Hiring Process Analytics

DATASET

https://docs.google.com/spreadsheets/d/1BE5KDIO6IYZ10TJJSKWEMNVEUIGZ2LUR/edit?usp=sharing&ouid=104966616771126772005&rtpof=true&sd=true

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Project Description

I have been tasked with analyzing Google's hiring process data to uncover meaningful insights. As a large multinational technology company, Google likely has complex datasets capturing details on job openings, candidates, interviews, offers, acceptances, and more.

- Analyze Google hiring process data to draw meaningful insights.
- Data includes number of rejections, interviews, job types, vacancies.
- Understand trends in hiring data over time.
- Identify areas for improvement in hiring process.
- Provide data-driven recommendations to hiring department.
- Enhance effectiveness and efficiency of hiring at company.

Approach

1. Downloading the Dataset: It is the first step to download the dataset (i.e. excel file) in the device.
2. Understanding the spreadsheet: Next step involves the understanding of the data given, understanding the structure of the table, rows and columns.
3. Clubbing Columns: It involves combining multiple columns to ease the analysis.
4. Outlier Detection: It involves identifying the unwanted items from the table that may affect the analysis task.
5. Checking for null values: If there are any null values present in the table then delete the entire row to ease the analysis process.

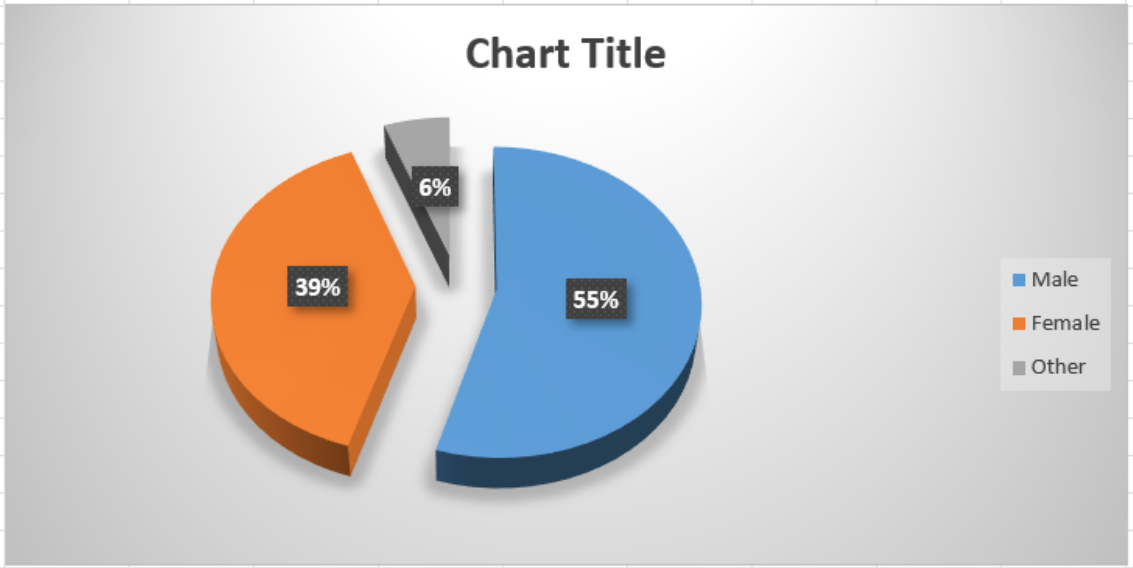
Tech-Stack Used

1. MS Excel: It is a powerful spreadsheet program developed by Microsoft. It is used for tasks such as creating, formatting, and analyzing data using a grid of cells arranged in numbered rows and letter-named columns. Excel's features include calculation, graphing tools, pivot tables, and a macro programming language called Visual Basic for Applications. It is widely used in various industries for tasks such as financial analysis, data management, and reporting.
2. Excel Functions: these are the predefined formulas that perform specific tasks on the datasets by using the values as arguments.
3. Data Visualization: Different charts are used to represent the insights driven from the datasets. Some of the common charts are Bar chart, Pie chart, Funnel chart, Box plot, etc

