Hiring Process Analytics
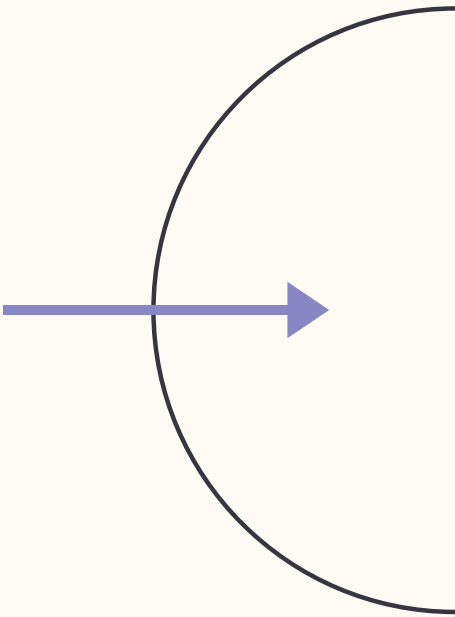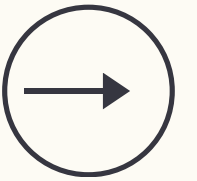
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Overview

The primary objective of this project is to use statistical analysis and Excel knowledge to derive insightful conclusions concerning the company's hiring process. By verifying the relevant data, the aim is to identify missing values, outliers detection and removal, and creating visualizations to better understand the data.

- Download the data.
- Create table, Pivot Table and Pivot Chart to analyze the data.
- Solve the problem by calculating averages, medians, or other statistical measures
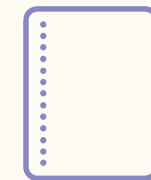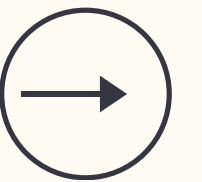- Clean and prepare data to summarize the findings.
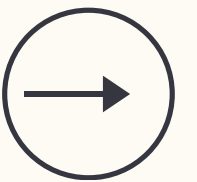
Approach

Tools & Technology

Microsoft Excel

Microsoft Power Point

Hiring Analysis
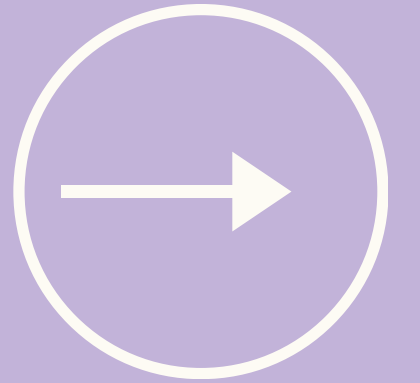
Determining the gender distribution of hires.

- To find out the gender distribution of hires we can use the COUNTIFS function of the excel.

- This function counts the number of cells that match a particular criterion.

Here the formula used is as follows:

=COUNTIF(D2:D7169,I9,C2:C7169,J9) where cell I9 and J9 denotes the criteria to be checked i.e. Male and hired respectively

Hiring Analysis:	Gender	Count
	Male	4084
	Female	2675
	Blank(Data Not Provided)	15
	Did not Disclose	0

Gender	Status	Count
Male	Hired	2563
Female	Hired	1856

- Based on the output received, a total of 4085 males had applied out of which around 2563 have been hired.
- And around 1856 females where hired among the 2675 who had applied.

Salary
Analysis
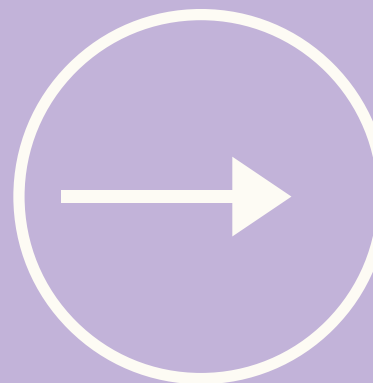
Determining average salary offered by the company

Average Salary	**49983.029**
Sum Of Offered Salary	358228369
Total Number Of Applications	7167
Average Salary	49983.029

