Hiring Process Analytics

Project Description:

The project aims to analyse the hiring process of a company and provide insights. The analysis will be done using Excel and statistical techniques such as regression analysis and hypothesis testing.

Tech used:

MS Excel

A. Hiring Analysis: Gender Distribution of Hires

Using COUNTIFS in Excel:

- **Males Hired:** =COUNTIFS(D2:D7165,"Male",C2:C7165,"Hired") → **2,560**
- **Females Hired:** =COUNTIFS(D2:D7165,"Female",C2:C7165,"Hired") → **1,856**

Insight: More males were hired than females.

B. Average Salary Offered

Using the AVERAGE function:

- **Formula:** =AVERAGE(G2:G7163)
- **Result: ₹49,892.13**

Insight: The average salary is around ₹49.9K.

C - Class Intervals

Salary Bin (₹) Frequency

Data > Analyze > Data Analysis > Histogram

Bin	*Frequency*
10000	678
20000	732
30000	711
40000	710
50000	781
60000	750
70000	698
80000	734
90000	711
100000	659

Insight: Salaries are most commonly around ₹50,000–60,000

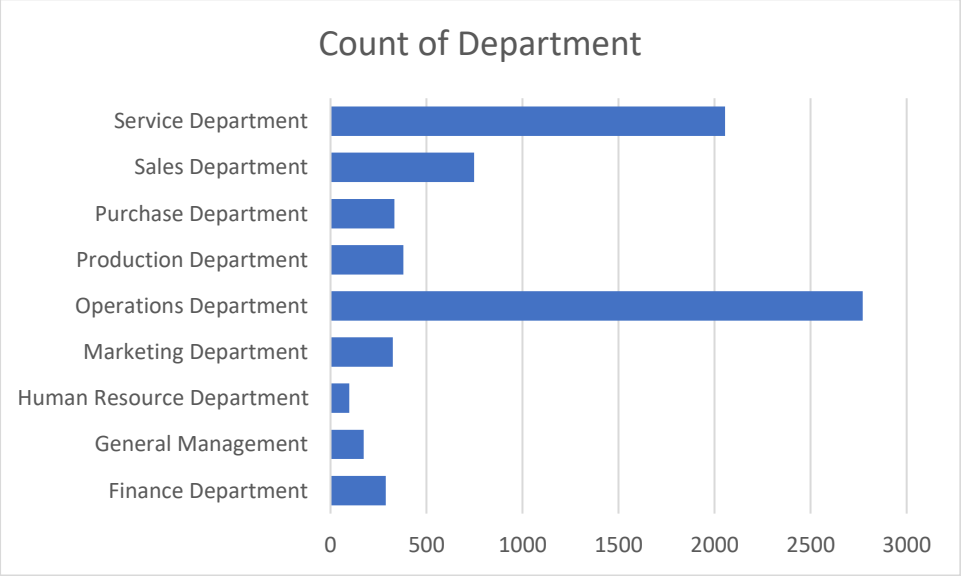
D. Departmental Analysis (Number of Employees)

Department-wise Employee Count:

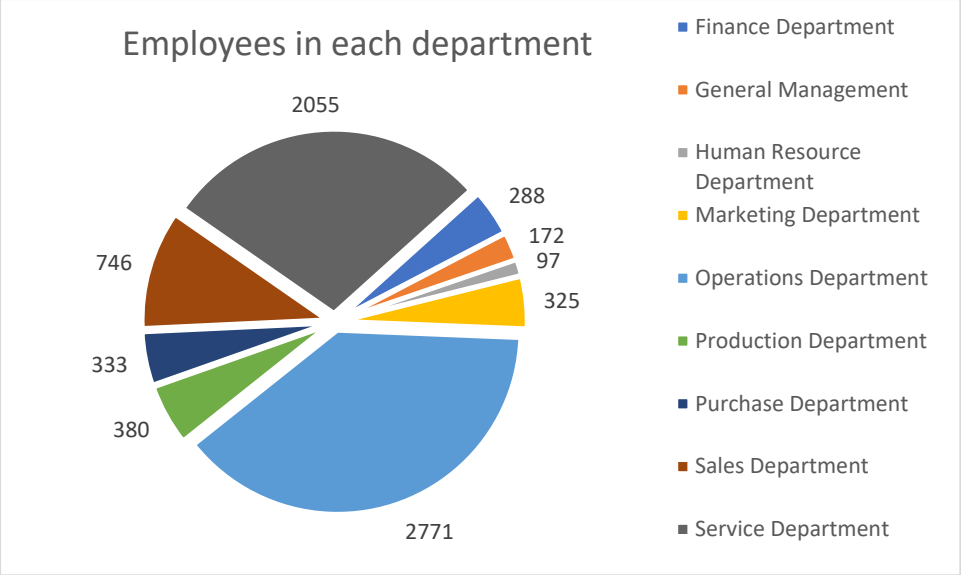
We can make the required chart using pivot charts.

