HIRING PROCESS ANALYTICS

Description:

This project is designed to conduct comprehensive data analytics on the hiring process within a company, our objective is to analyze the company's hiring process data to derive meaningful insights. This project involves handling missing data, detecting and managing outliers, summarizing the data, and creating visualizations to better understand the company's hiring process. By analyzing these factors, the project aimed to provide valuable insights into hiring patterns and organizational dynamics.

Approach:

To accomplish the project objectives, following approach is followed. First, we will download the dataset containing information on past hires. Then, we will focus on cleaning the data, ensuring it is free from missing values, outliers, or formatting inconsistencies. Once the data is ready, we will delve into analysis using Excel functions and tools. This analysis will involve tasks like determining the gender distribution of hires, calculating average salaries, and creating salary ranges. We will also explore departmental trends and analyze position tiers to understand where employees are working within the company. Finally, to effectively communicate our findings, we'll create clear and concise visualizations using charts and graphs.

Tech-Stack Used: Microsoft Excel 2022

Insights:

Appling the data analytics process on given data, several key insights were uncovered:

1. Hiring Analysis: We can assess the gender distribution among hired candidates. This might reveal any potential biases and suggest areas for improvement in attracting a more diverse applicant pool.
2. Salary Analysis: The average salary offered compared to industry standards and specific positions can indicate whether the company is offering competitive compensation packages.
3. Salary Distribution: Analyzing salary ranges can reveal if there are pay gaps between genders or departments. This can inform compensation adjustments to ensure fairness.
4. Department Analysis: Understanding the distribution of employees across departments can identify areas that might be understaffed or overstaffed, informing targeted recruitment efforts.

5. Position tier Analysis: Analyzing the number of positions within each tier (entry-level, mid-level, senior-level) can reveal the company's growth trajectory and potential talent gaps that need to be addressed.

Results:

A. Hiring Analysis:

Conclusion: Our analysis found 2563 male and 1856 female split among new hires. This data can inform diversity and inclusion initiatives for future recruitment efforts.

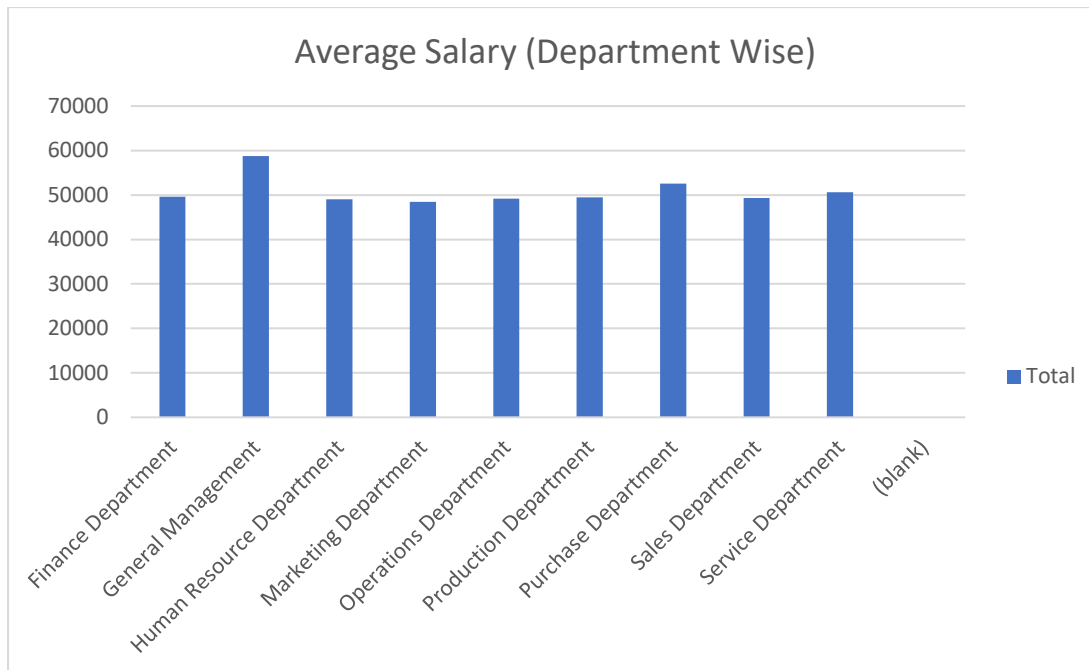| Status	Hired
Female	1856
Male	2563
Grand Total	**4419**

