HIRING PROCESS ANALYTICS

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CONTENTS

PROJECT DESCRIPTION

The objective of this project is to analyze the hiring process data of company and derive meaningful insights to improve the hiring process. We will be working with a dataset containing records of previous hires, including information on gender, salary, department, position, and other relevant factors. By performing data analysis using Excel, we aim to understand trends in hiring, salary distribution, departmental proportions, and position tiers.

APPROACH

- **Data Collection:** Download the dataset containing records of previous hires.
- **Data Cleaning:** Handle missing data by either removing rows or imputing values. Club columns with multiple categories that can be combined to simplify the analysis.
- **Outlier Detection:** Identify outliers in the dataset that might skew our analysis.
- **Outlier Handling:** Decide on the best strategy to handle outliers, which could involve removing them, replacing them, or leaving them as is, depending on the situation.
- **Data Summary:** Calculate statistical measures such as averages, medians, and class intervals for salaries. Create visualizations like pie charts, bar graphs, and position tier charts to better understand the data.

TECH-STACK USED

Software: Microsoft Excel
Purpose: Microsoft Excel will be used for data cleaning, handling missing data, calculating statistical measures, and creating visualizations.

INSIGHTS

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

A. HIRING ANALYSIS

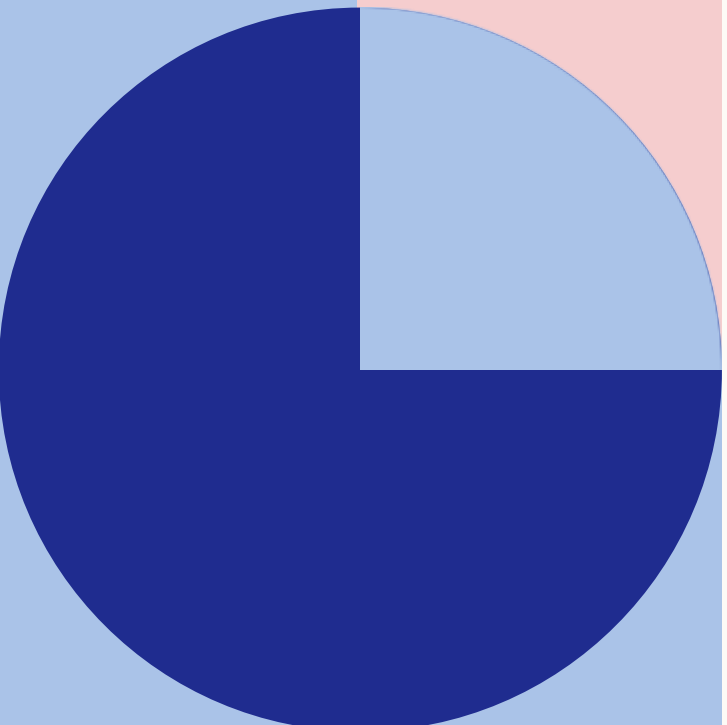
Used Excel's COUNTIF or PIVOT TABLE functionality to count the number of males and females hired by the company.

USING FORMULA

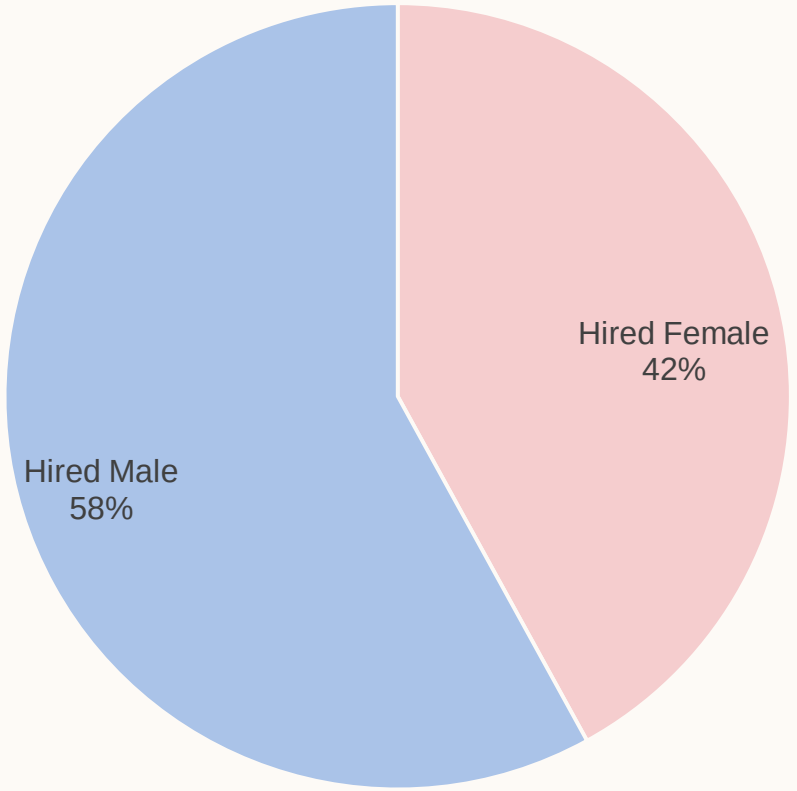
Status	Gender	Proportion of Hired people
Hired	Female	1850
Hired	Male	2551
	Total	4401

