

HIRING PROCESS ANALYTICS

PROJECT DESCRIPTION

The hiring process is the most fundamental and important aspect of the business. We are interested in finding more about recruiting patterns in our business. Before hiring new hires or anyone, we take into account patterns like the quantity of selections, interviews, openings, and so forth that are important for us to take into account.

We also want to know how much we are spending on hiring because that will determine whether or not the company's budget is within reason in the future. We want to know if the amount we are spending on hiring is appropriate, or if we are under or overspending. We can decide on this by performing certain statistical operations on our data and organizing our future actions.

APPROACH

We are using a simple method to uncover patterns in our hiring process. We are looking at the process of hiring employees for various positions within our organization. Furthermore, we are observing trends in the compensation we offer to our staff. This will help us determine which departments spend the most money and which positions provide which pay packages.

We divide employees into classes based on their earning level, from low to high. In addition, we are tracking the number of male and female employees in our company in order to plan special actions depending on this statistic. Finally, we are examining the average wage paid in our organization and providing some additional information to our report.

TECH-STACK USED

Microsoft Excel is a Microsoft software tool that uses spreadsheets to arrange numbers and data using formulas and functions. Microsoft Excel is a robust data visualization and analysis program that employs spreadsheets to store, organize, and track data sets using formulae and functions.

INSIGHTS

1. HIRING

We are examining process of hiring people into organization for various position. And for this we are tracking number of male and female employees hired in our organization.

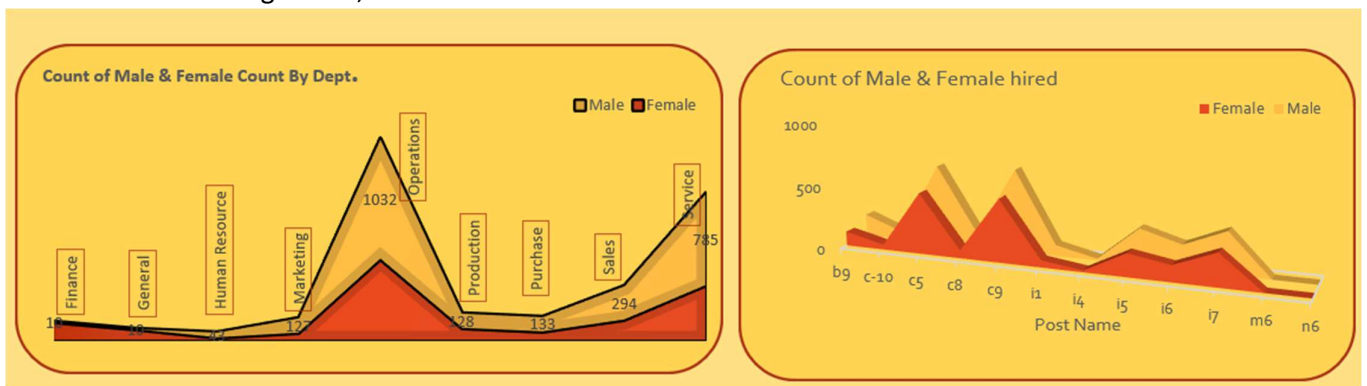
First, we are counting numbers according to department then positions for which they are hired. According to department,

Department Name	Hired		Hired Total
	Female	Male	
Finance	154	10	164
General	95	10	105
Human Resource	26	43	69
Marketing	66	127	193
Operations	695	1032	1727
Production	104	128	232
Purchase	76	133	209
Sales	171	294	465
Service	469	785	1254
Grand Total	1856	2562	4418

According to position,

Count	Female Male		Grand Total
b9	114	177	291
c-10	40	59	99
c5	487	633	1120
c8	64	118	182
c9	502	656	1158
i1	57	87	144
i4	15	15	30
i5	184	288	472
i6	130	195	325
i7	261	333	594
m6	1	1	2
n6	1		1
Grand	1856	2562	4418

With following charts, we have illustrated above tables.



2. AVERAGE SALARY

In order to prepare our budget for the future, we look at the average salaries that have been offered in our company to get a sense of what or how much we typically spend on hiring new personnel.

We are performing statistical operations on offered salary,

Salary Offered Statistics	
Statistics	Value
Mean	49934
Standard Error	337
Median	49625
Mode	72843
Standard Deviation	28558
Sample Variance	815578679
Range	299900
Minimum	100
Maximum	300000
Sum	357828369
Count	7166
Largest(1)	300000
Smallest(1)	100
Confidence Level(95.0%)	661

3. CLASS INTERVAL

We are assessing compensation differences and categorizing our staff into several groups based on ranges of pay. The range from lowest to highest, with intervals of 10,000, is 100 to 300,000.