HIRED CANDIDATES
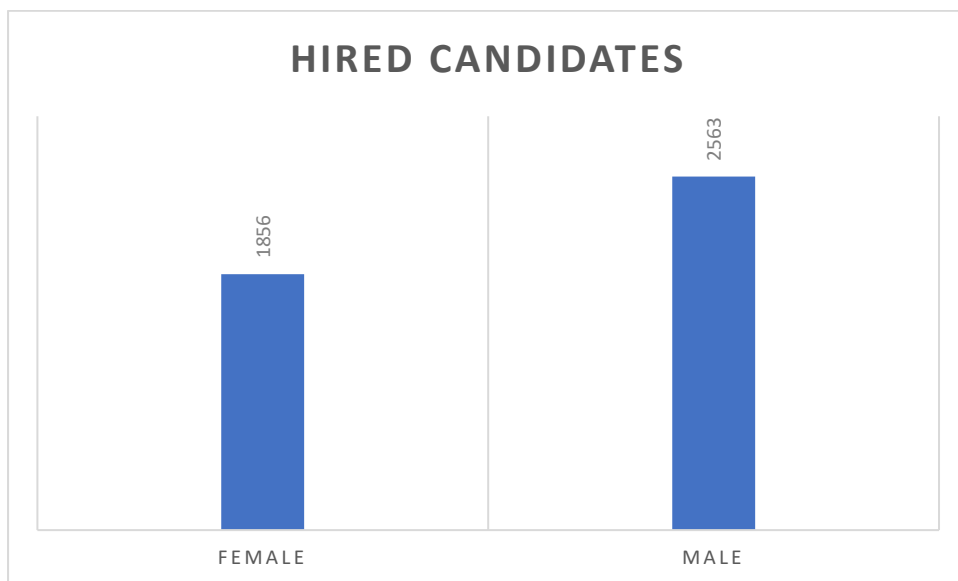
B. Salary Analysis:

Conclusion: The average salary offered is **49983** per year. This data is valuable for benchmarking competitiveness and informing internal salary structures.
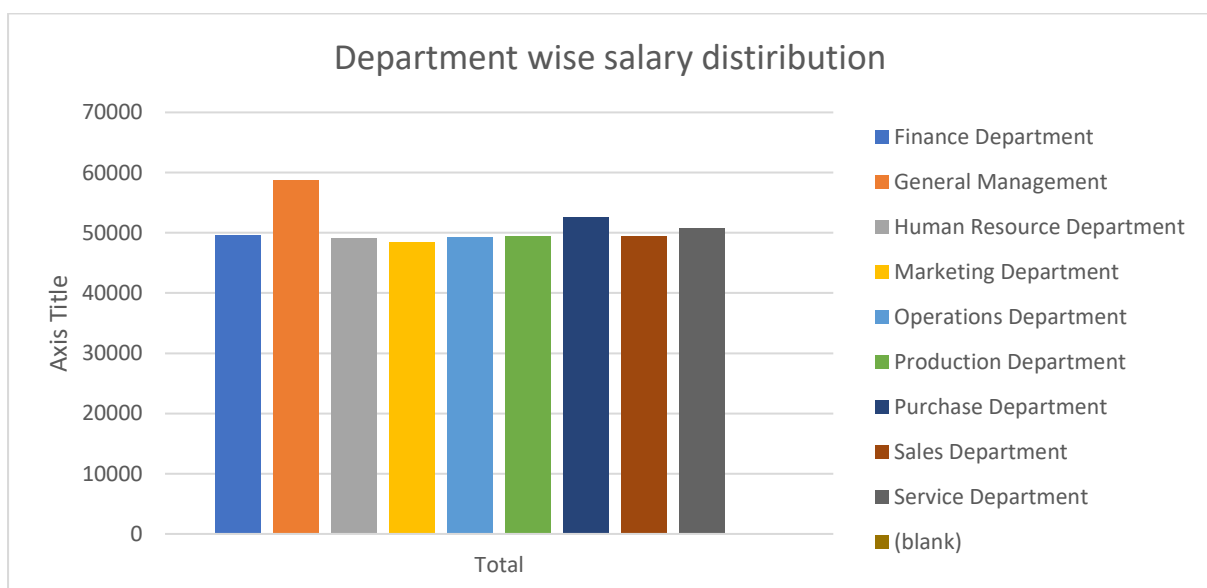
Function: =AVERAGE(Sheet1!G:G)