USING PIVOT TABLE

Status	Hired
gender	Proportion of people
Female	1850
Male	2551
Grand Total	4401



PROPORTION OF HIRED PEOPLE



B. SALARY ANALYSIS

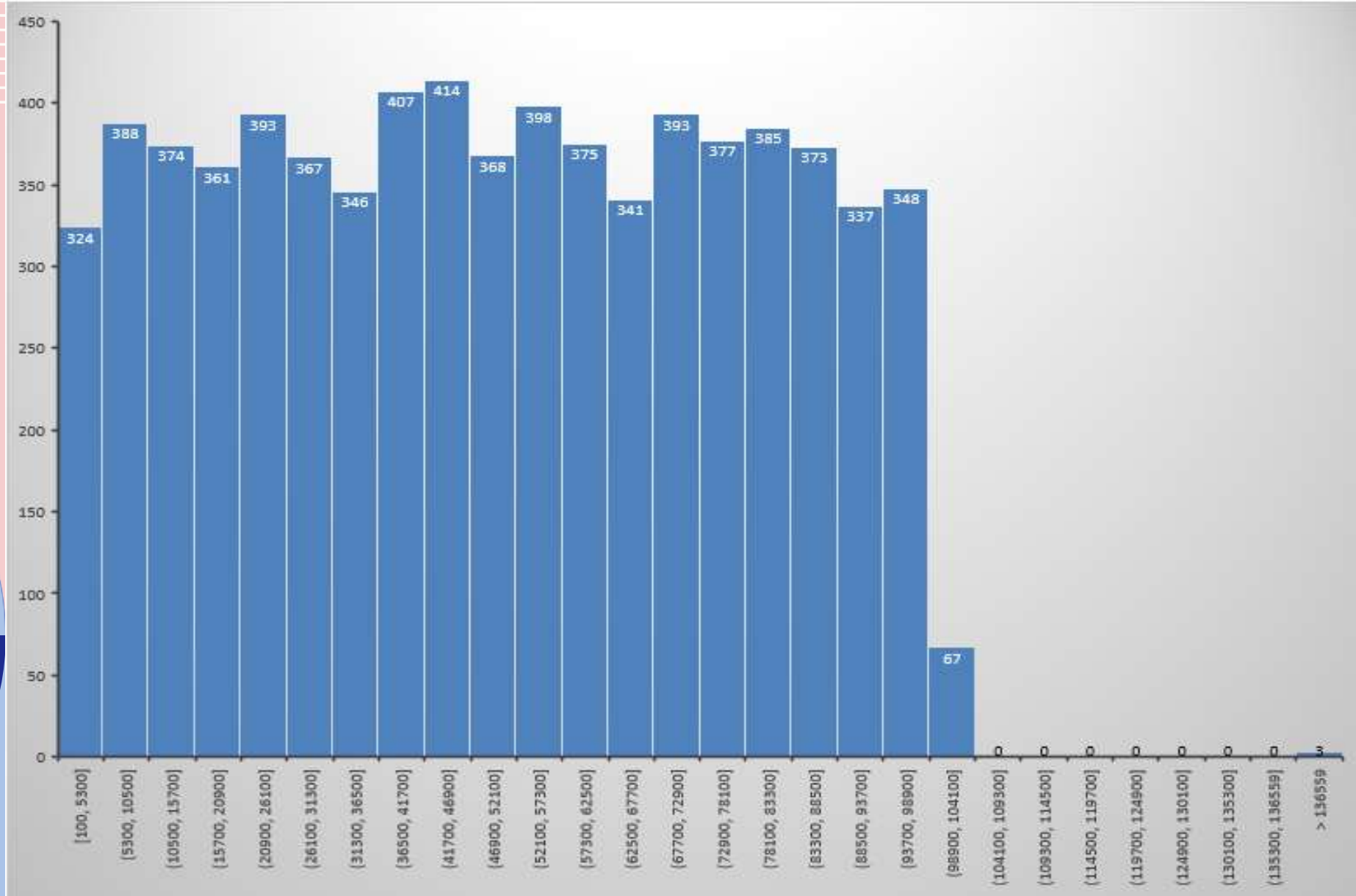
Using the AVERAGE function in excel to calculate the average salary of all hires.