Department	Count of Department
Finance Department	288
General Management	172
Human Resource Department	97
Marketing Department	325
Operations Department	2771
Production Department	380
Purchase Department	333
Sales Department	747
Service Department	2055

Now we can insert bar chart and pie charts.



Bar Chart

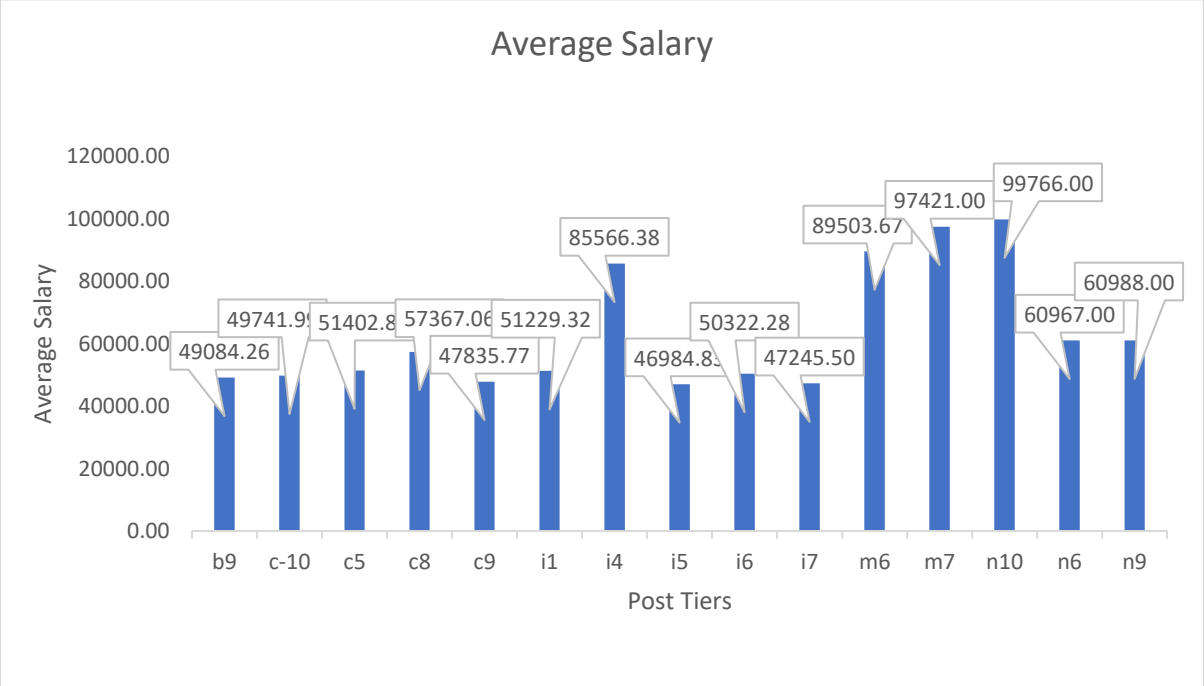


Pie chart

Insight: Most employees work in the Operations and Service departments.

E - Charts:

I have prepared a chart that shows average salary offered to each post tier.



Insight: Post tiers like **n10**, **m7**, and **i4** offer the highest salaries.