Hiring Process Analytics

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Project Description:

This project entails the role of a data analyst in a multinational corporation, resembling Google, tasked with the analysis of hiring process data. The core objective is to derive actionable insights to optimize the company's recruitment procedures. Responsibilities encompass data quality management, including addressing missing data and consolidating categorical columns, rigorous outlier detection, and employing appropriate outlier handling strategies. The culmination involves data summarization through statistical analysis and visualization. Leveraging statistical proficiency and Excel expertise, the primary aim is to extract pertinent conclusions that have the potential to enhance the organization's hiring processes, thereby facilitating more informed and efficacious recruitment decisions for overall corporate advancement.

Approach:

In the process of analysing the given dataset, we follow these steps:
Data Cleaning: Initially, we clean the data by eliminating duplicate or irrelevant entries and making sure the data is in the correct format.
Outlier Detection: Next, we identify any outliers in the data and remove them if they could significantly affect our analysis.
Descriptive Statistics: We calculate various descriptive statistics to get a general overview of the dataset. This helps us understand key characteristics and trends.
Insight Extraction: Finally, we employ statistical analysis techniques to extract valuable insights from the data. These insights are then presented visually through data visualization methods, making it easier to understand and communicate the findings effectively.

Tech-Stack Used:

- Microsoft excel 2022
- Microsoft PowerPoint 2022
- WPS Spreadsheet application is used as an alternative for MS-Excel to perform the statistical analysis on the data provided.
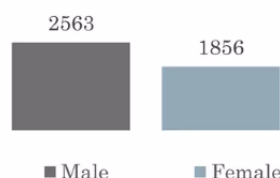
Insights:
Task A: Determine the gender distribution of hires. How many males and females have been hired by the company?
=COUNTIFS(D:D,"Male",C:C,"Hired")
=COUNTIFS(D:D,"Female",C:C,"Hired")
=M4+M5

Task B: What is the average salary offered by this company? Use Excel functions to calculate this.

=AVERAGE(G2:G7169)

= 49983

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

=COUNTIFS($G$2:$G$7169,">"&I1,$G$2:$G$7169,"<="&H2)

salary slab	Sum of Offered Salary	Count of Offered Salary
0-49999	92457587	3611
50000-99999	264870782	3553
200000-249999	200000	1
300000-349999	300000	1
350000-400000	400000	1
Grand Total	358228369	7167

Task D: Use a pie chart, bar graph, or any other suitable visualization to show the proportion of people working in different departments.
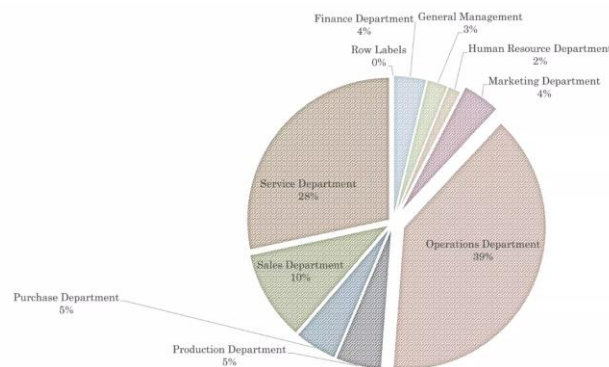
Task E: Use a chart or graph to represent the different position tiers within the company. This will help you understand the distribution of positions across different tiers.
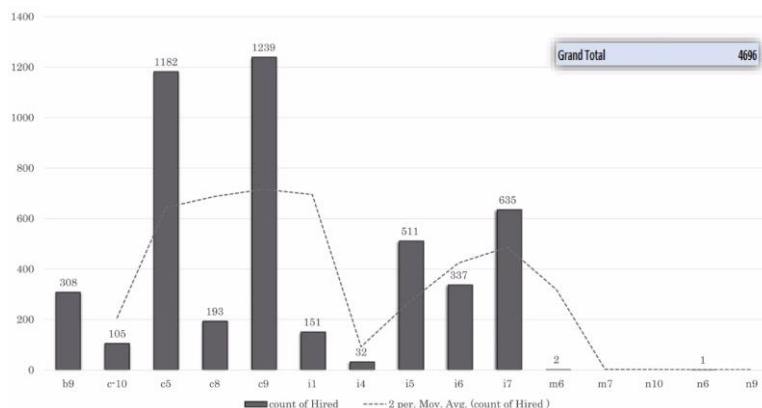
Result:

This project has advanced my proficiency in data handling, statistical analysis, and data visualization, reinforcing my grasp of hiring process analytics. I've refined my ability to clean and preprocess data, tackle outliers, and employ descriptive statistics effectively. Applying these skills to real-world data has bridged theory with practical application, enhancing my decision-making capabilities in data-driven scenarios. Most importantly, this project's insights hold the potential to optimize the company's recruitment practices, fostering more informed hiring decisions and contributing to overall organizational improvement. It's been a valuable experience, enriching my skill set and deepening my understanding of hiring process analytics in today's data-centric business landscape.