USING FORMULA

Average Salary	50004.93
Max Salary	400000
Min Salary	100
Median	49636
Standard Deviation	28851.28

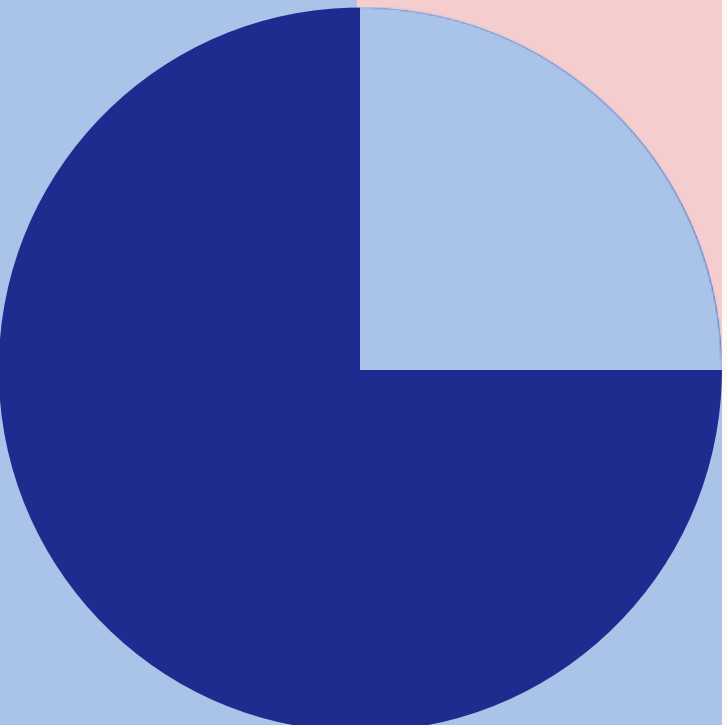
C. SALARY DISTRIBUTION

By using histogram we can create class intervals for salaries, which gives a clear understanding of the salary distribution, identifying any salary disparities or outliers.



D. DEPARTMENTAL ANALYSIS

Visualizing departmental proportions allowed us to assess the distribution of employees across different departments and understand the hiring needs of each.



USING FORMULA

Department	Proportion of people
Finance Department	287
General Management	171
Human Resource Department	96
Marketing Department	325
Operations Department	2762
Production Department	379
Purchase Department	332
Sales Department	743
Service Department	2045
Total	**7140**

