

# HIRING PROCESS ANALYTICS



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# Project Description

Hiring process is the most important function of a company. The MNCs get to know about

the trends in the hiring process. Trends such as the number of rejections, number of

interviews, types of jobs, vacancies, experience etc. are important for a company to analyse

before hiring fresher or any other individual.



# Approach



## Handling Missing Data:

Identified and addressed missing values in the dataset, employing appropriate strategies such as imputation or removal based on the context of the missing data.



## Clubbing Columns:

Combined columns with multiple categories to simplify analysis, promoting a more streamlined and coherent dataset.



## Outlier Detection and Removal:

Conducted outlier analysis to identify and assess extreme values that could impact the analysis.

Decided on appropriate strategies for handling outliers, whether through removal, replacement, or retention based on the nature of the dataset.



## Data Summary:

Calculated relevant statistical measures such as averages, medians, and other key indicators to provide a comprehensive summary of the dataset.

Created visualizations using Excel to enhance understanding and interpretation of the data.

# Tech-Stack Used

software

Microsoft Excel 365



MS Excel ·



Dataset provided (Statistics Dataset)

# Specific Task Insights:

## A. Hiring Analysis:

- Determined the gender distribution of hires, providing insights into the company's efforts in promoting diversity and inclusion.

## B. Salary Analysis:

- Calculated the average salary, offering a clear understanding of the company's overall compensation structure.

## C. Salary Distribution:

- Created class intervals for salaries, facilitating a more nuanced exploration of salary distribution across different levels within the organization.

## D. Departmental Analysis:

- Utilized visualizations such as pie charts or bar graphs to represent the distribution of employees across various departments.
- Provided a visual snapshot of the organization's departmental composition.

## E. Position Tier Analysis:

- Used charts or graphs to illustrate the distribution of positions across different tiers, aiding in the identification of organizational hierarchy and structure.
- Offered insights into potential areas for talent development and succession planning

# Key Findings:

Identified areas of gender diversity and potential gender imbalances in hiring practices.

Revealed the company's average salary, aiding in benchmarking against industry standards.

Explored the distribution of salaries across class intervals, providing insights into compensation patterns.

Visualized departmental composition, aiding in understanding workforce distribution.

Illustrated position tiers, offering insights into the hierarchical structure of the organization.



# Approach



I carried out the exploratory data analysis using excel data analysis tool pack.



Calculated descriptive statistics on salary offered column.



Find out missing values and outliers using quartile function in excel.



After removing the outliers further insights were carried out using excel formula graphs.

