

# Hiring Process Analytics

BY-  
RAHUL M RAMCHANDANI

# About the Project

- ▶ The project 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.

# About the Project

► Tasks to be performed –

- A. Hiring Analysis
- B. Salary Analysis
- C. Salary Distribution
- D. Departmental Analysis
- E. Position Tier Analysis

Software used :-

Microsoft Excel 2021

# A. Hiring Analysis

**Task-** How many males and females have been hired by the company?

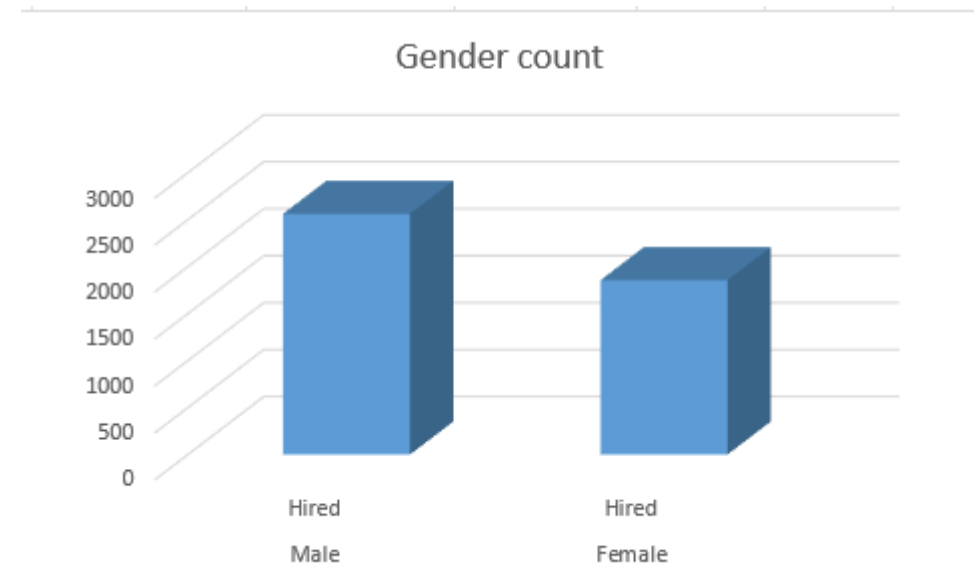
Formula used :

=COUNTIF(B:B, "Male")

=COUNTIF(B:B, "Female")

Output-

Gender	Status	Gender count
Male	Hired	2563
Female	Hired	1856



## B. Salary Analysis

**Task-** What is the average salary offered by this company?

Formula used :

Average(A:A)

