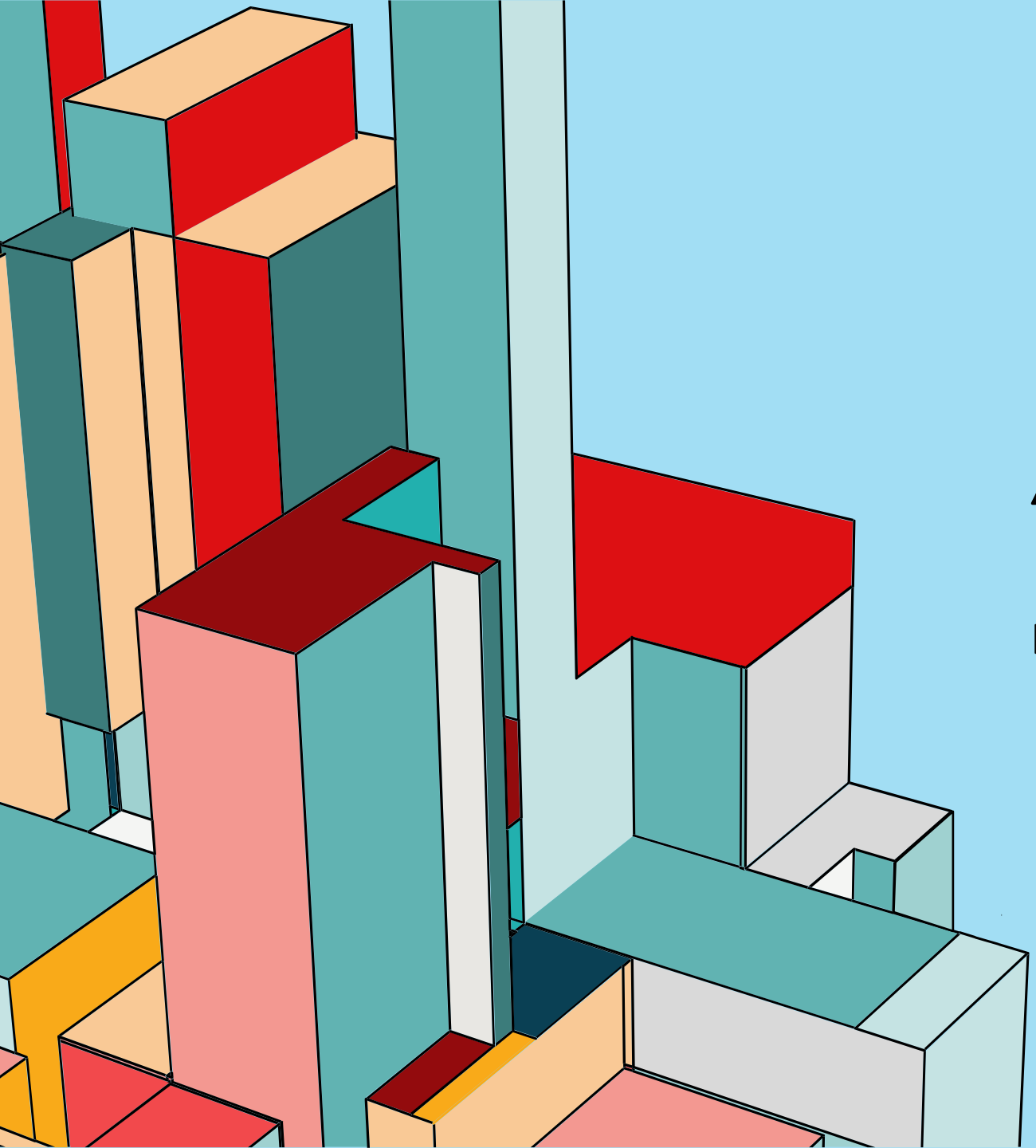
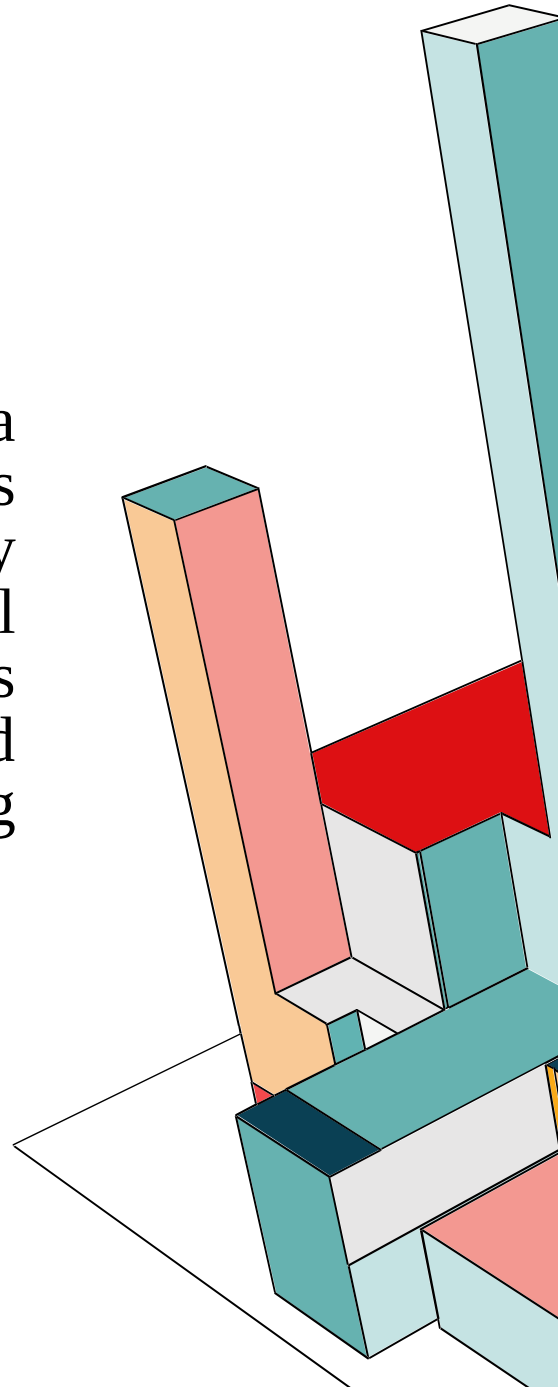


