



# **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

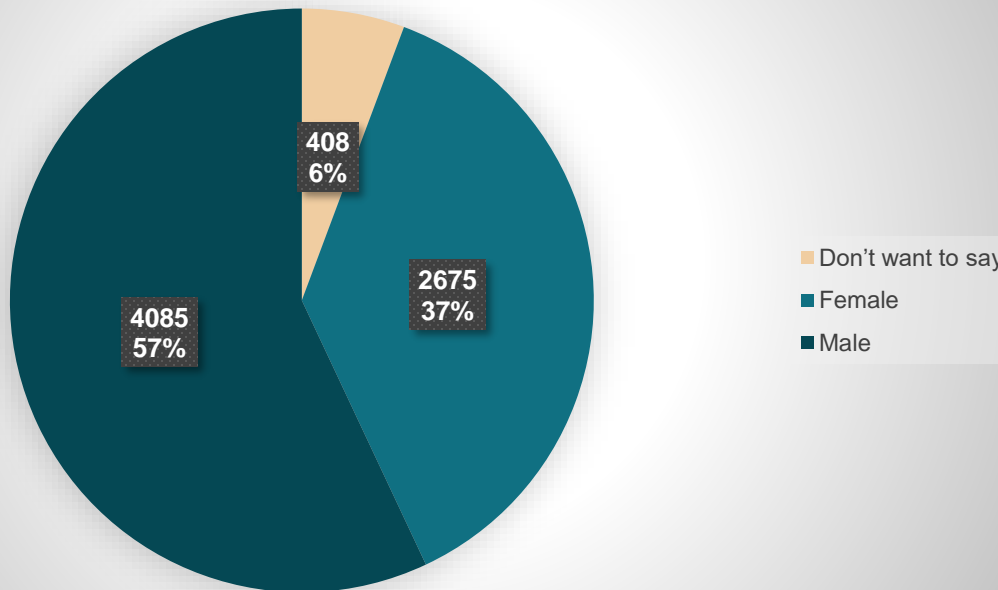
**A. Hiring Analysis:** The hiring process involves bringing new individuals into the organization for various roles.

