Hiring Process Analytics

Project Description

This project aims to analyse the hiring process data of a multinational company. The analysis involves understanding the trends in gender distribution, salary structure, department-wise hiring, and position tiers. The goal is to provide valuable insights that can help optimise the company's hiring strategies.

Approach

The following steps were followed to perform the data analysis:
1. Data Preprocessing: Handling missing values and detecting outliers.
2. Gender Distribution Analysis: Counting the number of males and females hired.
3. Salary Analysis: Calculating the average salary and creating salary class intervals.
4. Departmental Analysis: Visualizing the proportion of hires in different departments.
5. Position Tier Analysis: Analyzing the distribution of positions across various tiers.

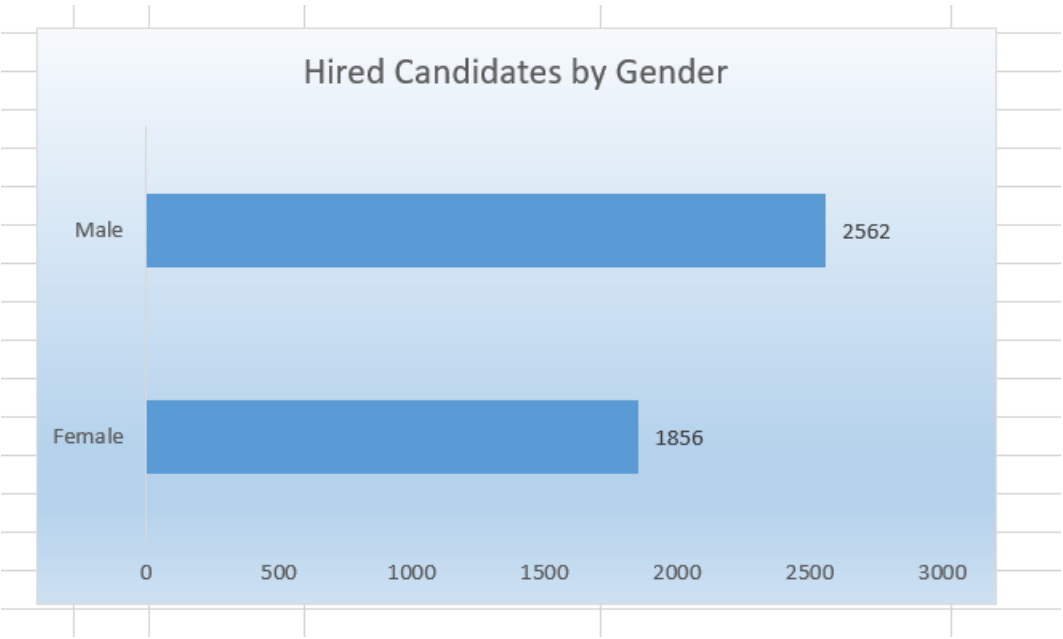
Tech-Stack Used

The analysis was conducted using Microsoft Excel 2019. Excel functions like `AVERAGE`, ` pivot tables, and various data visualisation tools were used to derive insights from the dataset.

Data Analysis

Gender Distribution Analysis

The gender distribution was analysed using Excel's Pivot Table, and a bar chart was created to visualize the number of males and females hired.



Average Salary Calculation

The average salary offered by the company was calculated using the `AVERAGE` function in Excel. This analysis helps in understanding the overall salary structure of the organisation.