Output-

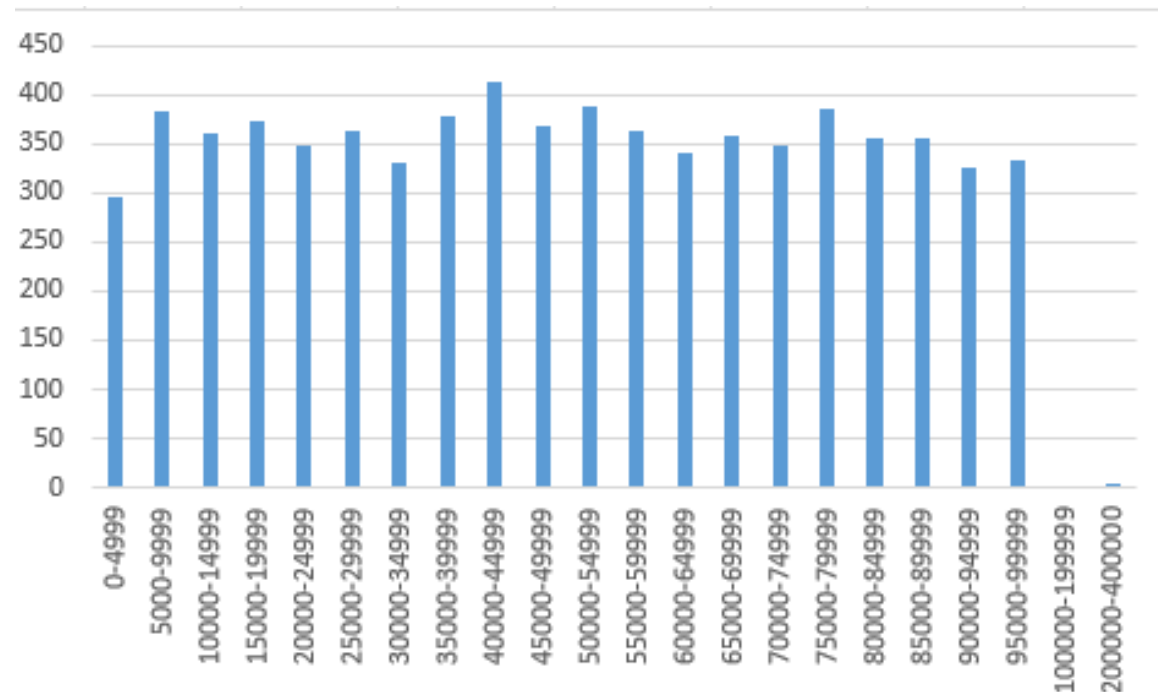
Average
49983.02902

## C. Salary Distribution

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

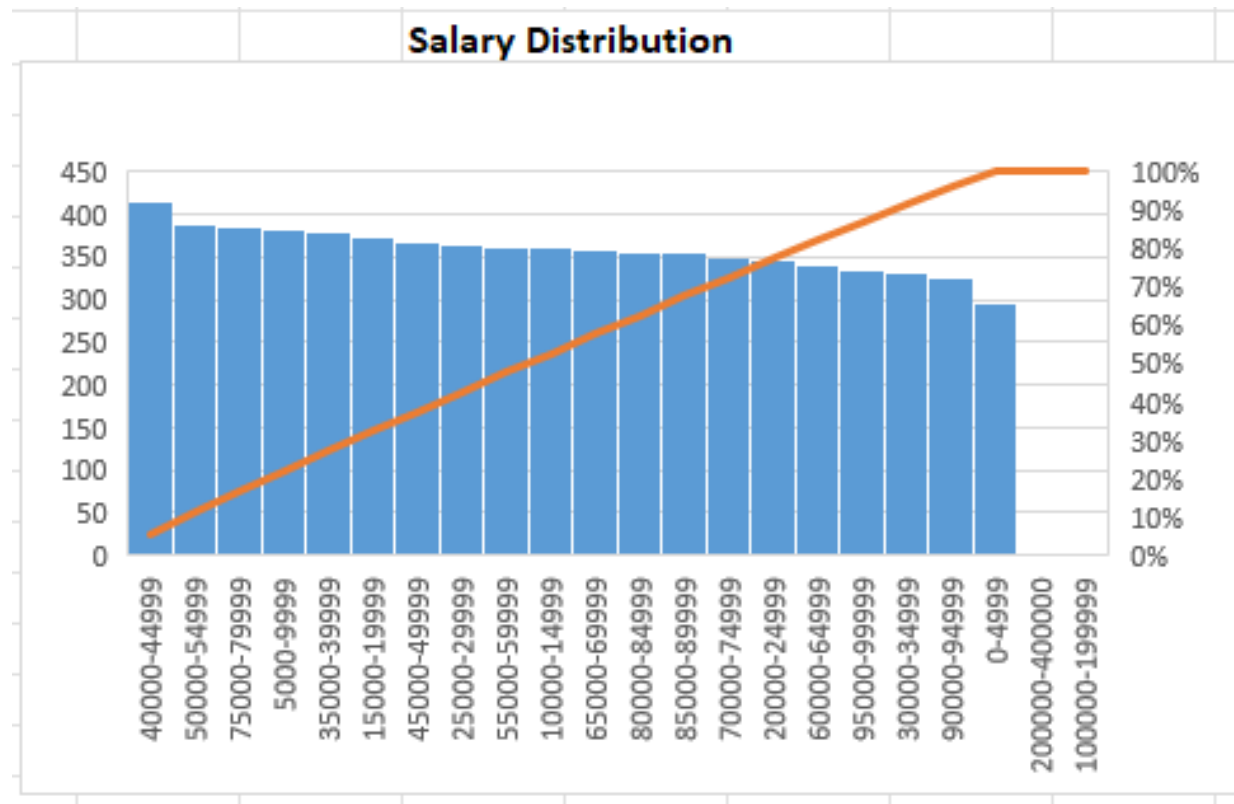
Output-

Formula used :  
`=FREQUENCY(A2:A7169, D1:D20)`



# C. Salary Distribution

Salary Range	Count / No. of People
0-4999	296
5000-9999	382
10000-14999	360
15000-19999	372
20000-24999	347
25000-29999	364
30000-34999	331
35000-39999	378
40000-44999	414
45000-49999	367
50000-54999	389
55000-59999	362
60000-64999	340
65000-69999	358
70000-74999	348
75000-79999	386
80000-84999	356
85000-89999	355
90000-94999	325
95000-99999	334
100000-199999	0
200000-400000	3
Grand Total	7167