HIRING PROCESS ANALYTICS

BY SAMIYA ALAM

PROJECT DESCRIPTION

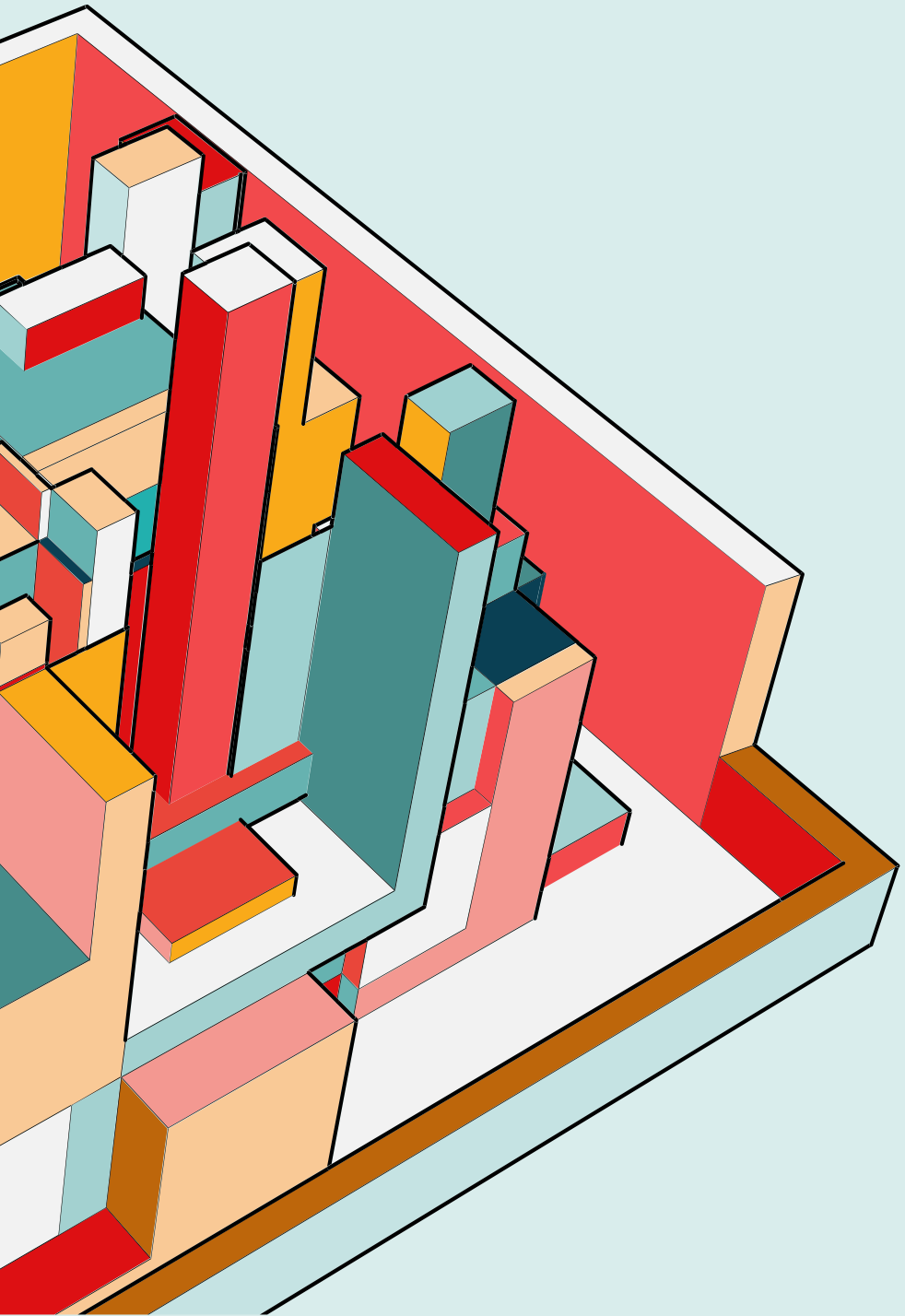
The objective of this project was to analyze the hiring process of a multinational company using historical hiring data. The key goals were to understand gender distribution among hires, analyze salary data, understand salary distribution, examine departmental distribution, and visualize the distribution of different position tiers within the company. By performing these analyses, the project aimed to provide insights that could help improve the company's hiring strategies and decisions.