Salary Class	Count of employees
100-10099	592
10100-20099	649
20100-30099	617
30100-40099	556
40100-50099	454
50100-60099	467
60100-70099	403
70100-80099	449
80100-90099	282
90100-100099	225
290100-300099	1
390100-400099	1
Grand Total	4696

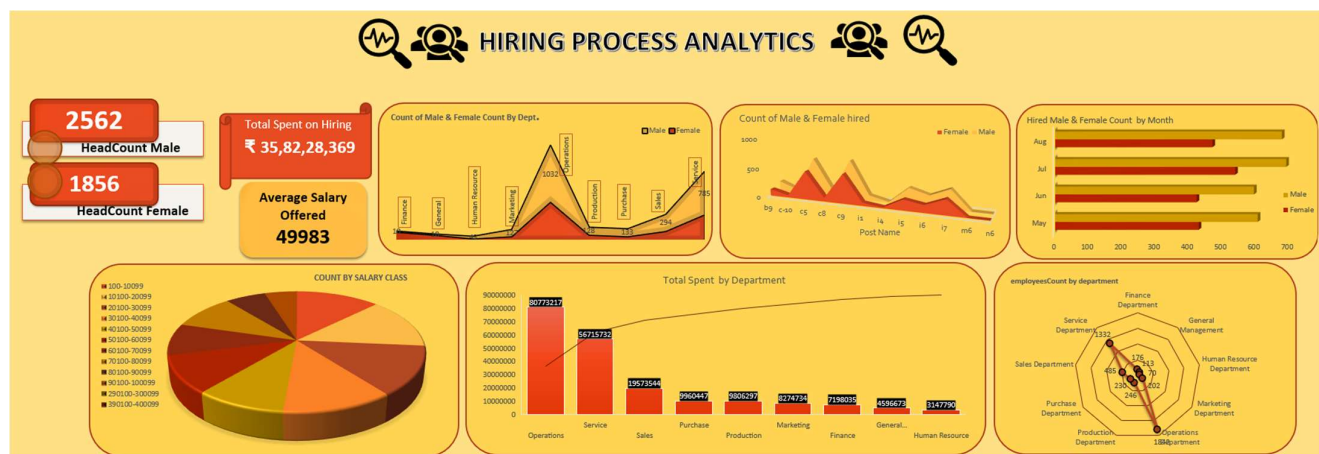
4. PROPORTIONS

We are thinking about determining the ratio of employees in each department to identify departments that have over hired or that require additional hires which will aid the expansion of our organization. This proposal will let us know which departments require new hires, and we can then arrange our budget for the business accordingly.

The following tables shows us what is count of male and female employees in different departments and what is the revenue of each department.

Department	Sum of Offered Salary	Department_Gender Count	Female	Male	Grand Total
Finance Department	14152089	Finance	154	10	164
General Management	8357407	General	95	10	105
Human Resource Department	4666015	Human Resource	26	43	69
Marketing Department	15965557	Marketing	66	127	193
Operations Department	140127063	Operations	695	1032	1727
Production Department	18561824	Production	104	128	232
Purchase Department	15987423	Purchase	76	133	209
Sales Department	36269257	Sales	171	294	465
Service Department	104141734	Service	469	785	1254
Grand Total	358228369	Grand Total	1856	2562	4418

RESULTS



We can obtain the following information after doing statistical procedures on our data, which can aid in future decision-making.

- Of the total **7167** candidates we interviewed, **4418** of them were hired.
- There are **2652 male** employees, compared to **1856 female** employees.
- In our organization, we are providing candidates with a wage range starting at **\$49983**.
- The average compensation of the **1727 new hires** in the operations department is **\$49124**.
- For the **c5 and c9** positions, we employed **1120 and 1158** employees, respectively.
- We spent **20,00,46,469** of our **35,82,28,369** total budgets on hiring.
- We must be aware of the number of employees we may have hired excessively in some areas and determine whether or not those departments actually require that level of staffing. We still haven't filled any roles, so we need to see if we've already hired someone internally for that position or if we don't need to fill it right now.
- We have divided up our employees into distinct classes depending on their salary ranges. We can say that the majority of our employees fall into the second or third class, with salaries ranging from **10,000 to 30,000**. Despite the fact that some of our staff have better salaries. We needed to be certain that we are paying the appropriate wage for the position and the applicant.