- To find out the average salary offered we can use the AVERAGE function.
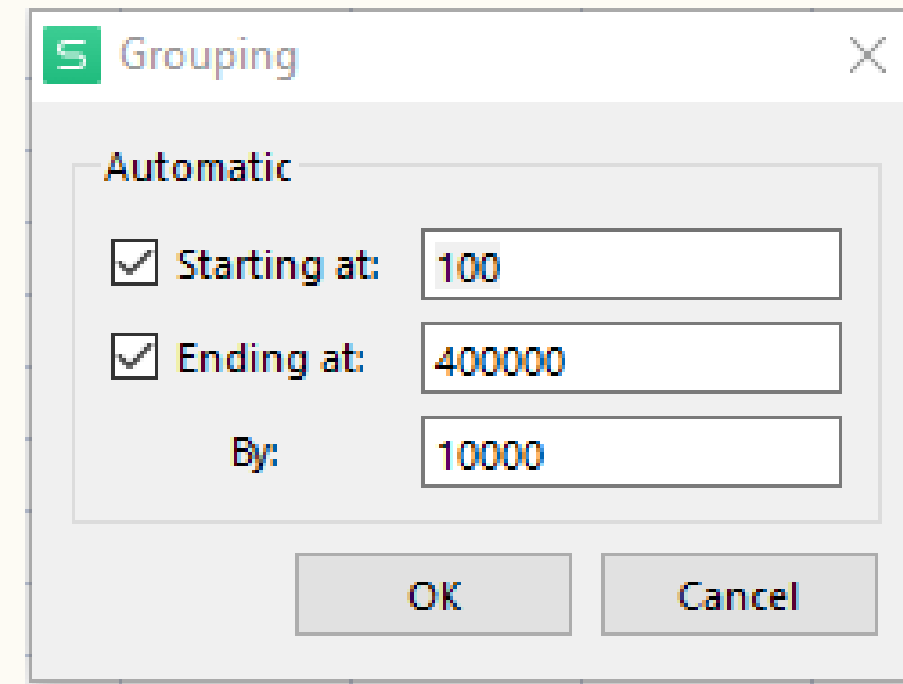- 49983.029 is the average salary offered.

Salary Distribution
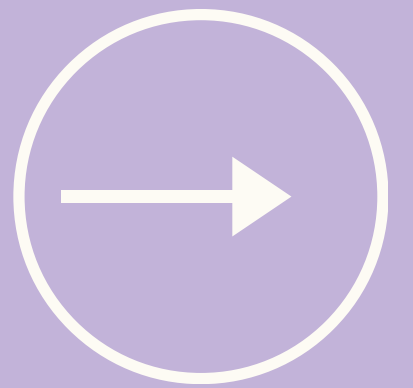
Determining class intervals for the salaries in the company.

- To find out the class intervals first we create a pivot table with Offered Salary and its frequency.
- To determine the class intervals we can group the data and provide the range.

Offered Salary ▼	Count of Offered Salary
100	1
800	1
1007	1
1022	1
1027	1
1035	1
1038	1
1042	1
1074	1
1079	1
1105	1
1141	1
1155	1
1177	1

⑤ Grouping ✕

Automatic

☑ Starting at: 100

☑ Ending at: 400000

By: 10000

OK   Cancel

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Offered Salary	Count of Offered Salary
100-10099	686
10100-20099	728
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
390100-400000	1
Grand Total	7167

- The range of salary 40100-50099 was offered to maximum people 777. This number includes both hired and rejected candidates.

Departmental Analysis
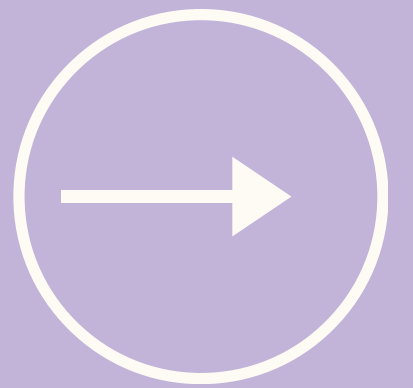
Using visualization to show the proportion of people working in different departments

- To find out the people working in each department we can use the function COUNTIFS to check the number of people hired.

Department	Status	Count
Service Department	Hired	1332
Operations Departm	Hired	1843
Finance Department	Hired	176
Purchase Departme	Hired	230
Production Departm	Hired	246
Marketing Departm	Hired	202
Sales Department	Hired	485
General Manageme	Hired	113
Human Resource De	Hired	70

