Hiring Process Analytics

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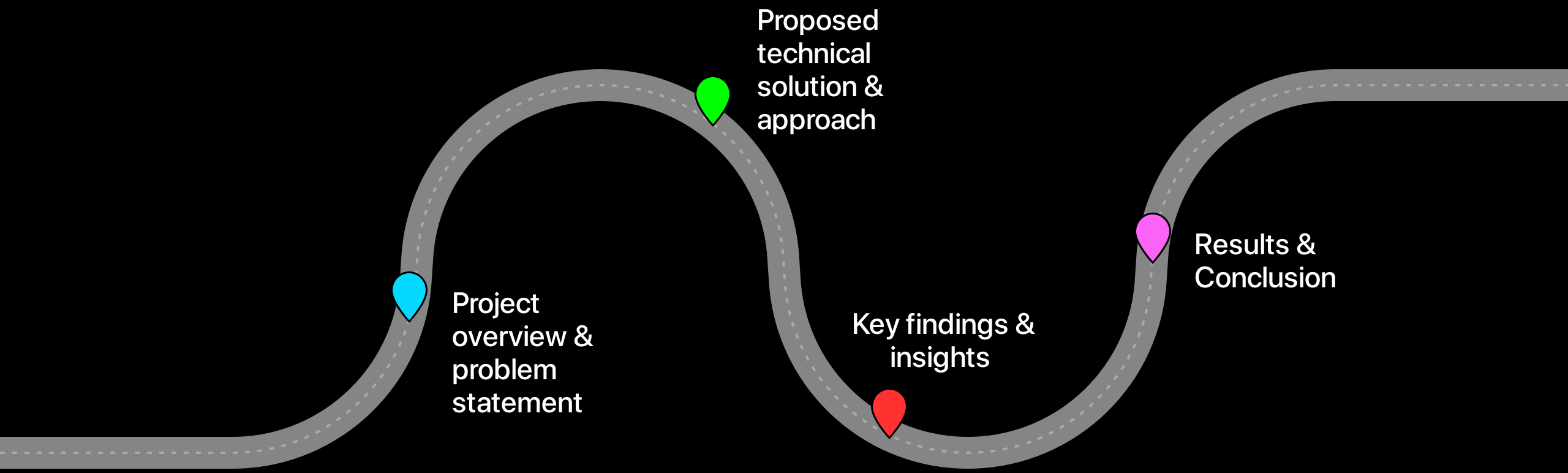
Agenda


Proposed technical solution & approach
Project overview & problem statement
Key findings & insights
Results & Conclusion

Project Description

1. Analyzing hiring data and uncovering trends
2. Decoding intricacies and offer a data-driven perspective
3. Addressing missing data, detecting and handling outliers
4. Summarizing key findings

Approach

1 Tech-Stack

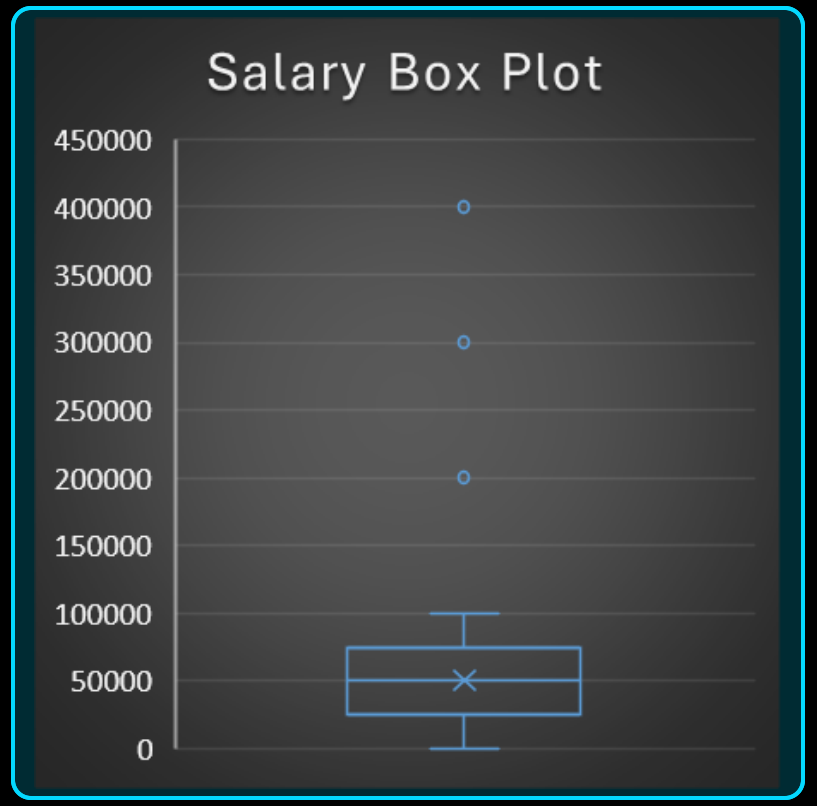
MS-Excel for generating Pivot tables and charts