## D. Departmental Analysis

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

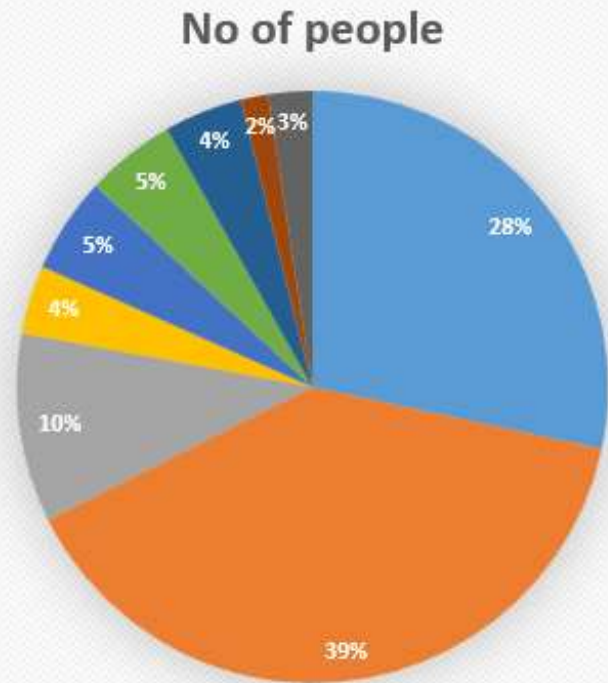
Formula used :

=COUNTIFS(Sheet1!E:E, A2, Sheet1!C:C, "Hired")

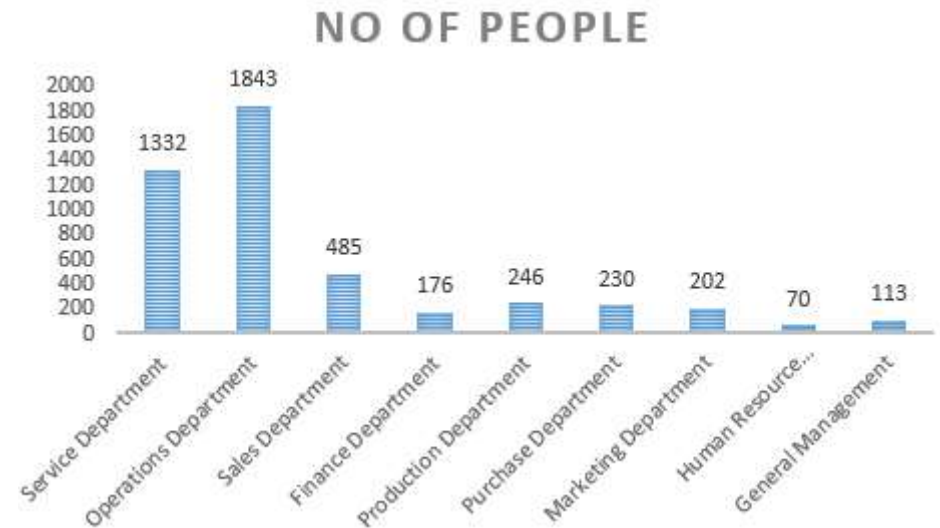
Department name	No of people
Service Department	1332
Operations Department	1843
Sales Department	485
Finance Department	176
Production Department	246
Purchase Department	230
Marketing Department	202
Human Resource Department	70
General Management	113



## D. Departmental Analysis



■ Service Department      ■ Operations Department      ■ Sales Department  
■ Finance Department      ■ Production Department      ■ Purchase Department  
■ Marketing Department      ■ Human Resource Department      ■ General Management



## E. Position Tier Analysis

**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.

Formula used :