Average Salary Department Wise:

Average Salary (Department Wise)

C) Salary Distribution:

Conclusion: Class intervals were created to analyze salary distribution. This helps understand how employee salaries are spread across the company, informing future compensation decisions.

Department wise salary distiribution

D. Departmental Analysis:

Conclusion: We visualized the distribution of employees across departments. This helps understand staffing levels and potential resource allocation adjustments.
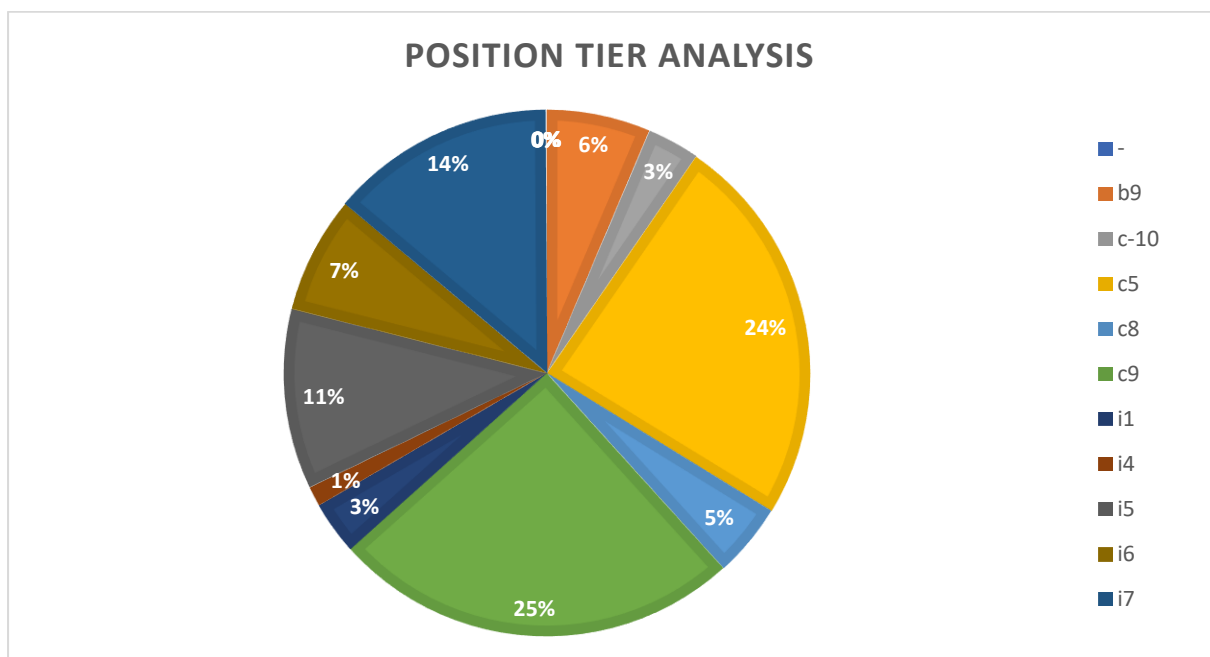
Row Labels	Count of application_id
Finance Department	288
General Management	172
Human Resource Department	97