2 Handling missing data

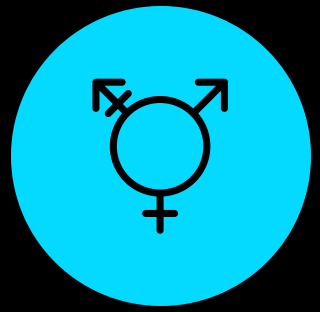
- event_name - 0.2% missing data
- Post Name - 0.01% missing data
- Offered Salary - 0.01% missing data
- Each column has < 5% missing data, can be neglected

3 Handling outliers

- Offered salary has 3 outliers - 200k, 300k and 400k
- Remove these data points so as to not skew results
- Median of offered salary - 50k

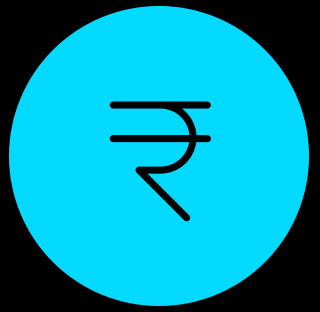


Insights



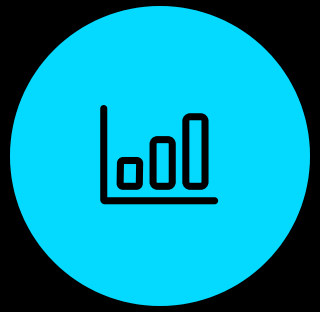
Hiring Analysis

Gender distribution



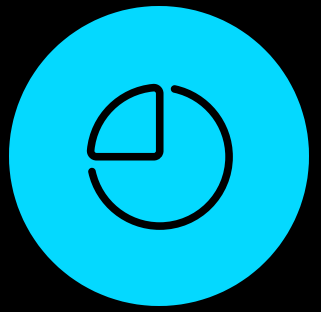
Salary Analysis

Average salary offered



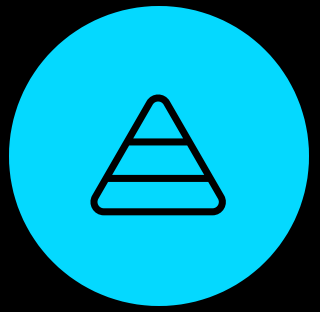
Salary Distribution

Salary histogram



Department Analysis

Department distribution

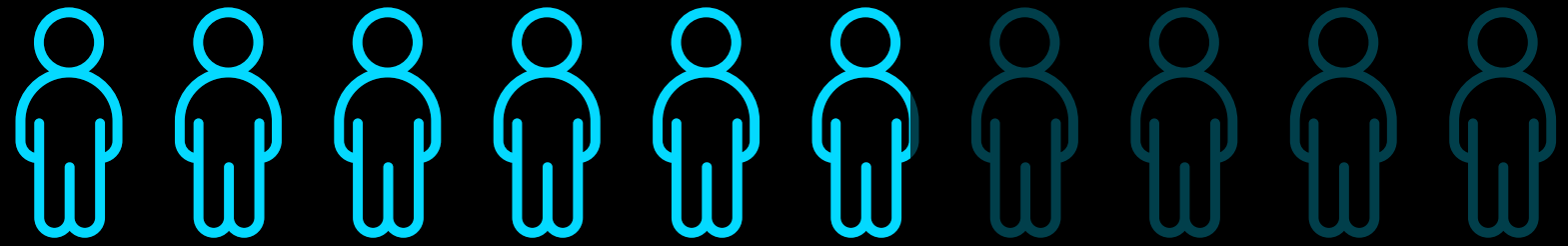


Position Tier Analysis

Tier distribution

Gender Distribution Analysis

58%



2563 Male hires

42%

1856 Female hires

Salary Analysis

Calculated using pivot table and adding filters for Status (to remove rejected candidates) and Offered Salary (to remove outliers)