USING PIVOT TABLE

Department	Proportion of People
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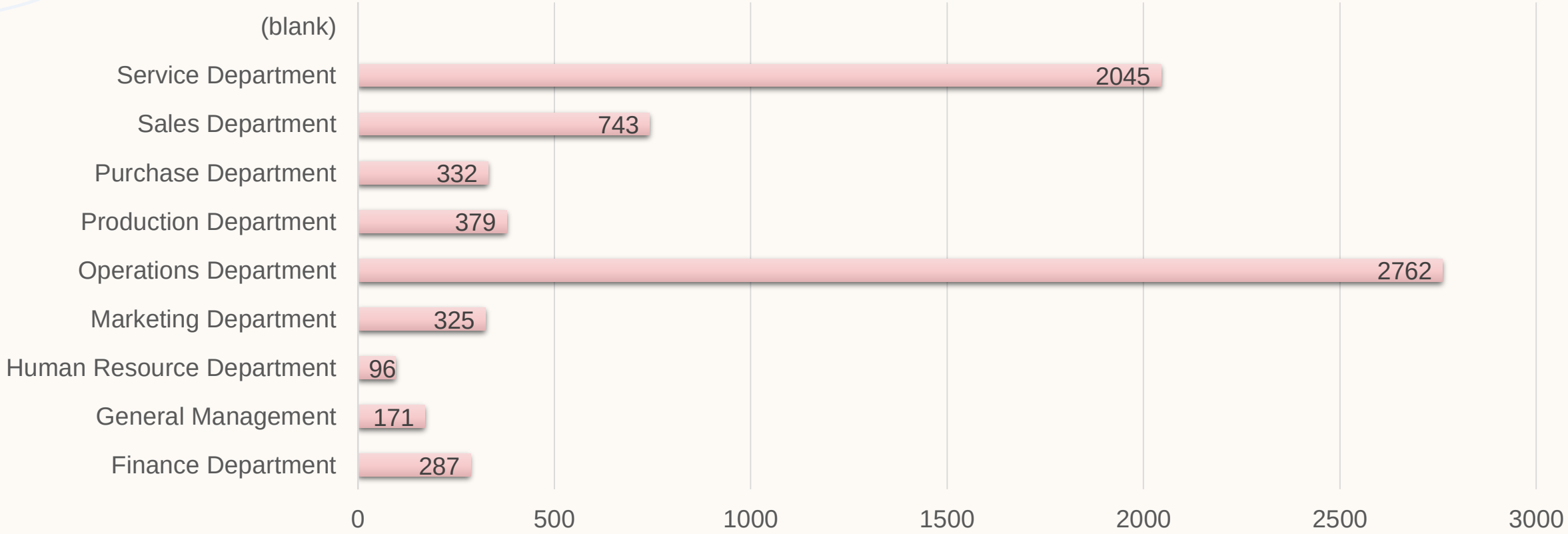
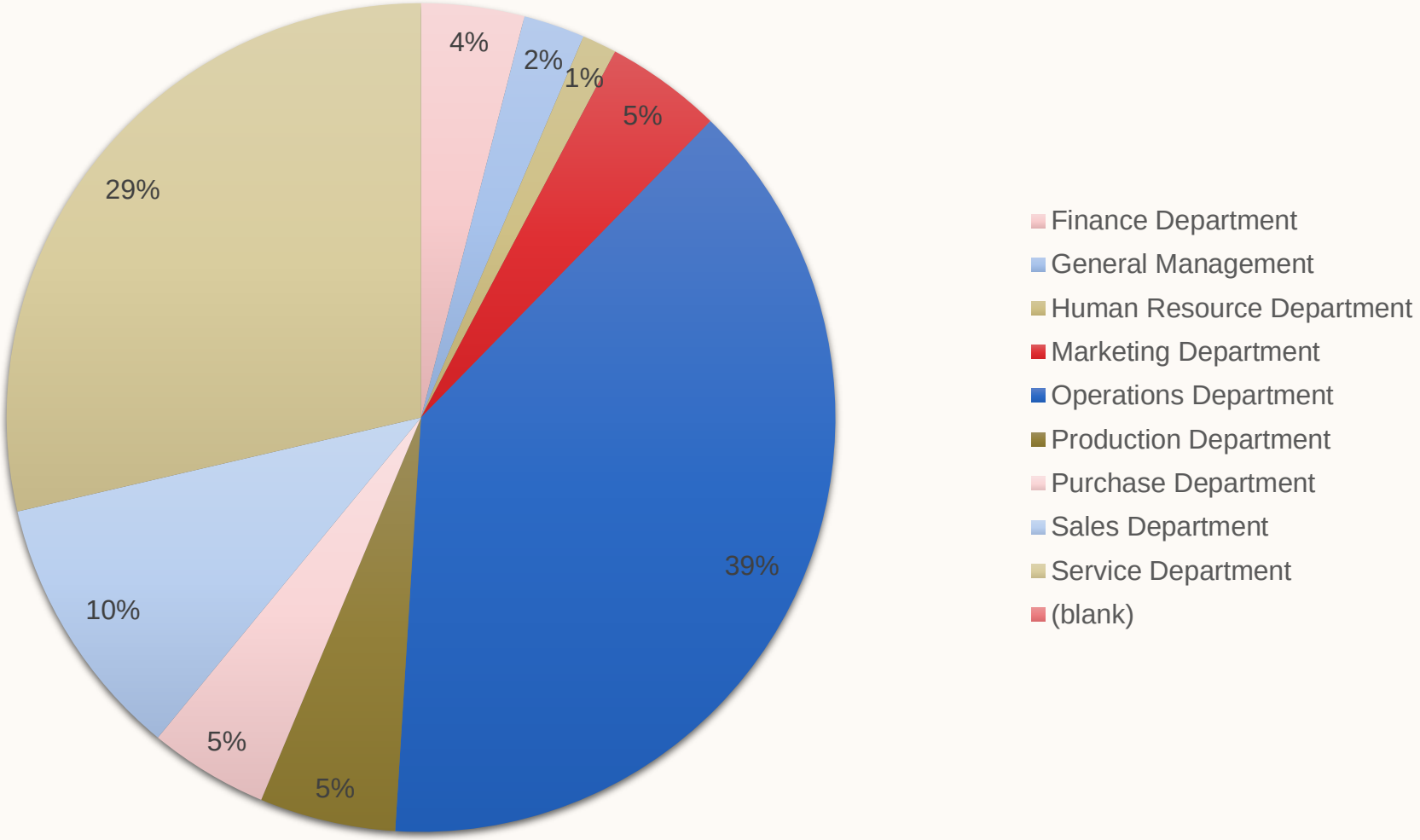
DEPARTMENTAL ANALYSIS