General Management
2.4%

Sales Department
10.3%

Marketing Department
4.3%

Production Department
5.2%

Purchase Department
4.9%

Finance Department
3.7%

Service Department
28.4%

Operations Department
39.2%
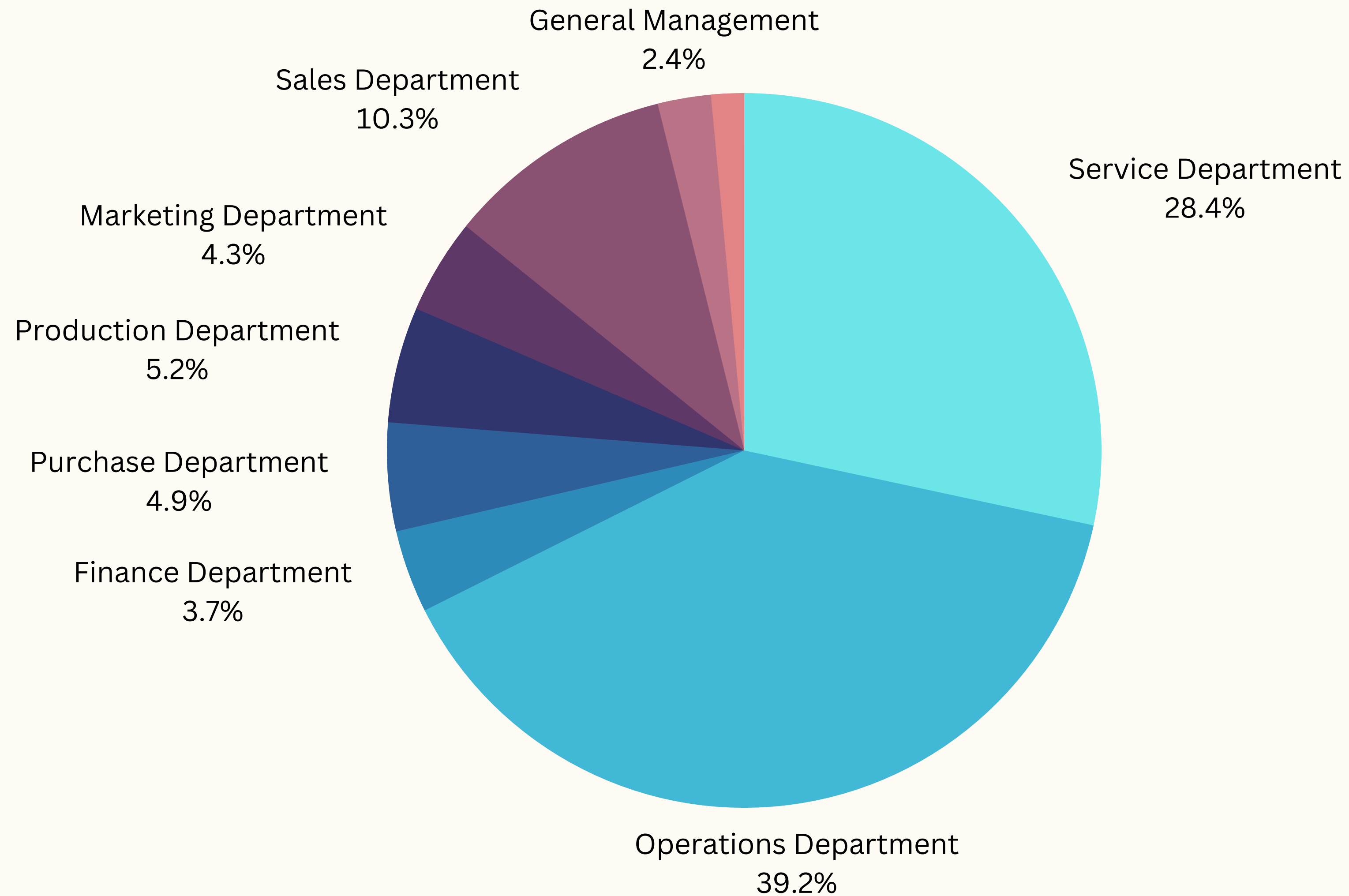
Position Tier Analysis
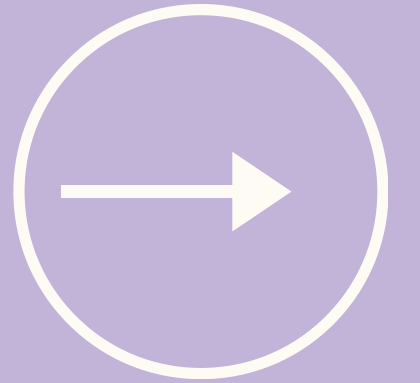
Using visualization to understand the distribution of positions across different tiers
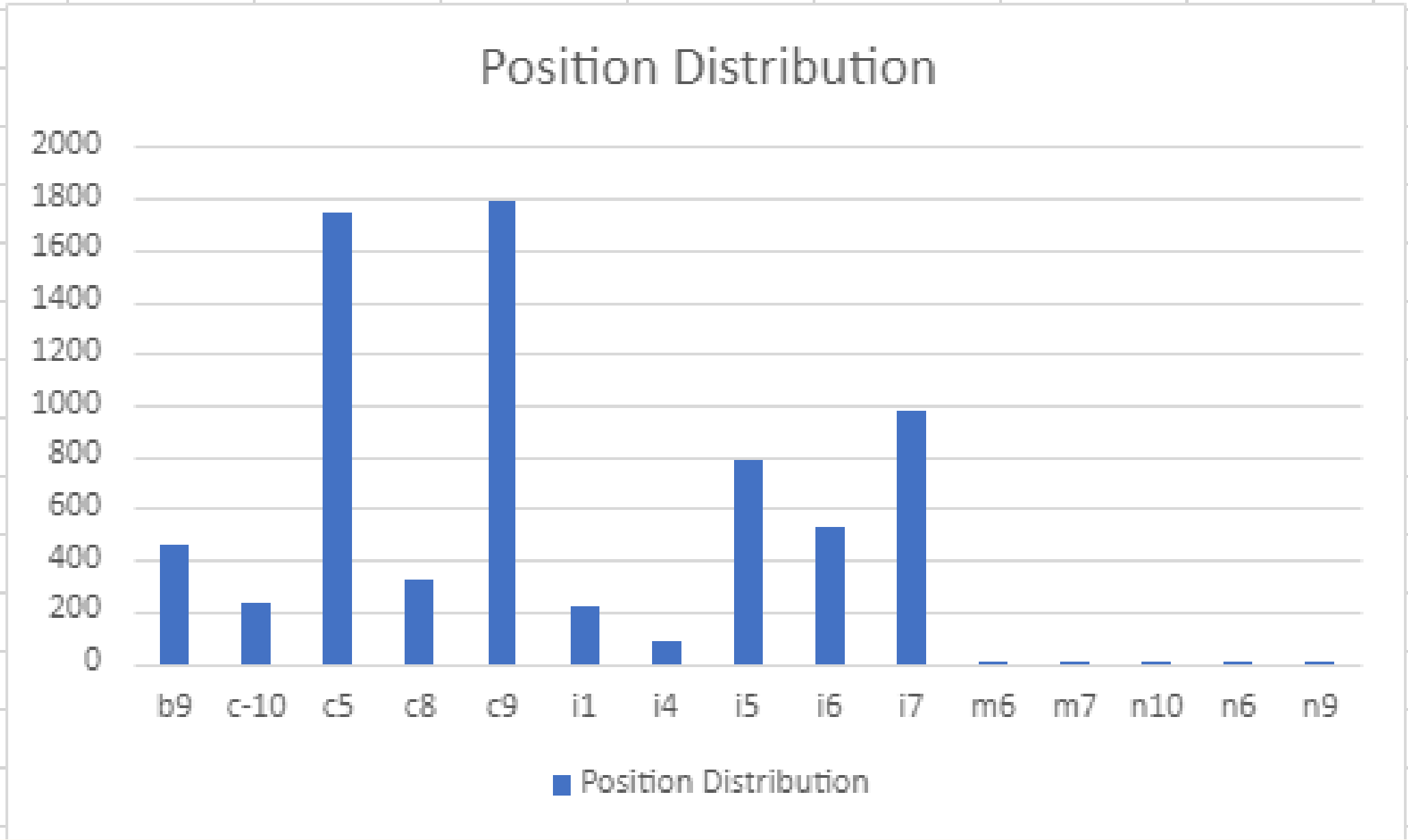
Post Name	Position Distribution
b9	463
c-10	232
c5	1747
c8	319
c9	1792
i1	222
i4	87
i5	787
i6	527
i7	982
m6	3
m7	1
n10	1
n6	1
n9	1

- To find out the people working in each department we can use countifs to check the number of people hired.

Insights & Results

Based on the statistical analysis of the data the following inferences can be derived from the data.

1. A total of 2563 males and 1856 females have been hired.
2. 49983.029 is the average salary offered.
3. Salaries within the range of 40100-50099 was offered to maximum number of people.
4. Majority of people hired work in Operations Department.
5. Majority of people hired were hired to the c9 post in the organization.

Thank you