Data Analysis Using MS Excel

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

Total Hired		Percentage
Male	2561	55%
Female	1854	39%
Other	268	6%
Total	4683	

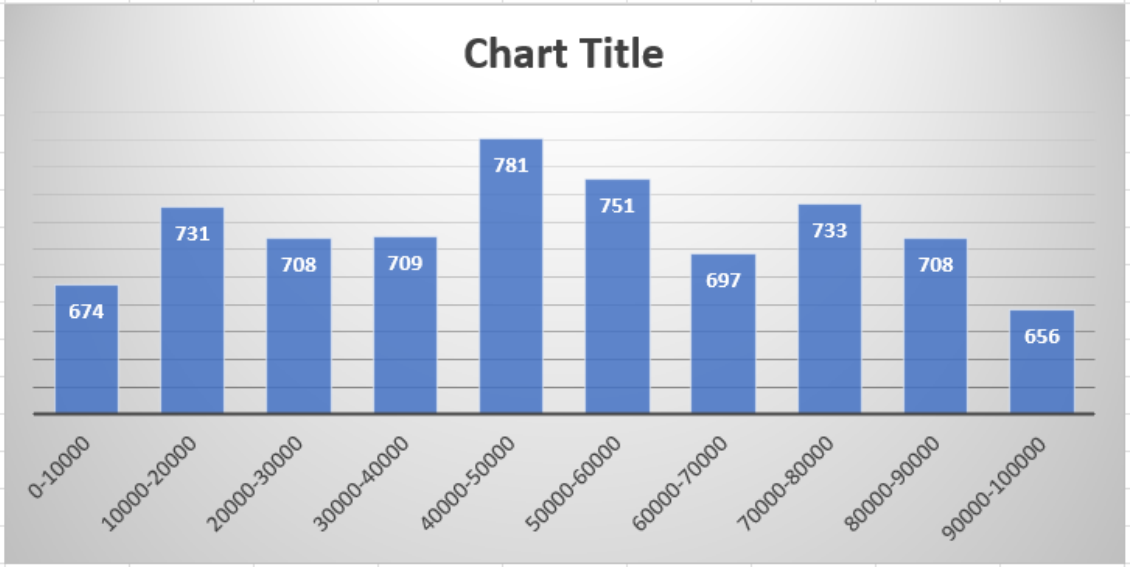


Salary Analysis: What is the average salary offered by this company? Use Excel functions to calculate this.

Average Salary
49881.14

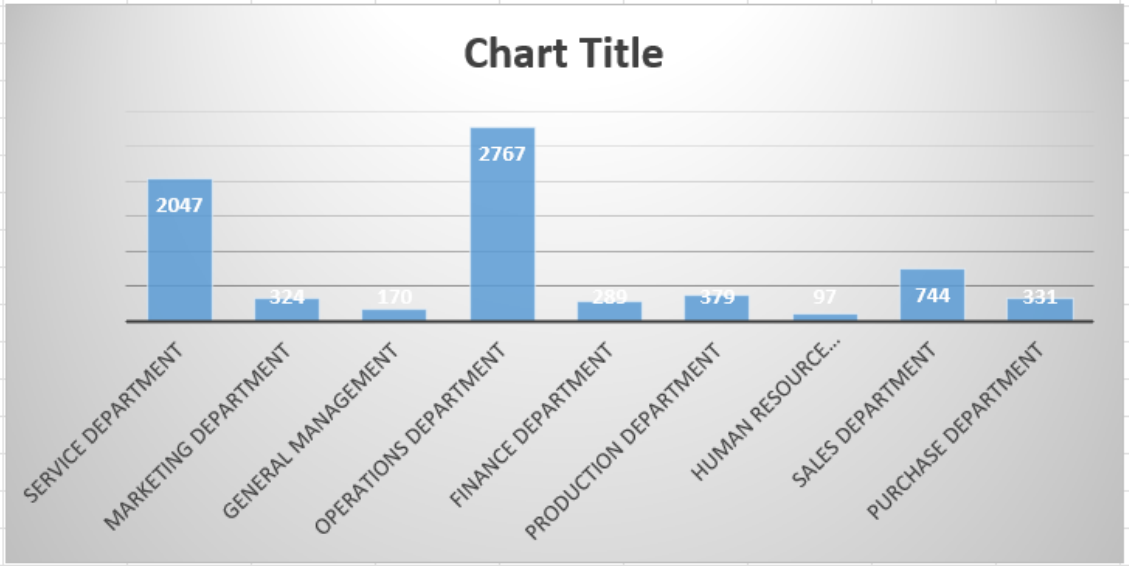
Salary Distribution: Create class intervals for the salaries in the company. This will help you understand the salary distribution.