**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 |
|------------------------|----------|

- The average offered salary is found to be 49983.03

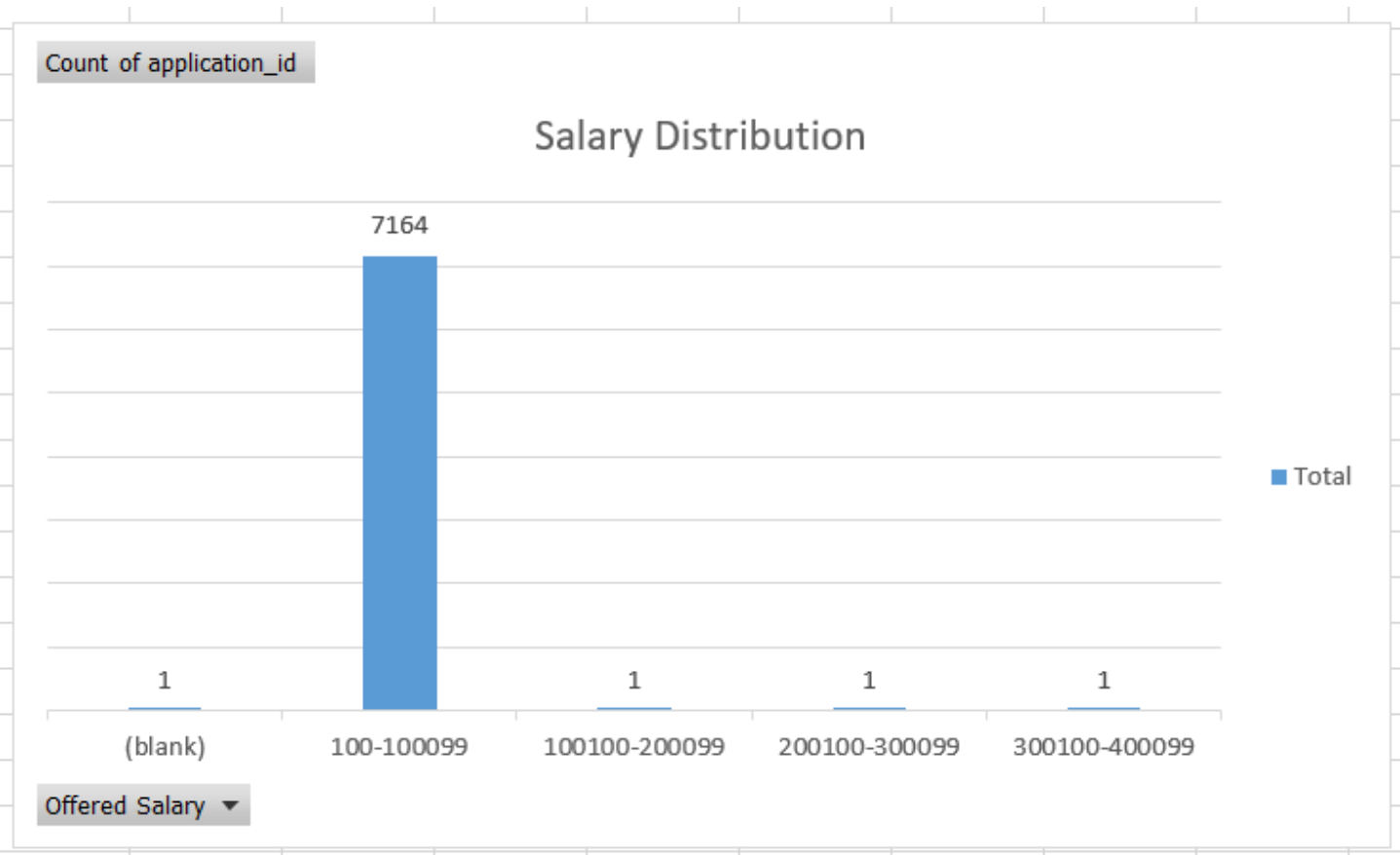
**C. Salary Distribution:** Class intervals represent ranges of values, in this case, salary ranges. The class interval is the difference between the upper and lower limits of a class.