Avg Salary (All)

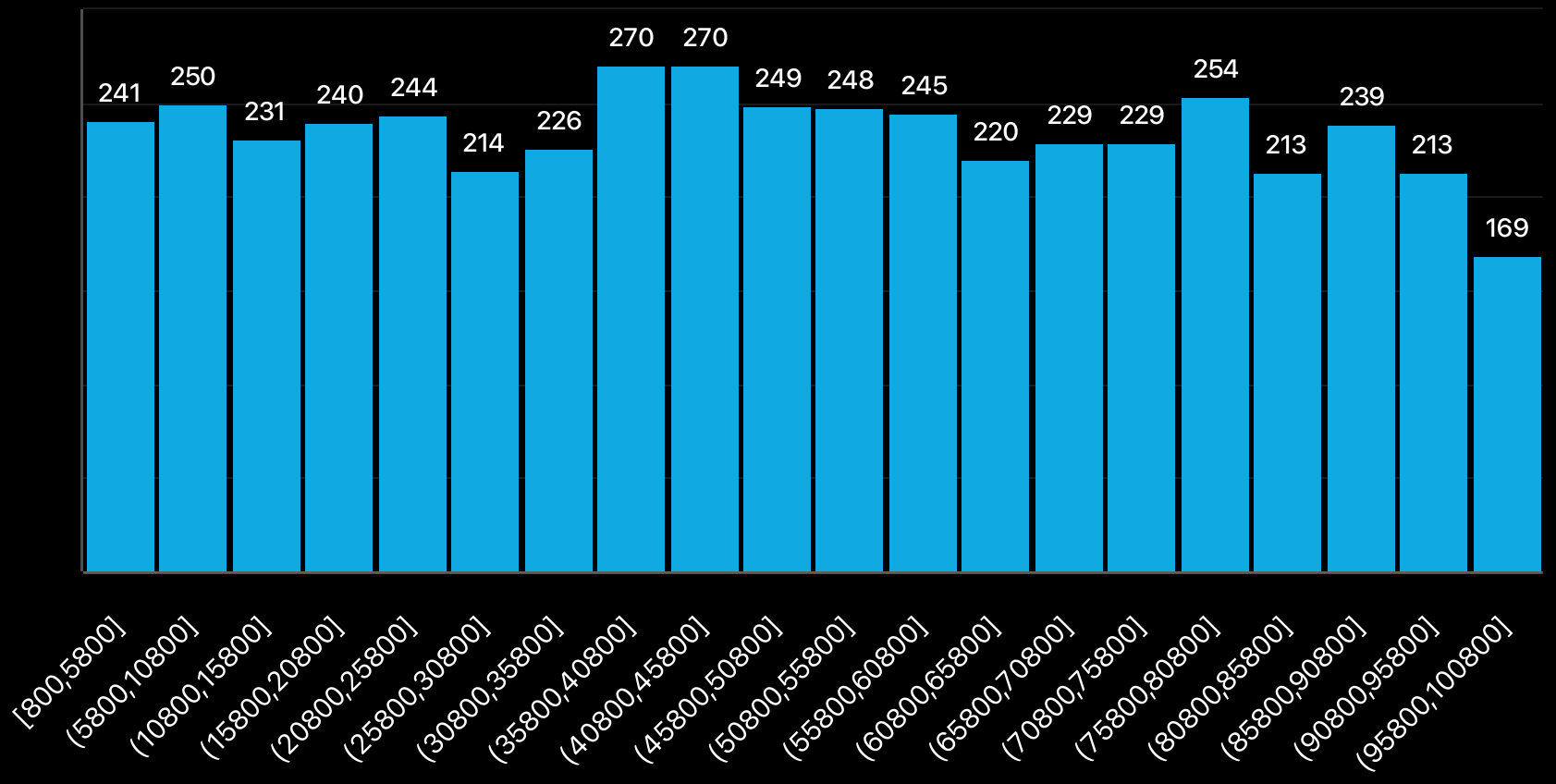
₹ 49,878

Avg Salary (Hired)

