Power bi Analysis Report

Report Title: Hiring Analysis of Corporate Industry

Executive Summary

This report provide analysis of Hiring of Corporate Industry of India year 2023 .Key insights include gender bias hiring process on basis of Education, Experience& Skills. The analysis reflects the areas and factors of hiring process.

Objectives:

1. Indentify the factors of hiring
2. Evaluate bias nature of hiring
3. Highlight key indicator

Key Matrices:

1 . Average Interview Score

2. Average personality Score

3. Average Skill Score

Analysis:

1. **Interview Process**
    - **Visualization** : Pie Chart
    - **Insights:**
        - Moderate Interviews shows equal higher Hiring of both male and female
        - Aggressive Interviews also shows no discrimination in gender
        - Conservative Interviews has higher success rate of male compare to female

2. **Number of Previous Company**
   - **Visualization:** Clustered Bar Chart
   - **Insights:**
     - Female with less no of company change are hired more
     - Whereas male with more no of company change are hired more

3. **Education**
   - **Visualization :** Clustered Column Chart
   - **Insights:**
     - Candidates with Bachelor degree are more likely to be hired followed by Masters then Diploma and Phd in both cases male and female.

4. **Age Factor**
   - **Visualization :** Line Chart
   - **Insights:**
     - Age below 32 male have dominance over female in getting hired.
     - Above 32 female are likely to be hired more.

5. **Distance from Company**
   - **Visualization:** Stacked Column Chart
   - **Insights:**
     - Distance has no relation on hiring

6. **Experience**
   - **Visualization:** Stacked Area Chart
   - **Insights:**
     - Male are preferred over female having same experience

Appendix

Data Source: Kaggle

Team Member : Aspiring data analyst : Raghav Rathore.