TECH-STACK USED

Microsoft Excel for its capabilities like:

Data Cleaning: Addressed missing values and detected outliers.
Pivot Tables:
Aggregated and summarized data efficiently.
Charts and Graphs:
Created visual representations of the data for better understanding and insights.



APPROACH AND INSIGHTS

HIRING ANALYSIS

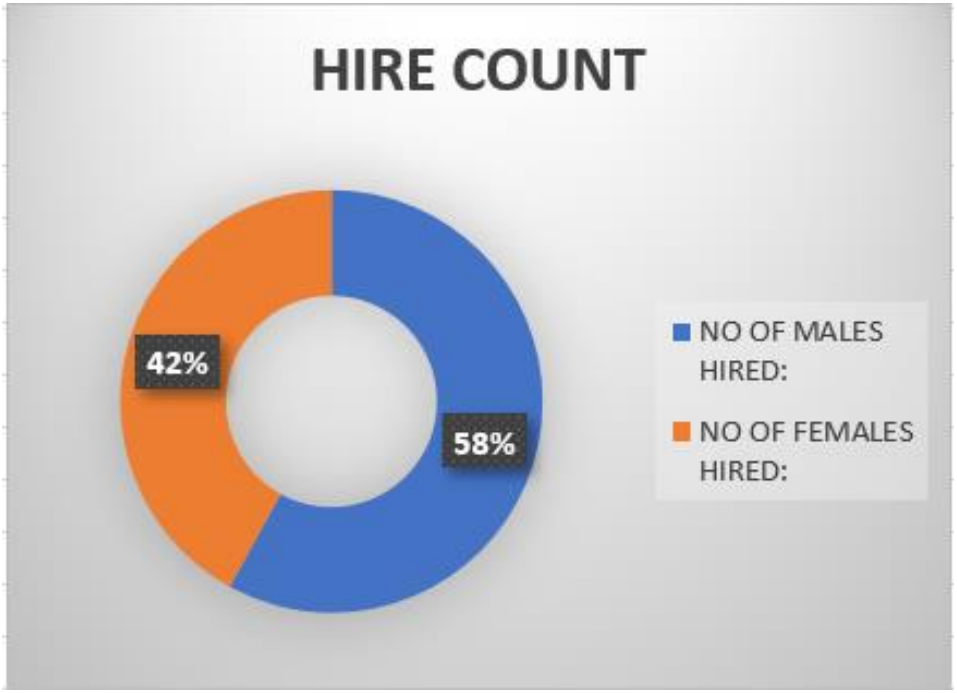
Gender Distribution: Determine the number of male and female hires.

