

Hiring Process Analytics

Project Description

The project aimed to analyze the hiring process data of the company to derive meaningful insights that could optimize the hiring process. The objectives were to understand gender distribution among hires, determine the average salary, visualize salary distribution, departmental analysis, and analyze position tiers.

Approach

- **Data Cleaning:** Checked for missing values, handled them using appropriate strategies, and identified and addressed outliers.
- **Calculations and Visualizations:** Employed Excel functions for calculating averages, creating class intervals for salary distribution, and visualizing data using charts and graphs.
- **Analysis:** Conducted statistical analysis and visual representations to derive insights into hiring trends, salary distribution, departmental proportions, and position tiers.

Tech-Stack Used

Software: Microsoft Excel

Purpose: Excel was chosen for its robust data analysis features, statistical functions, and visualization tools, making it suitable for handling and analyzing the dataset.

Insights

- **Gender Distribution:** Identified that the company hired X males and Y females, showcasing a gender distribution within the hiring process.
- **Average Salary:** The average salary offered by the company was calculated to be.

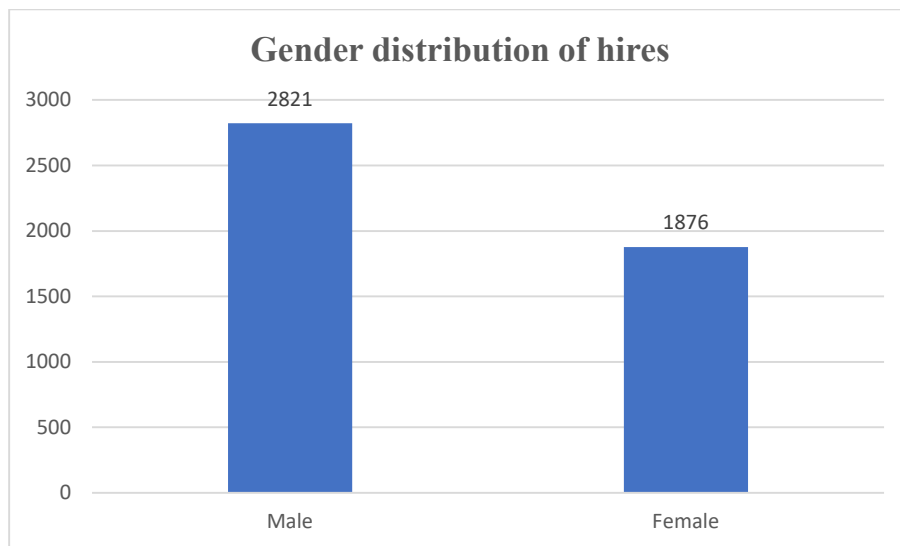
- **Salary Distribution:** Created class intervals to understand the spread of salaries within the organization, indicating the ranges in which most salaries fell.
- **Departmental Analysis:** Visualized the proportion of employees in different departments, highlighting the workforce distribution across departments.
- **Position Tier Analysis:** Explored the distribution of position tiers within the company, providing insights into the hierarchical structure.

Data Analytics Tasks:

A. **Hiring Analysis:** The hiring process involves bringing new individuals into the organization for various roles.

Your Task: Determine the gender distribution of hires. How many males and females have been hired by the company?