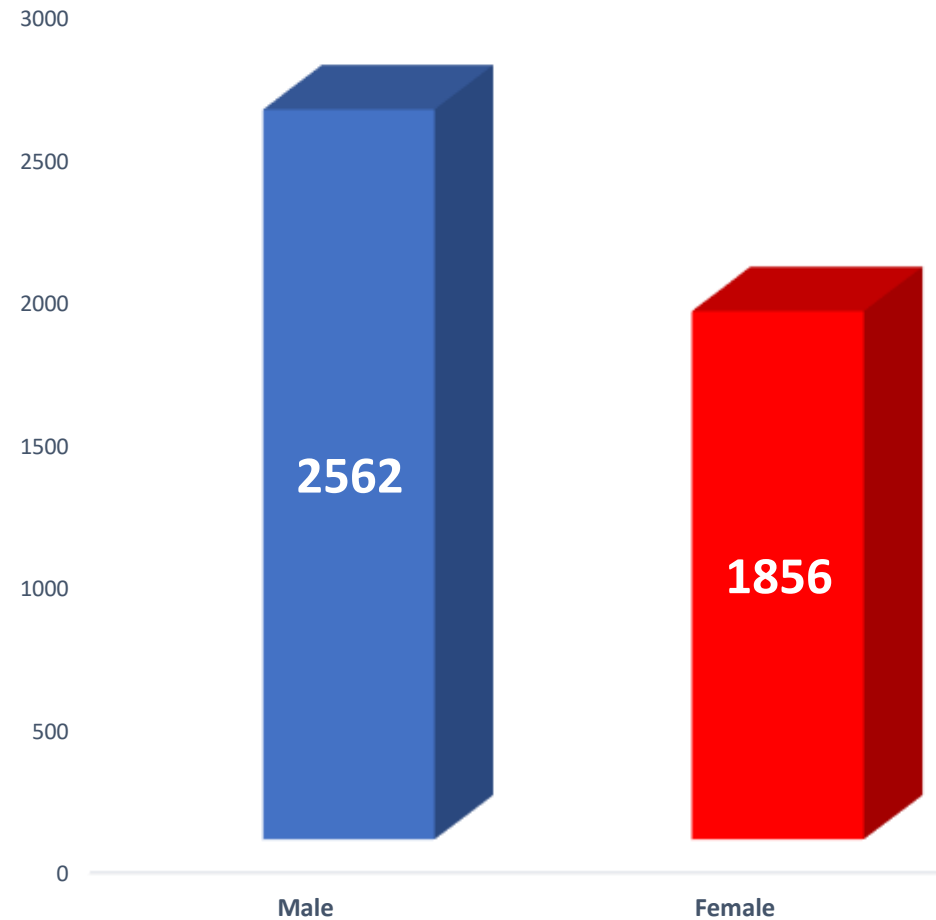
# HIRING

❖ Number of Males are hired = 2565

(=COUNTIFS(Employees[Gender],"Male",Employees[Status],"Hired"))

❖ Number of Females are hired = 1856

=COUNTIFS(Employee[Gender],"Female",Employee[Status],"Hired")





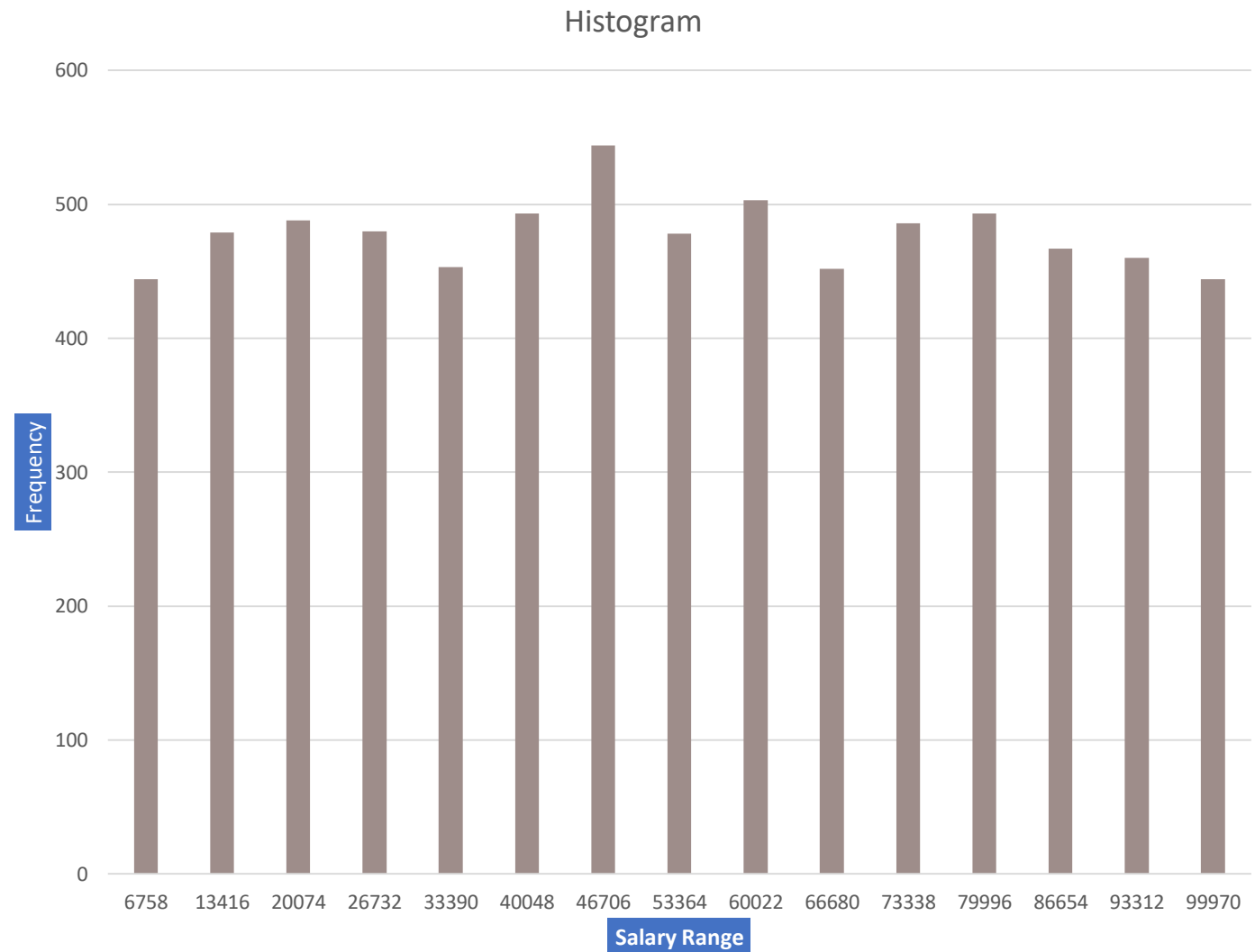
# Salary Analysis:

