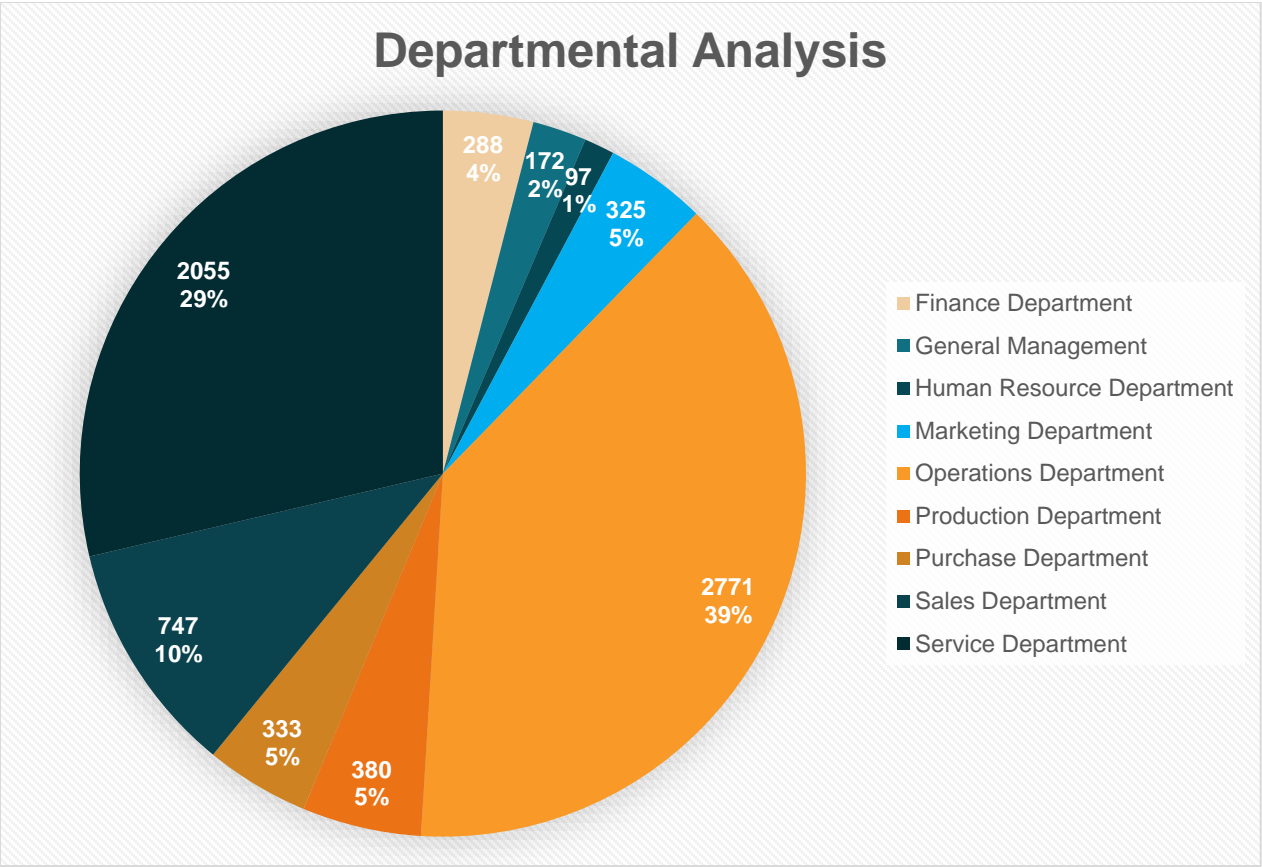


**D. Departmental Analysis:** Visualizing data through charts and plots is a crucial part of data analysis.

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

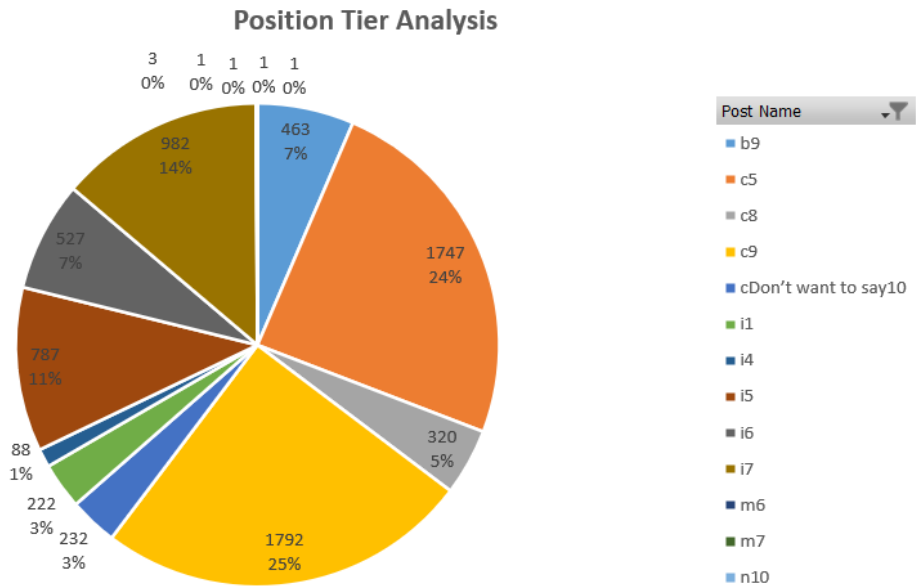
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E. Position Tier Analysis: Different positions within a company often have different tiers or levels.

Your 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.



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Post-name	Count of Employee
b9	463
c5	1747
c8	320
c9	1792
cDon't want to say10	232
i1	222
i4	88
i5	787
i6	527
i7	982
m6	3
m7	1
n10	1
n6	1
n9	1
Grand Total	7167