	Finance Department	General Management	Human Resource Department	Marketing Department	Operations Department	Production Department	Purchase Department	Sales Department	Service Department	(blank)
Total	287	171	96	325	2762	379	332	743	2045	

DEPARTMENTAL ANALYSIS

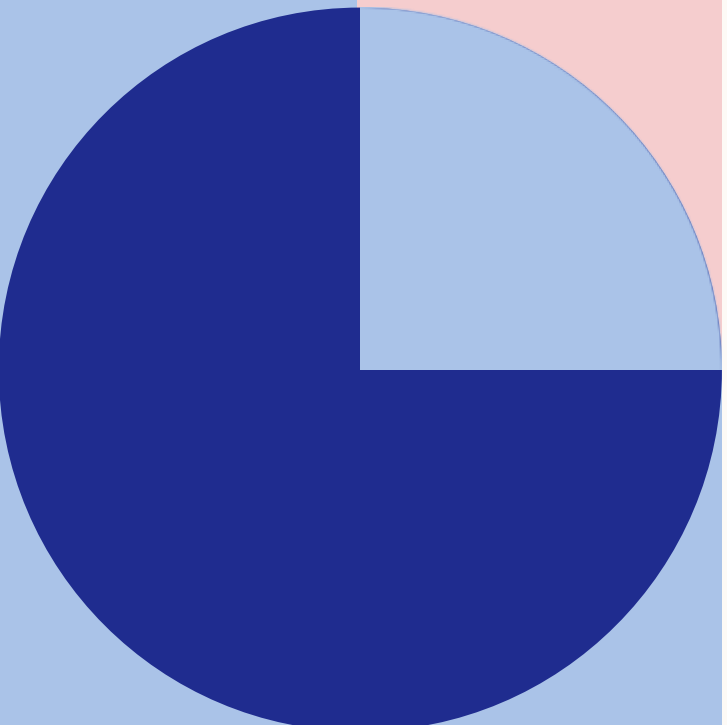


E. POSITION TIER ANALYSIS

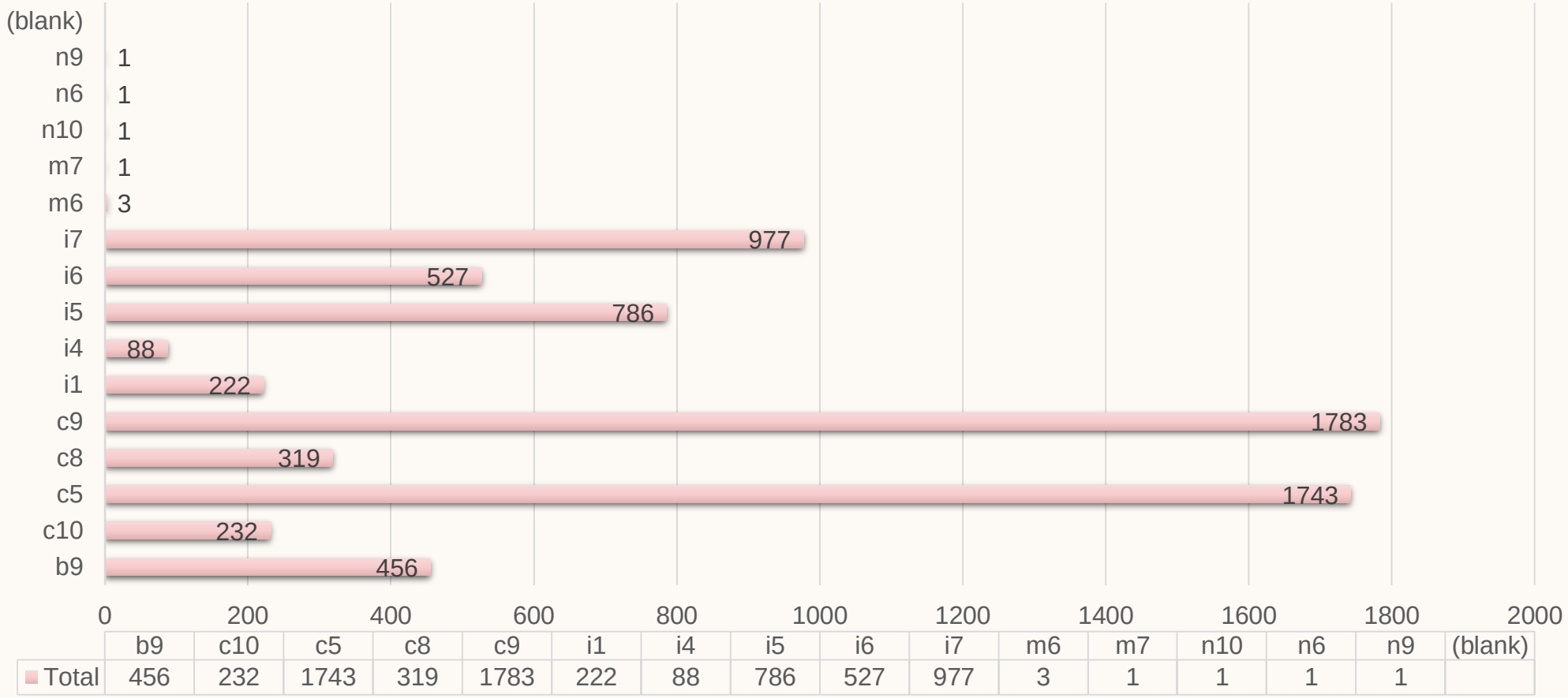
The position tier analysis will help to identify the distribution of positions across different levels within the company, providing insights into the organization's structure.

USING PIVOT TABLE

Position Tier	Distribution
-	1
b9	456
c10	232
c5	1743
c8	319
c9	1783
i1	222
i4	88
i5	786
i6	527
i7	977
m6	3
m7	1
n10	1
n6	1
n9	1
Grand Total	**7140**