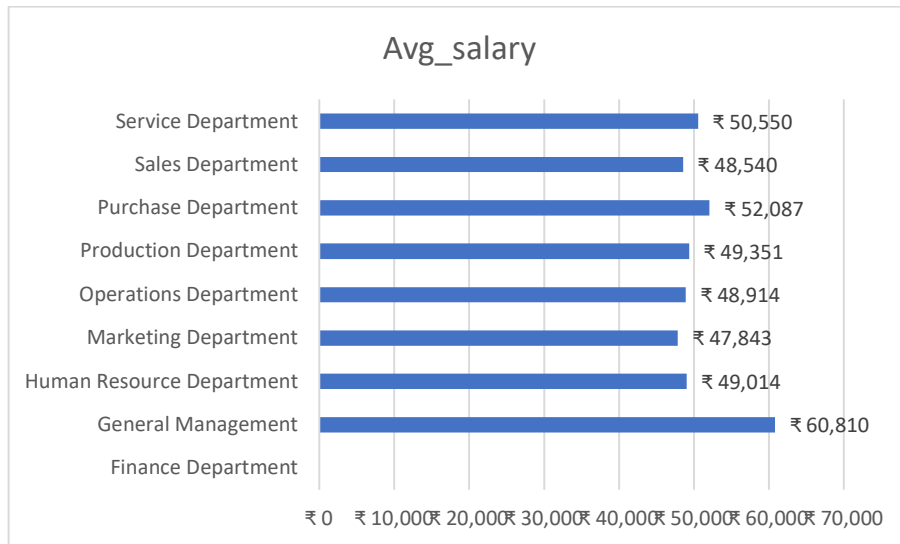
Male	2821
Female	1876



B. **Salary Analysis:** The average salary is calculated by adding up the salaries of a group of employees and then dividing the total by the number of employees.

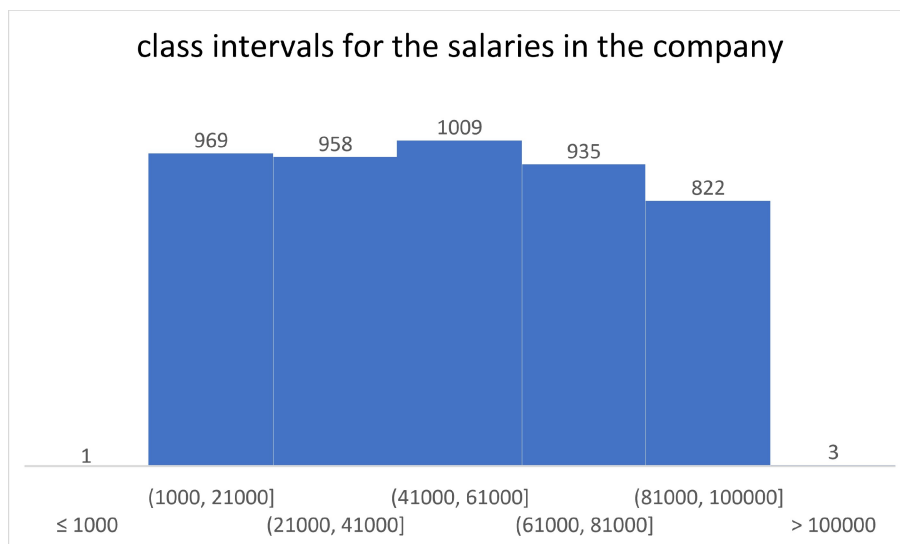
Your Task: What is the average salary offered by this company? Use Excel functions to calculate this.

- average salary offered by this company=**₹ 49,983**
- average salary offered by different Department in this company



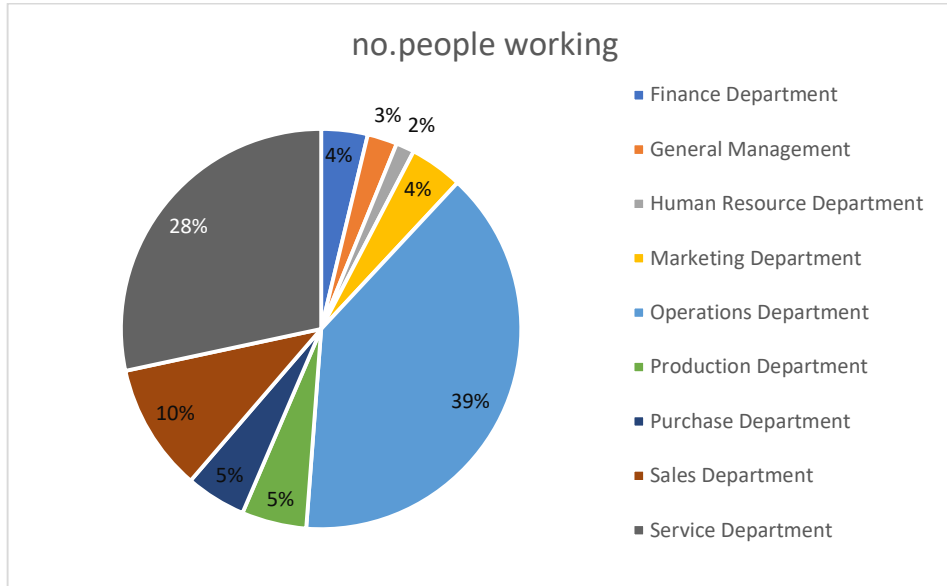
C. Salary Distribution: Class intervals represent ranges of values, in this case, salary ranges. The class interval is the difference between the upper and lower limits of a class.