**Average salary offered in this company is  
49,965**

`=SUM(G2:G7165)/COUNT(Employees[Application_id])`

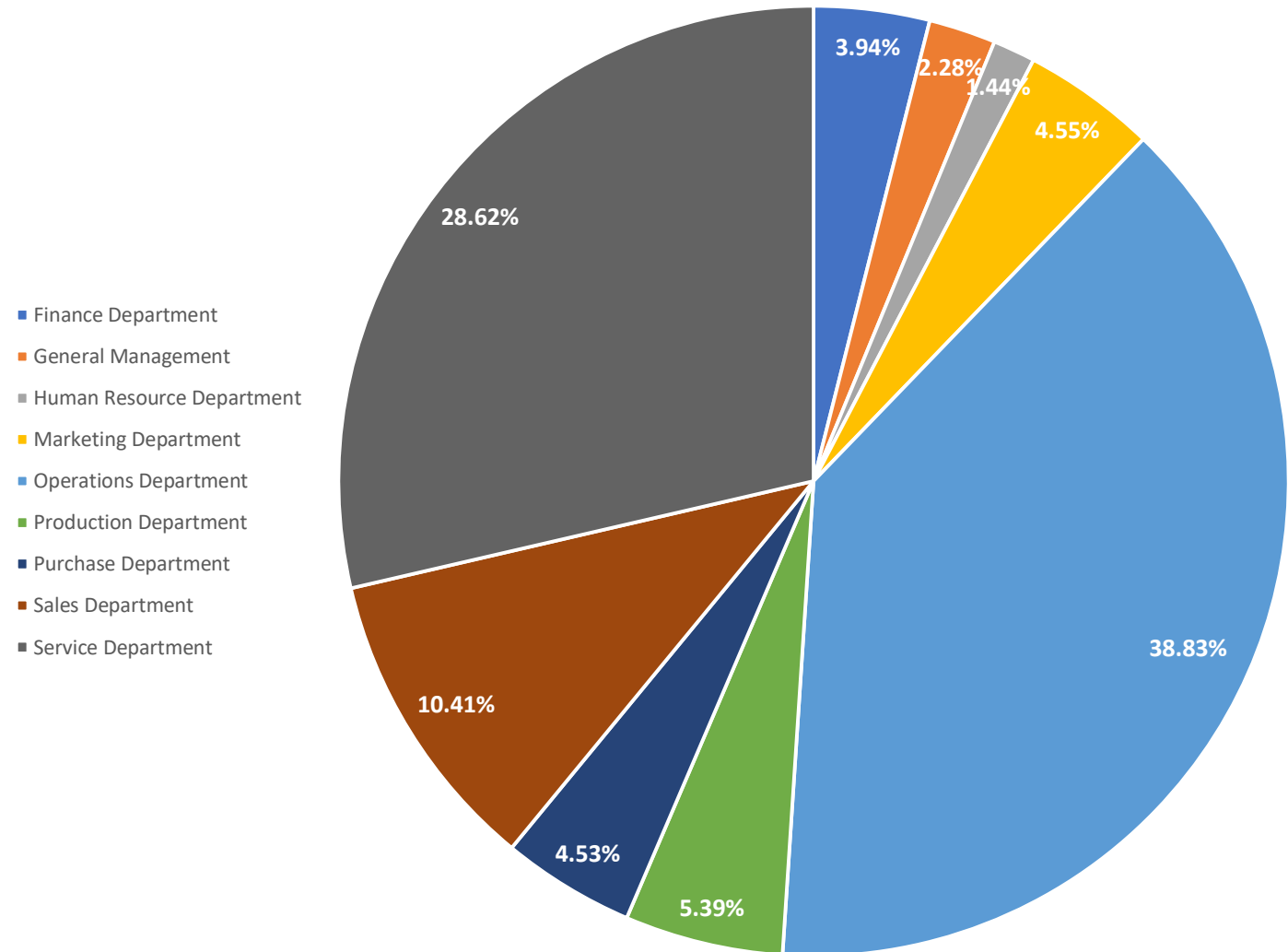
# Salary Distribution

- Histogram shows the salary class intervals.
- Majority of applicants were offered salary between 40K –47K.