**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                    |

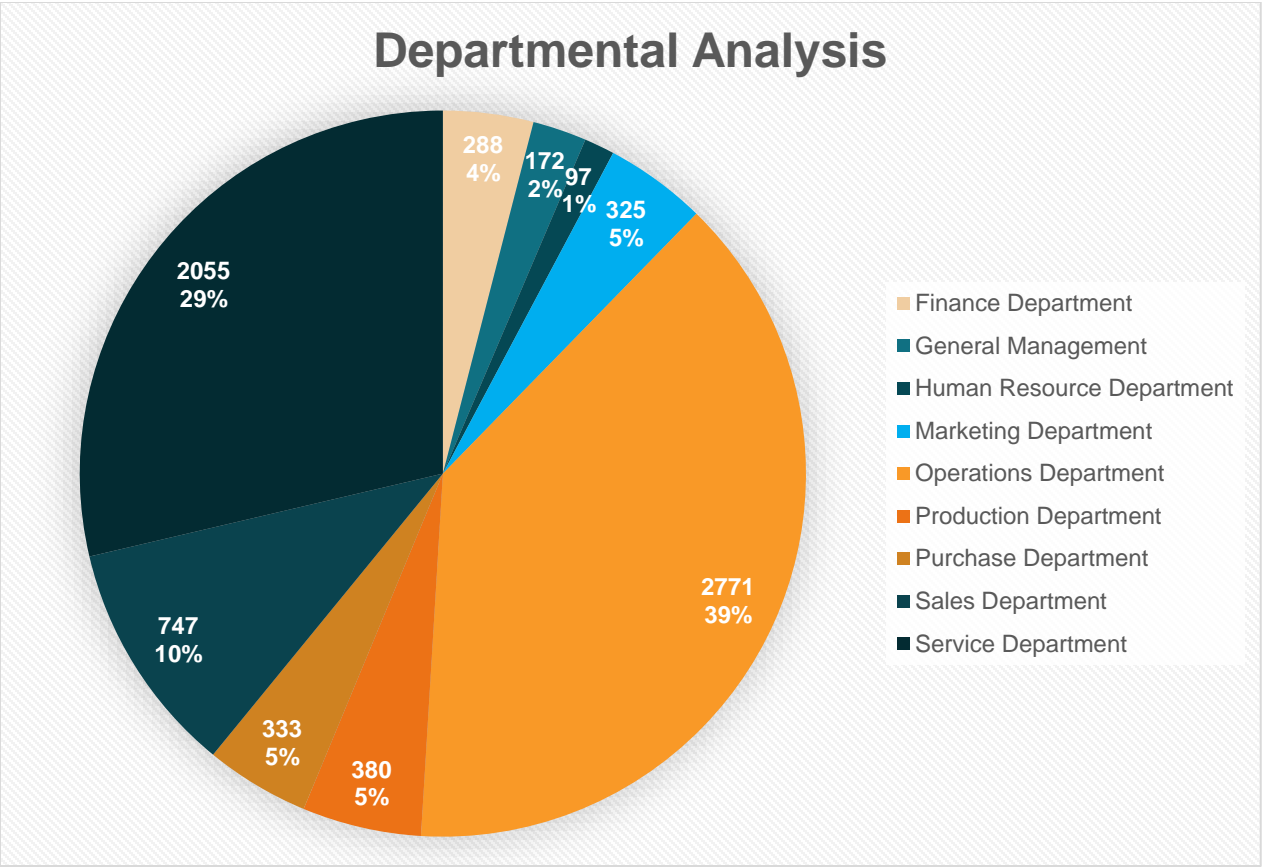


**D. Departmental Analysis:** Visualizing data through charts and plots is a crucial part of data analysis.

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

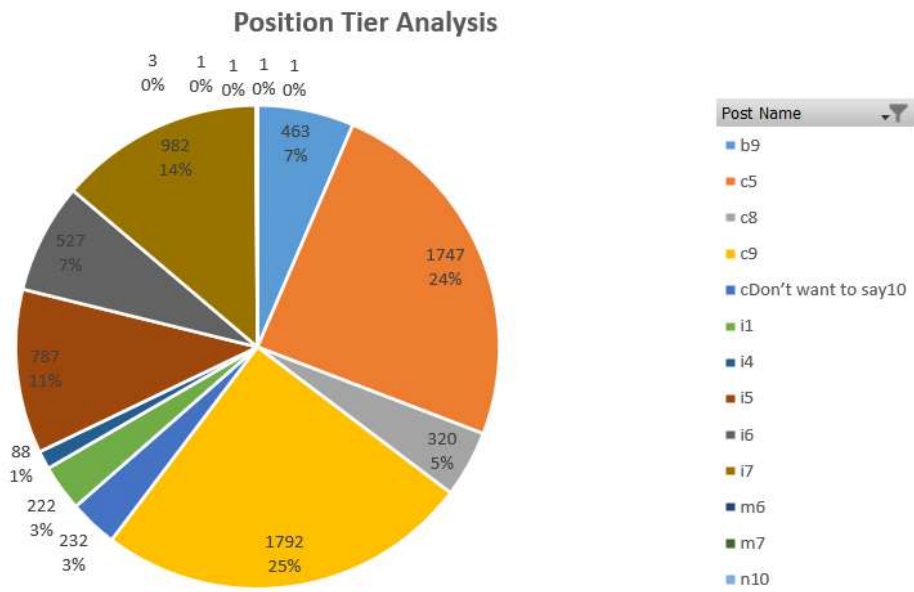
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E. Position Tier Analysis: Different positions within a company often have different tiers or levels.

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              |