Class Interval	
0-10000	674
10000-20000	731
20000-30000	708
30000-40000	709
40000-50000	781
50000-60000	751
60000-70000	697
70000-80000	733
80000-90000	708
90000-100000	656



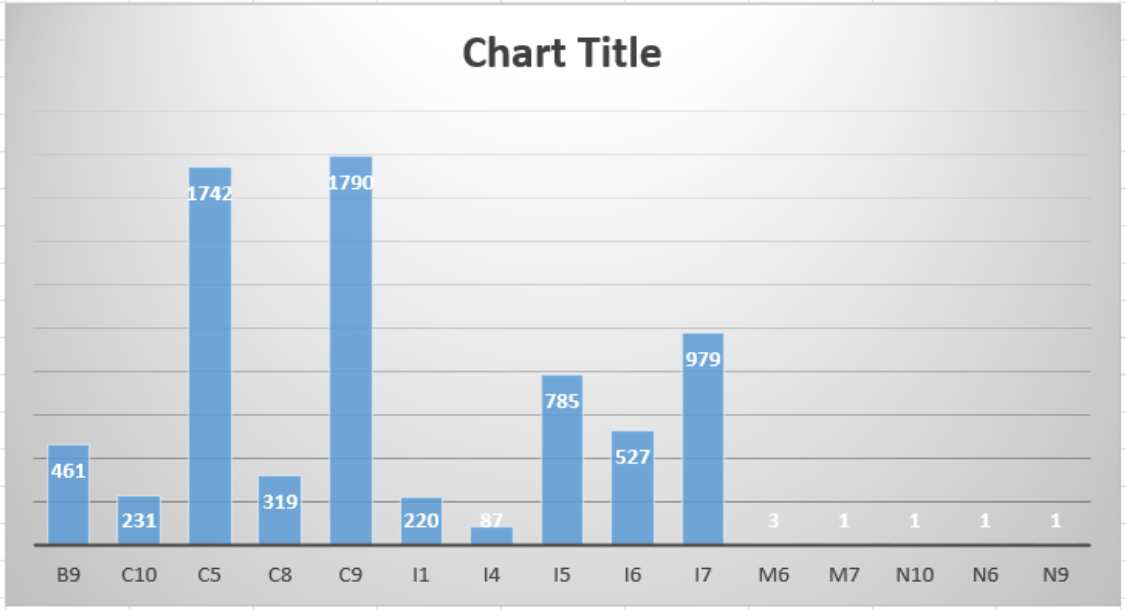
Departmental Analysis: Use a pie chart, bar graph, or any other suitable visualization to show the proportion of people working in different departments.

Department	
Service Department	2047
Marketing Department	324
General Management	170
Operations Department	2767
Finance Department	289
Production Department	379
Human Resource Department	97
Sales Department	744
Purchase Department	331



Position Tier Analysis: Use a chart or graph to represent the different position tiers within the company.

Post Tire	
b9	461
c10	231
c5	1742
c8	319
c9	1790
i1	220
i4	87
i5	785
i6	527
i7	979
m6	3
m7	1
n10	1
n6	1
n9	1



Insights

- We were able to ascertain the company's hiring gender distribution.
- By keeping track of both the employed and rejected applications, the organization allowed us to determine the average wage provided to applicants.
- Class intervals were used to differentiate the pay distribution. through which it was evident what the company's highest pay range was.
- Finding the maximum number of hires in each department by using charts to visualize the data.
- Determining the various roles with varying tiers or levels inside the organization.

Results

- I was able to play with MS Excel
- I was able to derive new insights from the dataset like determining average salary of the employee, determining gender distribution of the dataset, divide the employees in different class interval based on their offered salary, dividing employees on the basis of their department, etc
- Learning about Excel Text and Statistical functions. The importance of max() and min() functions.
- Learned to present the insights using different visualization charts and create a insightful dashboard.

Thank you