APPROACH: Use COUNTIF formula to count the number of males and females AND Create a doughnut to display the gender distribution of hires.

```
=COUNTIFS(D2:D7169, "FEMALE", C2:C7169, "Hired")
```

```
=COUNTIFS(D2:D7169, "Male", C2:C7169, "Hired")
```

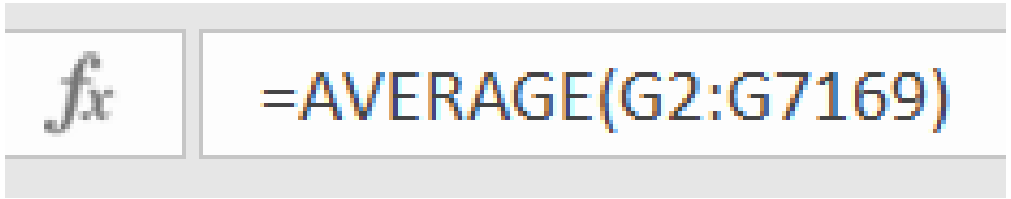
NO OF MALES HIRED:	2563
NO OF FEMALES HIRED:	1856



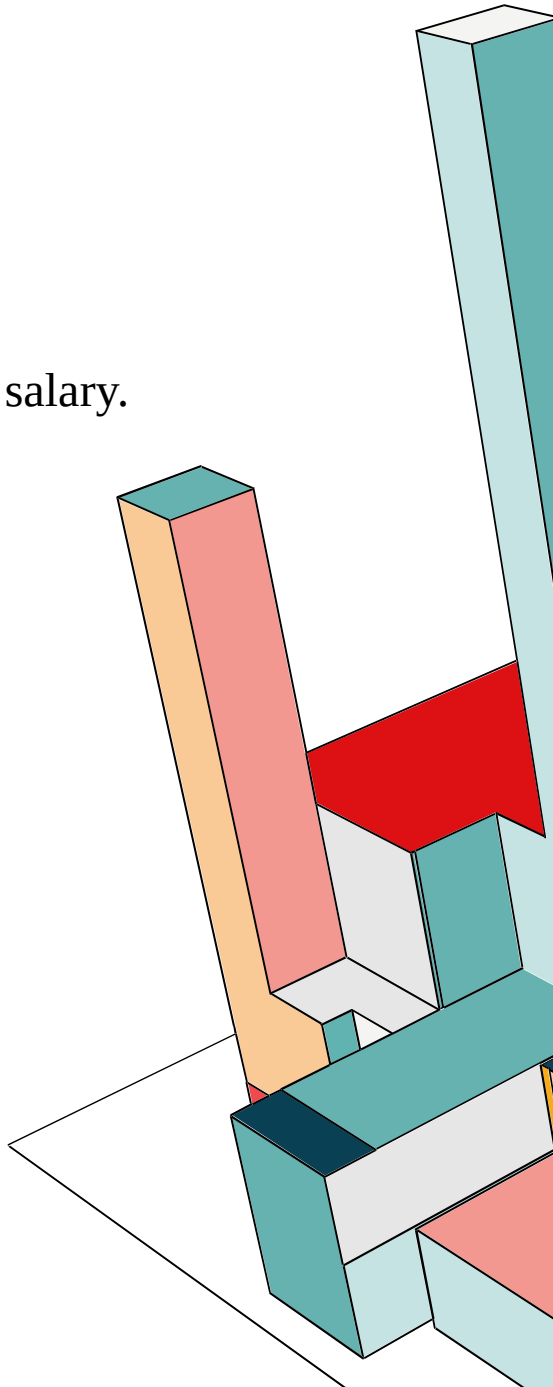
SALARY ANALYSIS

Average Salary: Calculate the average salary offered by the company.

APPROACH: Use the AVERAGE formula on the Offered Salary column to compute the average salary.



AVERAGE SALARY	49987.98214



SALARY DISTRIBUTION

Create Class Intervals: Group salaries into intervals to understand the distribution.