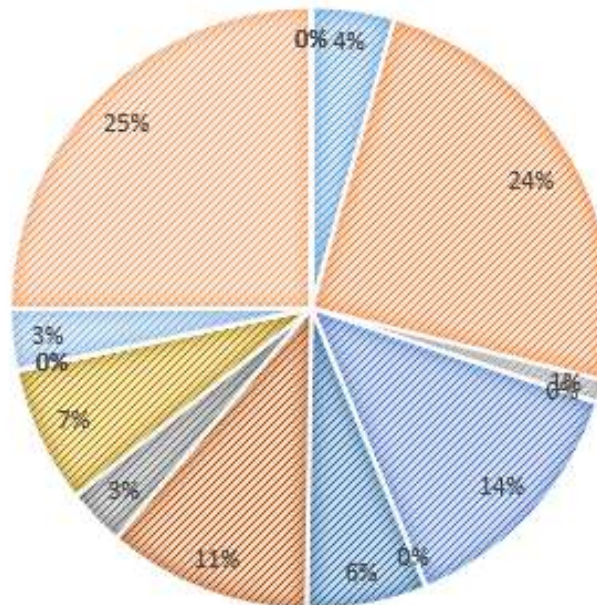
=COUNTIFS(Sheet1!F:F, A2)

Post Name	Employee Count ( All )
c8	320
c5	1747
i4	88
-	1
i7	982
n10	1
b9	463
i5	787
i1	222
i6	527
m6	3
m7	1
c-10	232
c9	1792
n9	1
n6	1

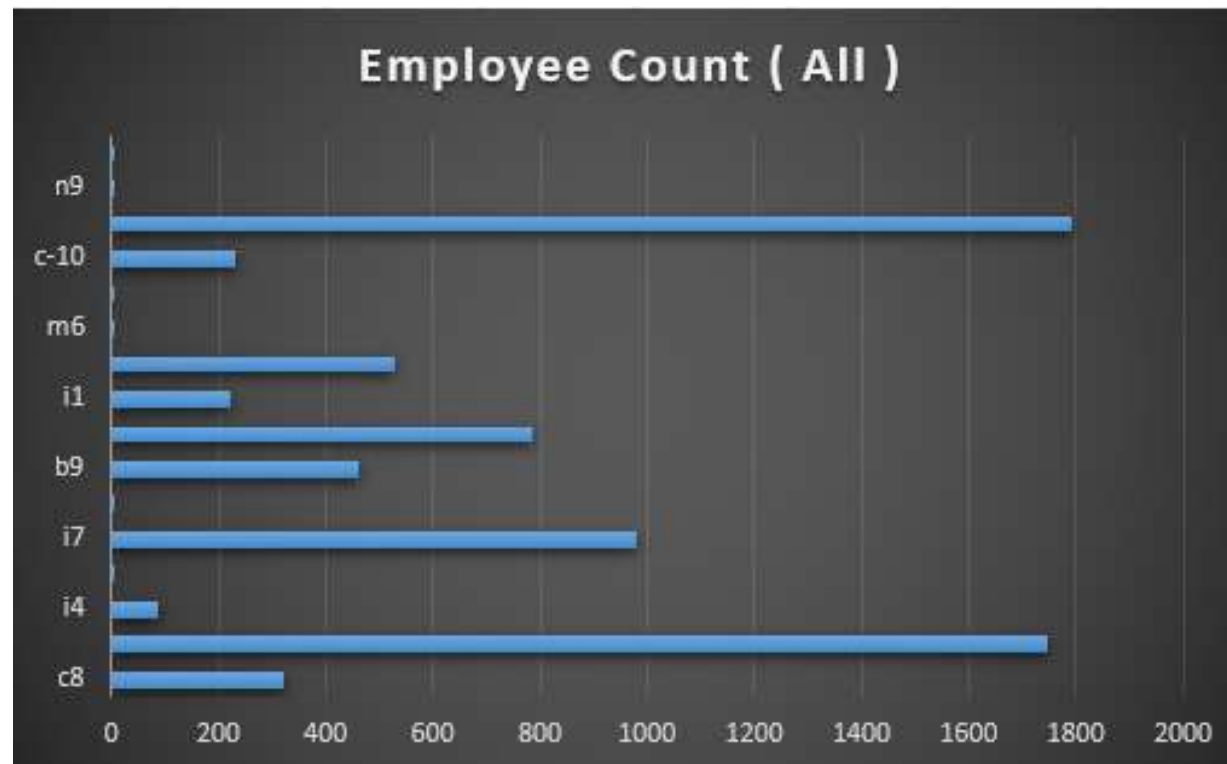
# E. Position Tier Analysis

EMPLOYEE COUNT ( ALL )