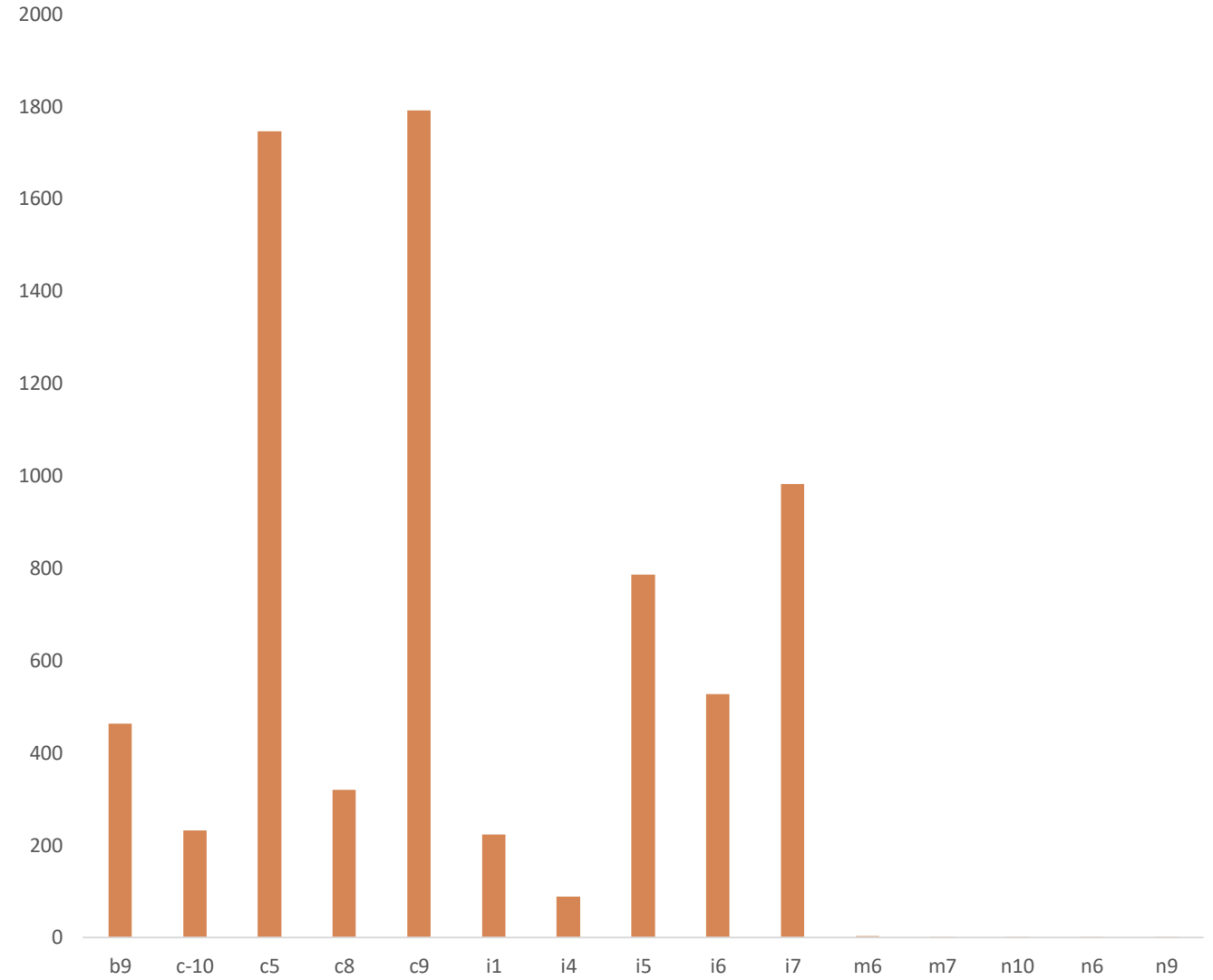
# Departmental Analysis

- The pie chart represents the proportion of applicants working in different departments.
- 4694 applicants were hired out of 7164 application ids.
- Majority of applicants were hired in operations department.



# Position Tier Analysis

Total of 15 different tiers are present in this company.



# Recommendations:

Suggested strategies for improving gender diversity if imbalances were identified.



Provided recommendations for optimizing salary structures based on the analysis of average salary and distribution.



Proposed insights-driven decisions for organizational and departmental restructuring if necessary.



Highlighted potential areas for talent development and succession planning based on position tier analysis

# Result



Engaging in this project has provided me with a clear comprehension of the principles underlying exploratory data analysis.



Participating in this project has enhanced my proficiency in utilizing Excel.



This project has led me to comprehend the analytical requirements essential for the company's hiring processes.





**Thank You**