APPROACH: Use the dataset to create a Pivot Table. The Offered Salary column for row grouping. Divide the salary values into desired intervals. Visualize with Graph

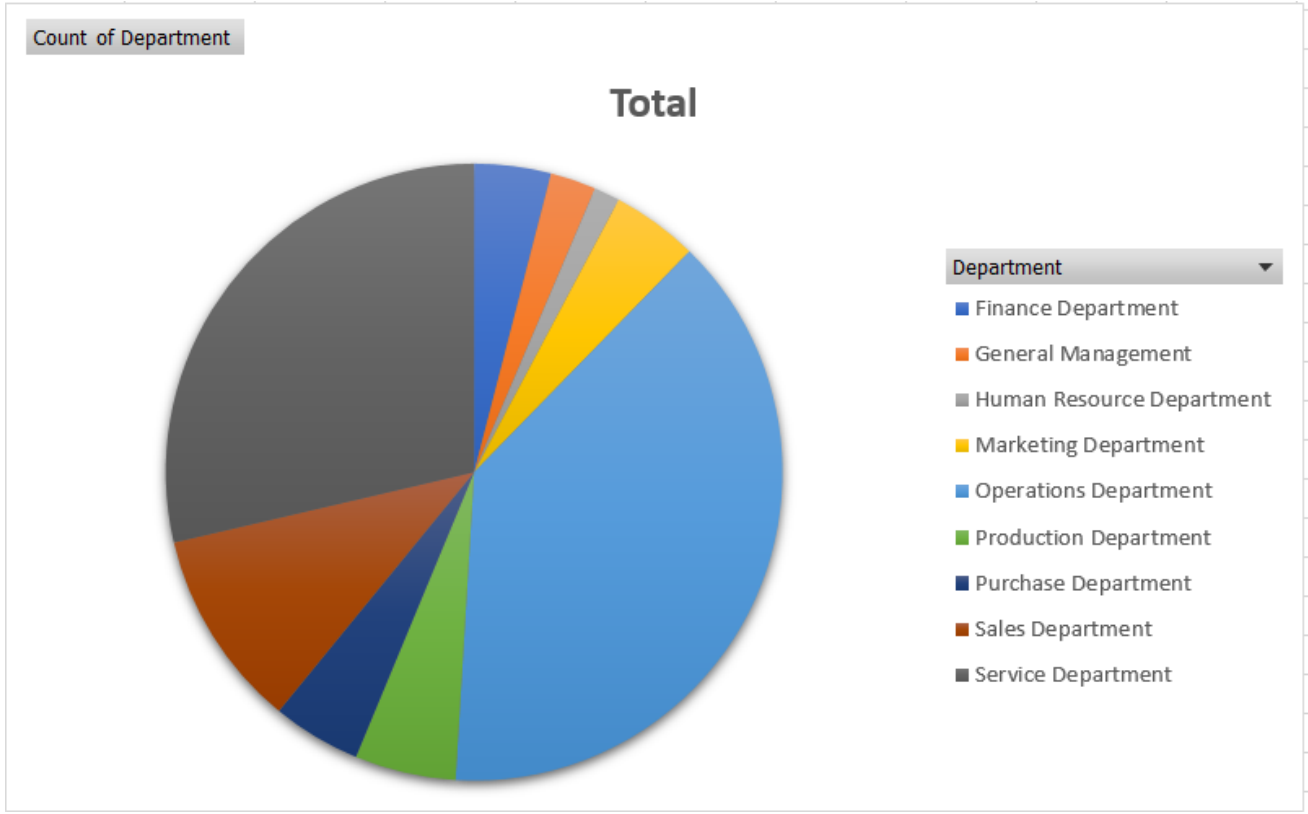
SALARY RANGE	Count of Offered Salary
(blank)	
100-10099	686
10100-20099	727
20100-30099	711
30100-40099	713
40100-50099	776
50100-60099	754
60100-70099	698
70100-80099	733
80100-90099	716
90100-100099	649
190100-200099	1
290100-300099	1
390100-400099	1
Grand Total	**7166**

DEPARTMENTAL ANALYSIS

Visualize Department Proportion: Use a chart (e.g., pie chart, bar graph) to show the proportion of people in different departments.

APPROACH: Use the dataset to create a Pivot Table. Place the Department column in the Rows and value count area. Insert a suitable graph

Departments	Count of Department
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
Grand Total	**7168**