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



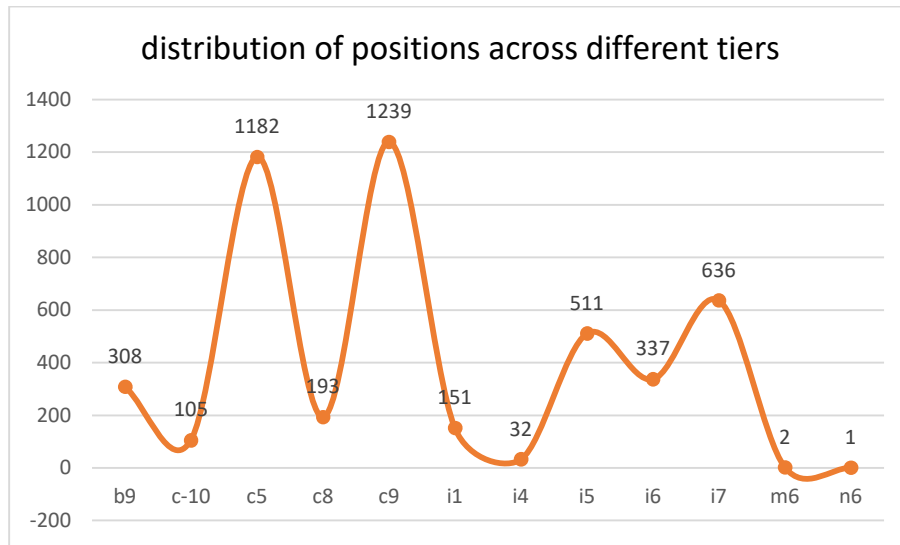
D. Departmental Analysis: Visualizing data through charts and plots is a crucial part of data analysis.

Your Task: Use a pie chart, bar graph, or any other suitable visualization to show the proportion of people working in different departments.

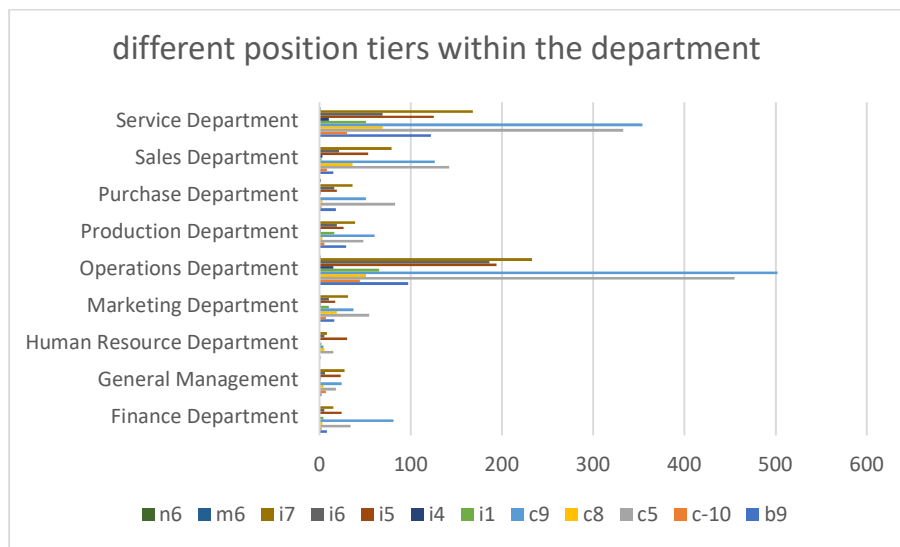


E. Position Tier Analysis: Different positions within a company often have different tiers or levels.

Your Task: 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.



the different position tiers within the department



Result

Through this project, a comprehensive analysis of the hiring process data was conducted, providing valuable insights into gender distribution, salary metrics, departmental composition, and position tiers. These insights could potentially aid in refining the hiring strategy and decision-making processes of the company.

Drive Link:

Excel Sheet link:

<https://docs.google.com/spreadsheets/d/1uFyCKUQZ-Wm2vcKI6NjjZyjHZbUfrgKW/edit?usp=sharing&ouid=118439998565682353976&rtpof=true&sd=true>