c8 c5 i4 - i7 n10 b9 i5 i1 i6 m6 m7 c-10 c9 n9 n6



## E. Position Tier Analysis



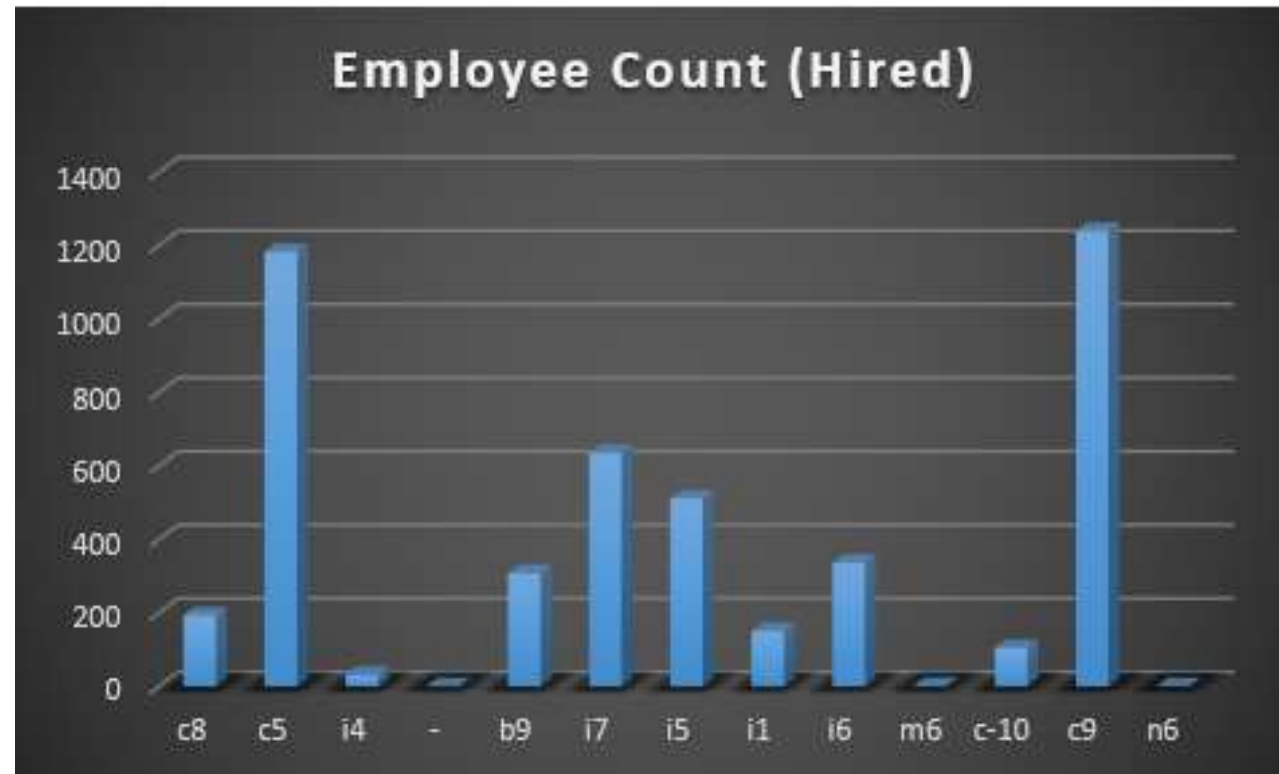
## E. Position Tier Analysis

Post Name	Employee Count (Hired)
c8	193
c5	1182
i4	32
-	1
b9	308
i7	635
i5	511
i1	151
i6	337
m6	2
c-10	105
c9	1239
n6	1

## E. Position Tier Analysis



## E. Position Tier Analysis



# Drive Link

- ▶ Google drive link for the excel sheet –
- ▶ [https://docs.google.com/spreadsheets/d/1KRrjH727rgqoVmuQZG\\_e2K3tyLwU8Pfe/edit?usp=sharing&oid=109013092337571372406&rtpof=true&sd=true](https://docs.google.com/spreadsheets/d/1KRrjH727rgqoVmuQZG_e2K3tyLwU8Pfe/edit?usp=sharing&oid=109013092337571372406&rtpof=true&sd=true)