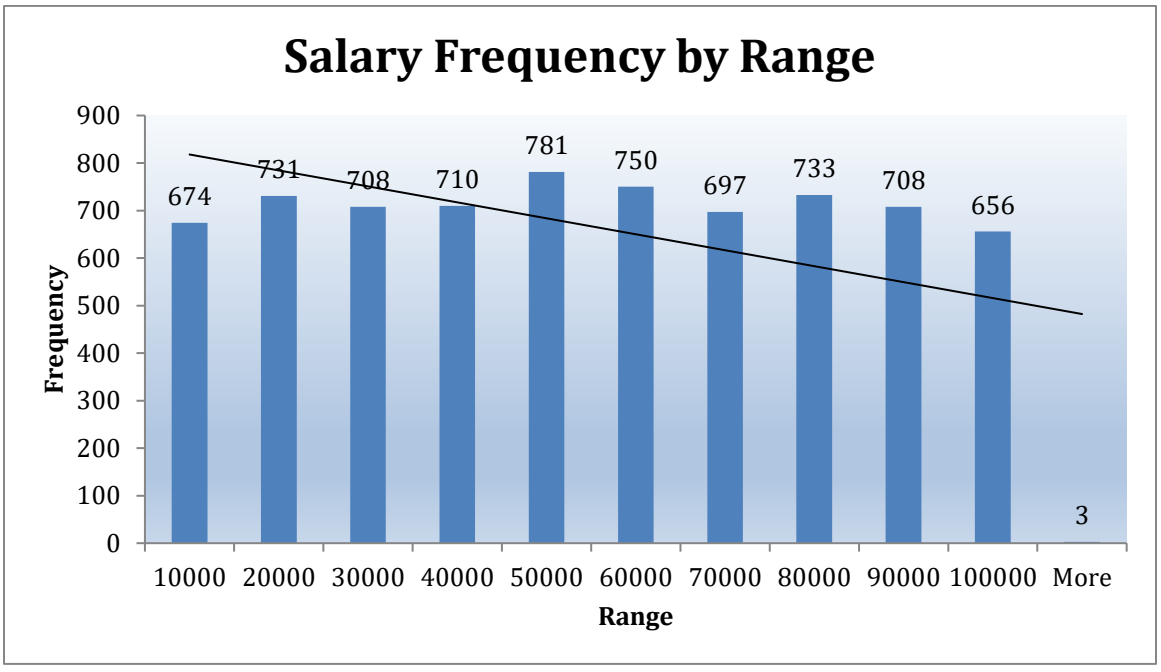
	Average Salary	AVERAGE(G:G)	49986.07

Salary Distribution

To analyse salary distribution, outliers were removed and class intervals were created. A histogram was used to visualise the salary ranges, providing insights into the most common salary brackets.

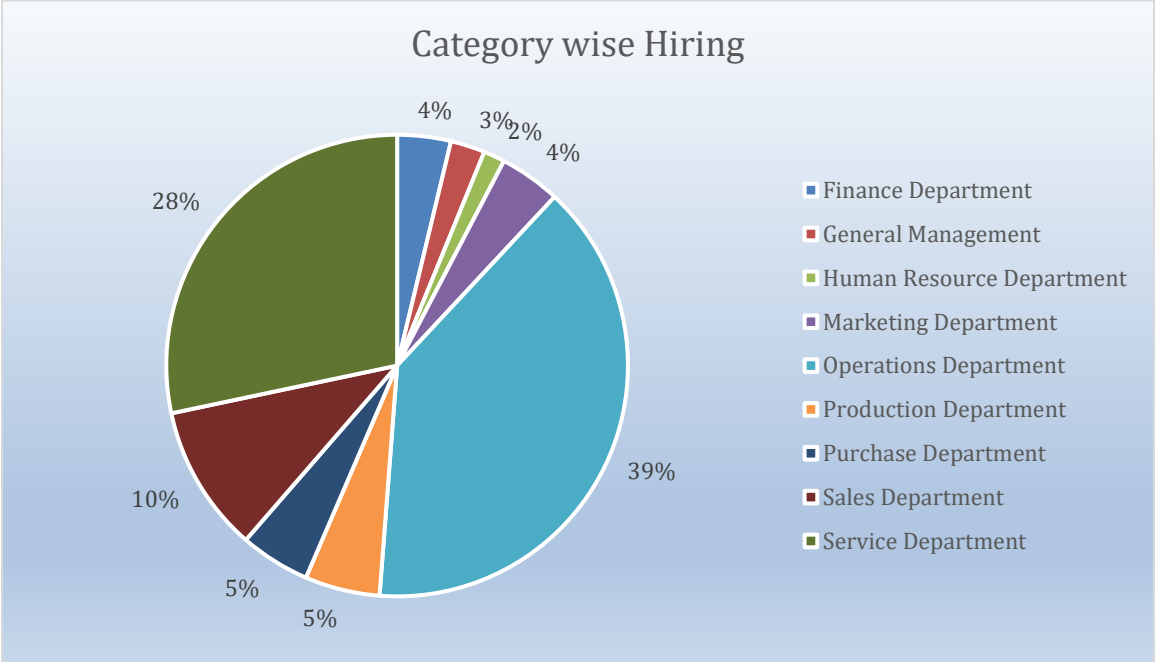
Range	Frequency
20000	1405
40000	1418
60000	1531
80000	1430
100000	1364
120000	0
140000	0
160000	0
180000	0
200000	1
220000	0
240000	0
260000	0
280000	0
300000	1
320000	0
340000	0
360000	0
380000	0
400000	1
More	0
Total	7151