₹ 49,593

Salary Distribution Analysis

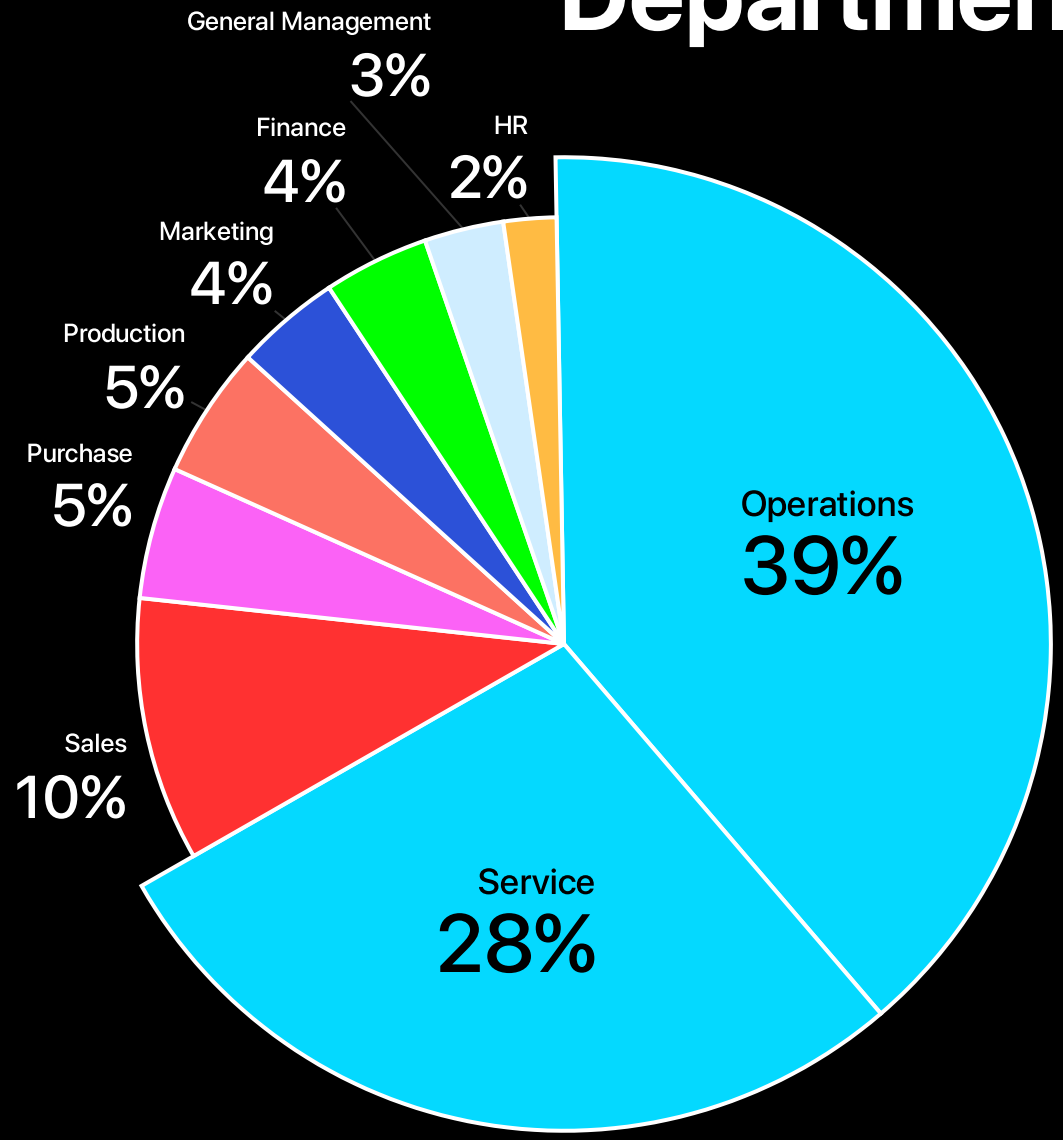
Calculated only for hired candidates



0.47%

Standard deviation is less than half percent of total employees - fairly uniform salary distribution