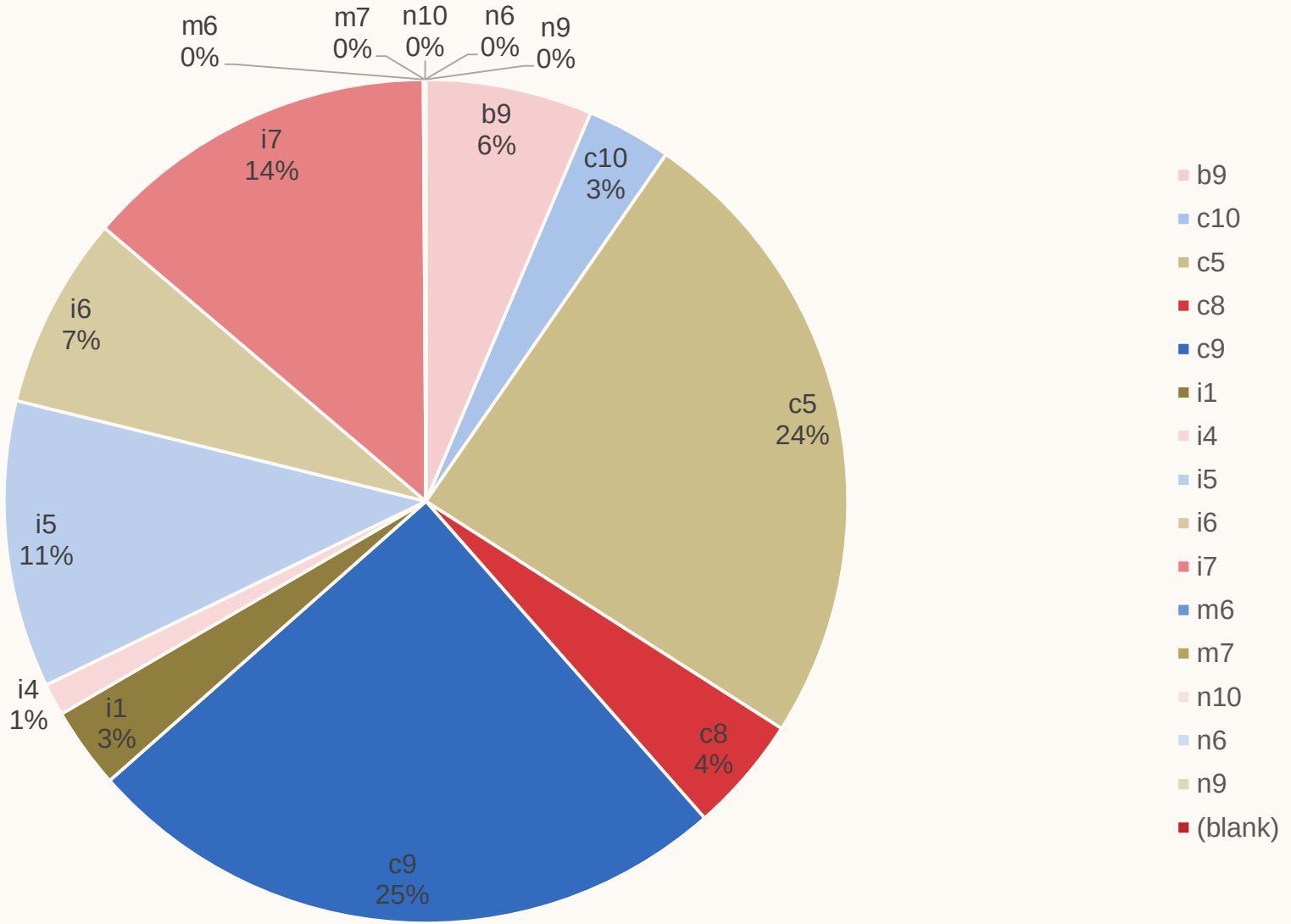


POSITION TIER ANALYSIS



	b9	c10	c5	c8	c9	i1	i4	i5	i6	i7	m6	m7	n10	n6	n9	(blank)
Total	456	232	1743	319	1783	222	88	786	527	977	3	1	1	1	1	

POSITION TIER ANALYSIS



DRIVE LINK

CTRL+ CLICK ON THIS TO FOLLOW THE HYPERLINK

Google drive may have some glitch but if the uploaded spreadsheet is downloaded as excel spreadsheet the actual data that is uploaded can be viewed.

RESULT

I have done the analysis on the provided dataset/data as per the questions asked and provided the necessary insights and tried to plot the necessary charts/graphs as per the requirement and my understanding. This project helped me in better understanding the process of Exploratory Data Analysis (EDA).

Exploratory Data Analysis (EDA) is the process of understanding and analyzing datasets to resource dataset which helped me to understand the steps involved in EDA better. EDA process can be carried out by using tools such as Excel, Google Sheets or WPS spreadsheet etc.

THANK YOU