After outlier treatment →



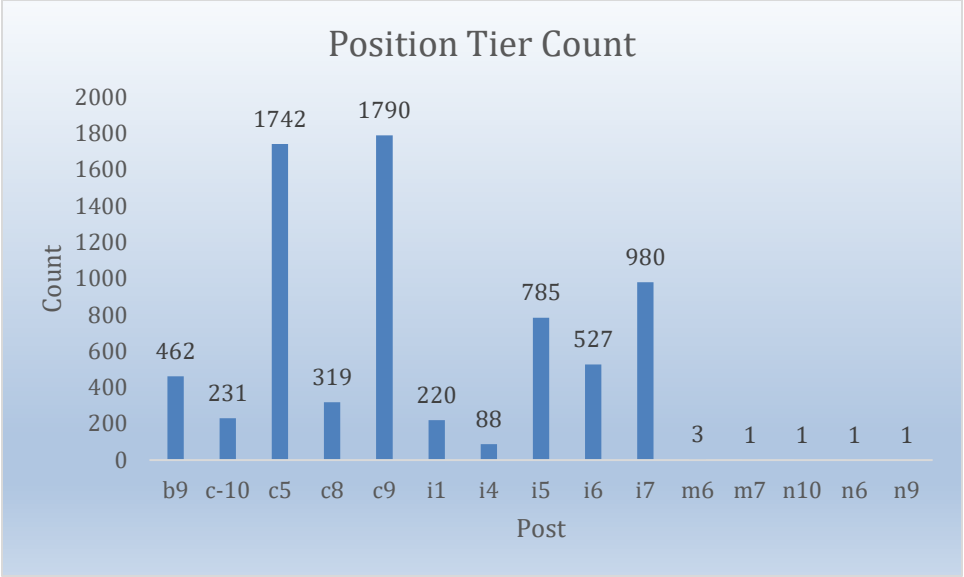
Departmental Analysis

The department-wise distribution of hires was analysed using pivot tables. A pie chart was created to showcase the proportion of employees in each department.



Position Tier Analysis

The position tier analysis involved categorising positions into tiers such as Junior, Mid-level, and Senior. A column chart was created to represent the distribution of employees across these tiers.



Insights and Results

The analysis revealed several key insights:

1. The gender ratio of hires was balanced, with a slightly higher number of male employees.
2. The average salary was found to be competitive with industry standards, with most employees falling into the mid-salary range.
3. The highest number of hires were observed in the Operations and Service departments respectively.
4. The distribution of position is not balanced.

Visual Aids

The analysis included various visualizations such as bar charts, pie charts, and histograms to represent data trends effectively. Below are the placeholders for the charts:

1. Bar Chart: Gender Distribution
2. Histogram: Salary Distribution
3. Pie Chart: Departmental Proportion
4. Column Chart: Position Tier Distribution

Excel Sheet Link

The detailed Excel analysis sheet has been linked to the report. Please access it using the provided hyperlink.

https://docs.google.com/spreadsheets/d/1ksmHSyryXuUNNmD7_LOS23AroqjzWvTm/edit?usp=sharing&ouid=109008547969459384666&rtpof=true&sd=true

Conclusion

The Hiring Process Analytics project provided valuable insights into the company's hiring patterns and salary structures. These insights can help the hiring department make informed decisions to optimize recruitment strategies.