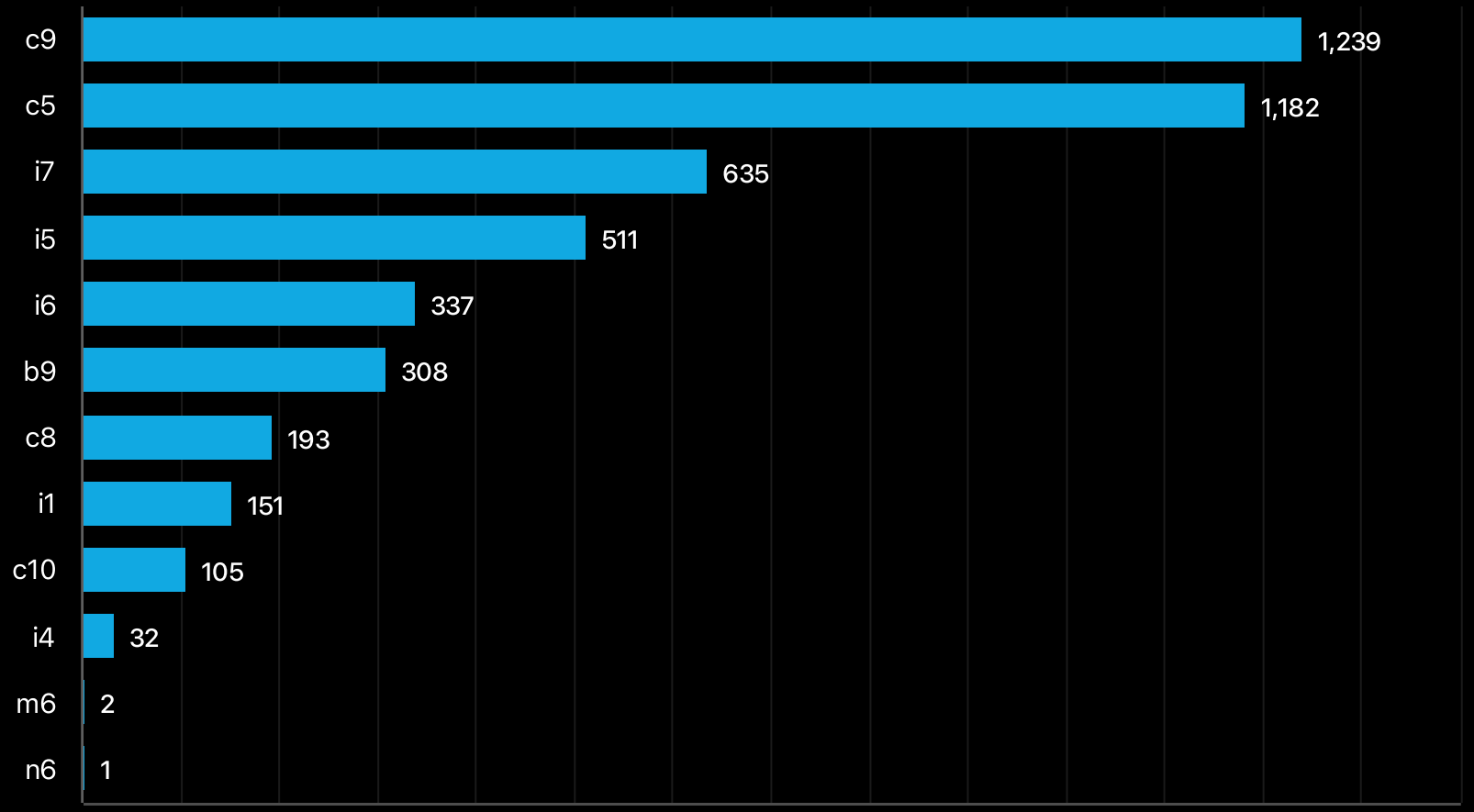
Departmental Analysis



67%

of the total 4697 employees work in Operations and Service

Position Tier Analysis



51.6%

of the employees work at c9 and c5 position tier

Conclusion

- Application of statistics and Excel skills
- Derived meaningful insights about hiring process
- Insights could improve operational efficiency while hiring
- Project Workbook ↗