Marketing Department	325
Operations Department	2771
Production Department	380
Purchase Department	333
Sales Department	747
Service Department	2055
(blank)	
Grand Total	**7168**
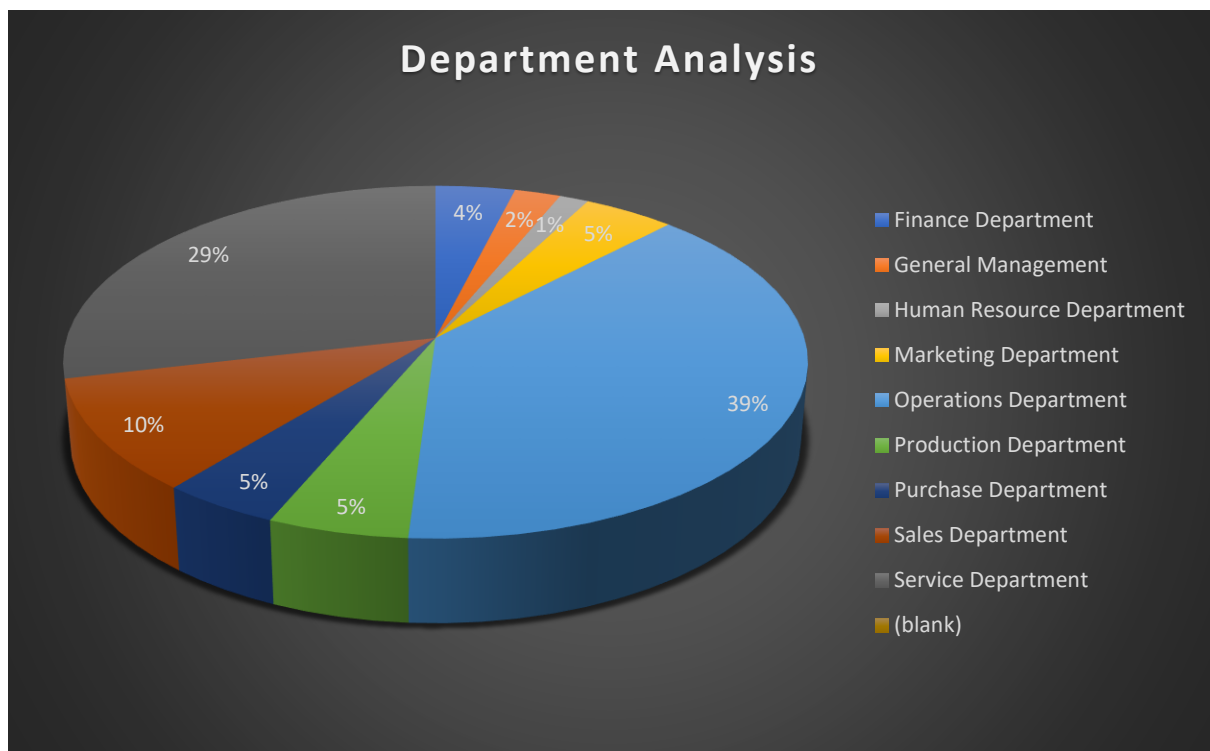
E. Position tier Analysis:

Conclusion: Analyzing position tiers showed how many positions fall into entry-level, mid-level, and senior-level categories. This helps assess the company's talent pipeline for future growth.

Row Labels	Count of application_id
-	1
b9	463
c-10	232
c5	1747
c8	320
c9	1792
i1	222
i4	88
i5	787
i6	527
i7	982
m6	3
m7	1
n10	1
n6	1
n9	1
(blank)	
Grand Total	**7168**

For Excel Sheet Drive Link click here