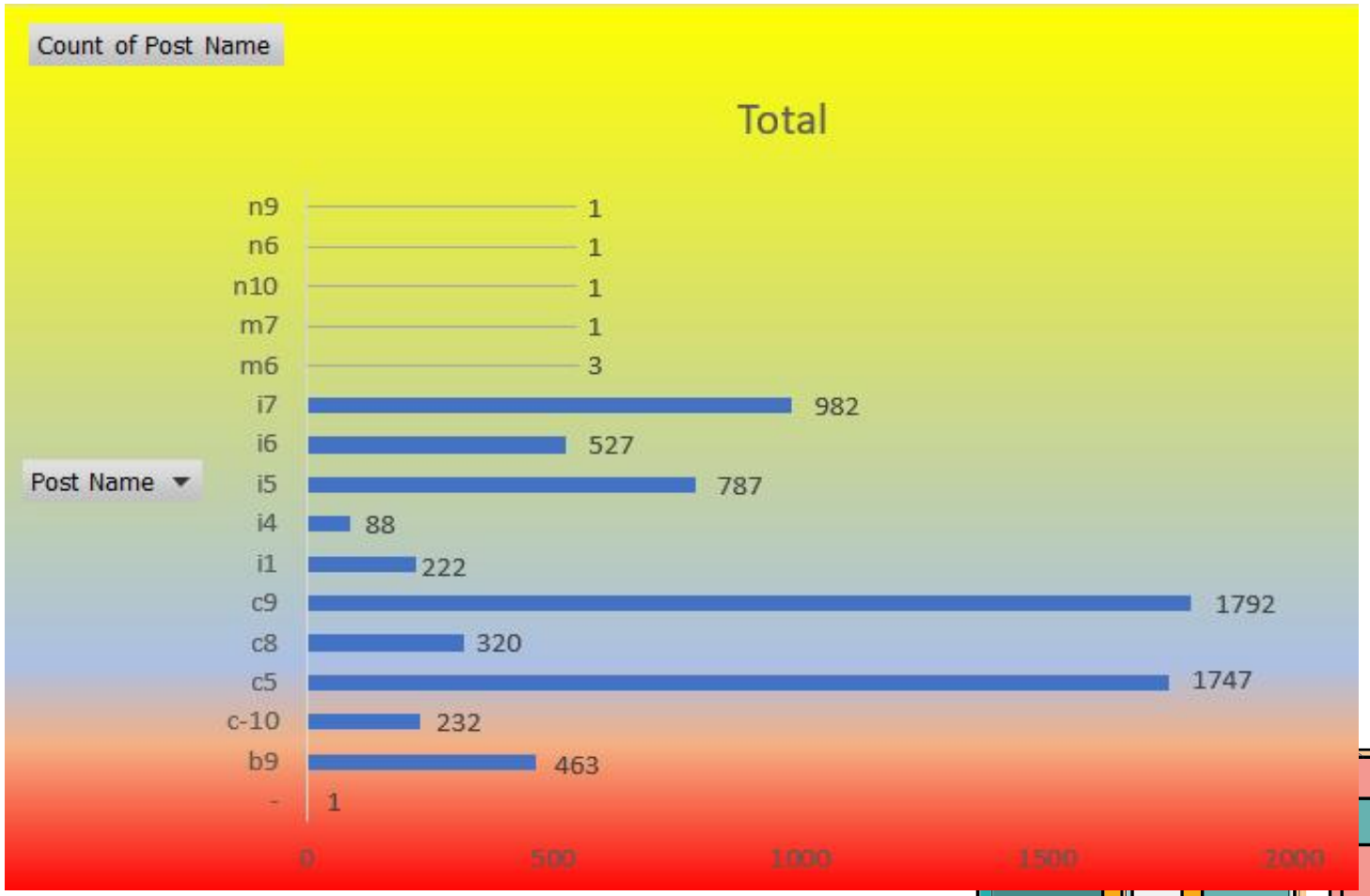


POSITION TIER ANALYSIS

Use a chart (e.g., bar chart, column chart) to represent the distribution of different position tiers within the company.

APPROACH: Utilize the dataset to create a Pivot Table. Place the Post Name column in the Rows and value count area. Insert a suitable based on the Pivot Table.

position	Count of Post Name
-	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
Grand Total	**7168**



RESULT

Through this project, several key insights were gained regarding the company's hiring process. I successfully analyzed the gender distribution among hires, calculated the average salary offered, understood the salary distribution across intervals, visualized the proportion of hires in different departments, and depicted the distribution of position tiers within the company. These analyses provided valuable insights into various aspects of the hiring process, including gender diversity, salary competitiveness, departmental distribution, and organizational structure. I gained a deeper understanding of hiring analytics, enabling data-driven decisions to improve hiring strategies.

Overall, this project has significantly contributed to my understanding of the hiring process analytics and has equipped me with valuable tools and insights to optimize future endeavors.

THANK YOU

SAMIYA ALAM

samiyalam1710@gmail.com