Hiring process Analytics

Project Description

The aim of the project is to analyse the hiring process data of multinational company such as google. The data contains information about the applicants, including their interview dates, departments and job title as well as whether they were hired or rejected.by analysing data, key insights can be derived such as:

- The number of males and females have been hired by the company,
- The average salary offered
- salary distribution patterns
- The number of employees working in each department
- The distribution of employees across different job positions.

These insights provide a comprehensive understanding of the company's hiring trends and workforce composition, helping assess its performance and optimize future hiring strategies.

Approach

Firstly, I imported hiring dataset into an excel worksheet. I began by checking for missing data and found one record with missing values, which I then removed. Next, I used the Interquartile Range (IQR) method to detect and handle outliers, identifying 3 outlier that were deleted. After cleaning the dataset, I started the analyses to extract insights.

Tech – stack used

The technology used in this project is Microsoft excel 2021, which is part of the Microsoft office home and student 2021 suite. I selected excel because it provides powerful tools for cleaning datasets, performing calculations, creating charts and generating valuable insights.

Project insights

Below are the insights gained from analysing the data

1.Hiring Analysis

The number of males and females hired by this company

Result

This can be determined using COUNTIFS function, and the result is shown below.

Gender	total number of employess
Male	2562
Female	1854

Based on the above table total number of hired male employees is 2562 and the total number of hired female employees is 1854

2.Salary Analysis

The average salary offered in this company.

Result

The average salary of this company is 49878.3318, determined using the AVERAGE function

3.Salary Distribution

Class intervals for the salaries in the company.

Result

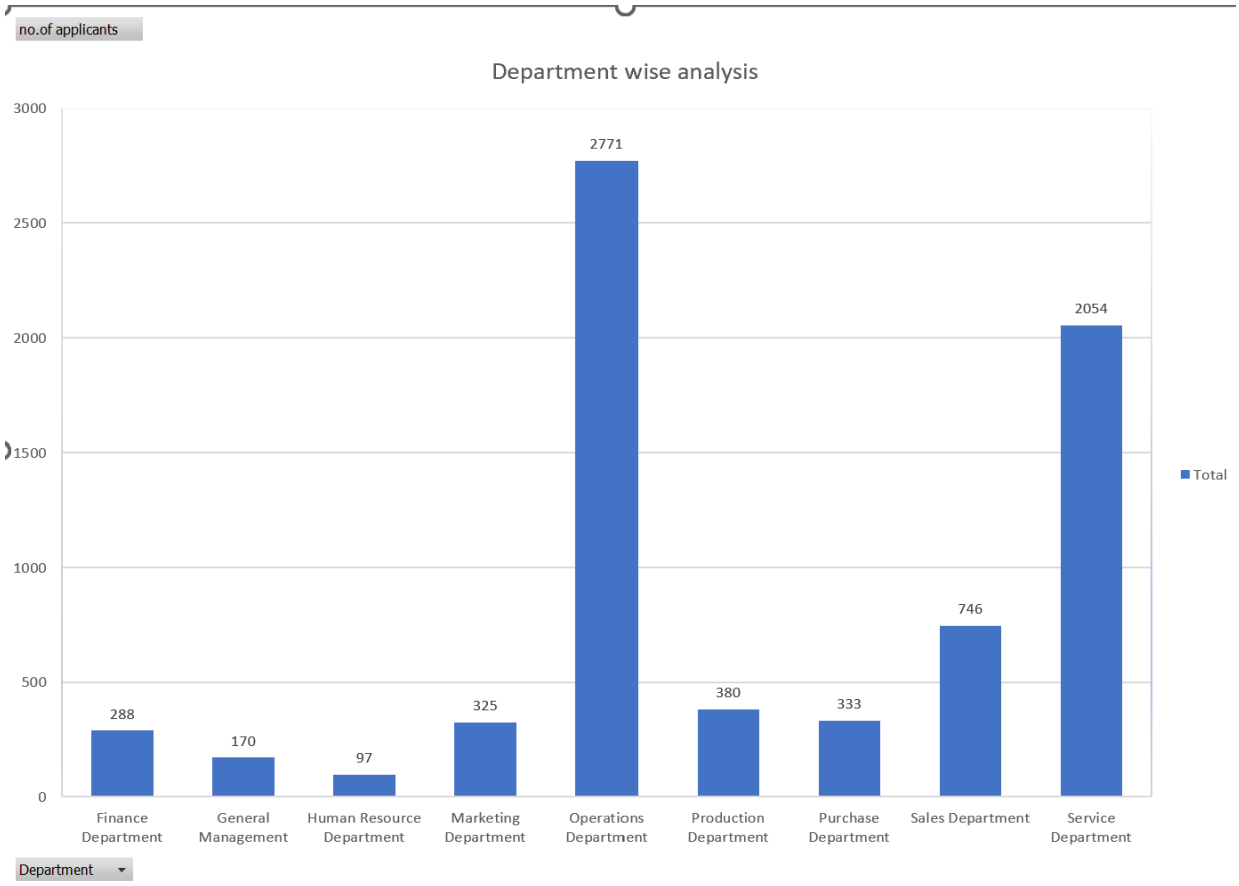
Salary range	total no.of employes
0-10000	678
10001 - 20000	732
20001 - 30000	711
30001 - 40000	710
40001 - 50000	781
50001 - 60000	750
60001 - 70000	698
70001 - 80000	734
80001 - 90000	711
90001 - 100000	659
Grand total	7164

The maximum number of employees receives a salary in the range of 40001-50000 rupees

4.department analysis

Create a pie chart, bar graph or any other suitable visualisation to show the proportion of people working in different departments.

Result

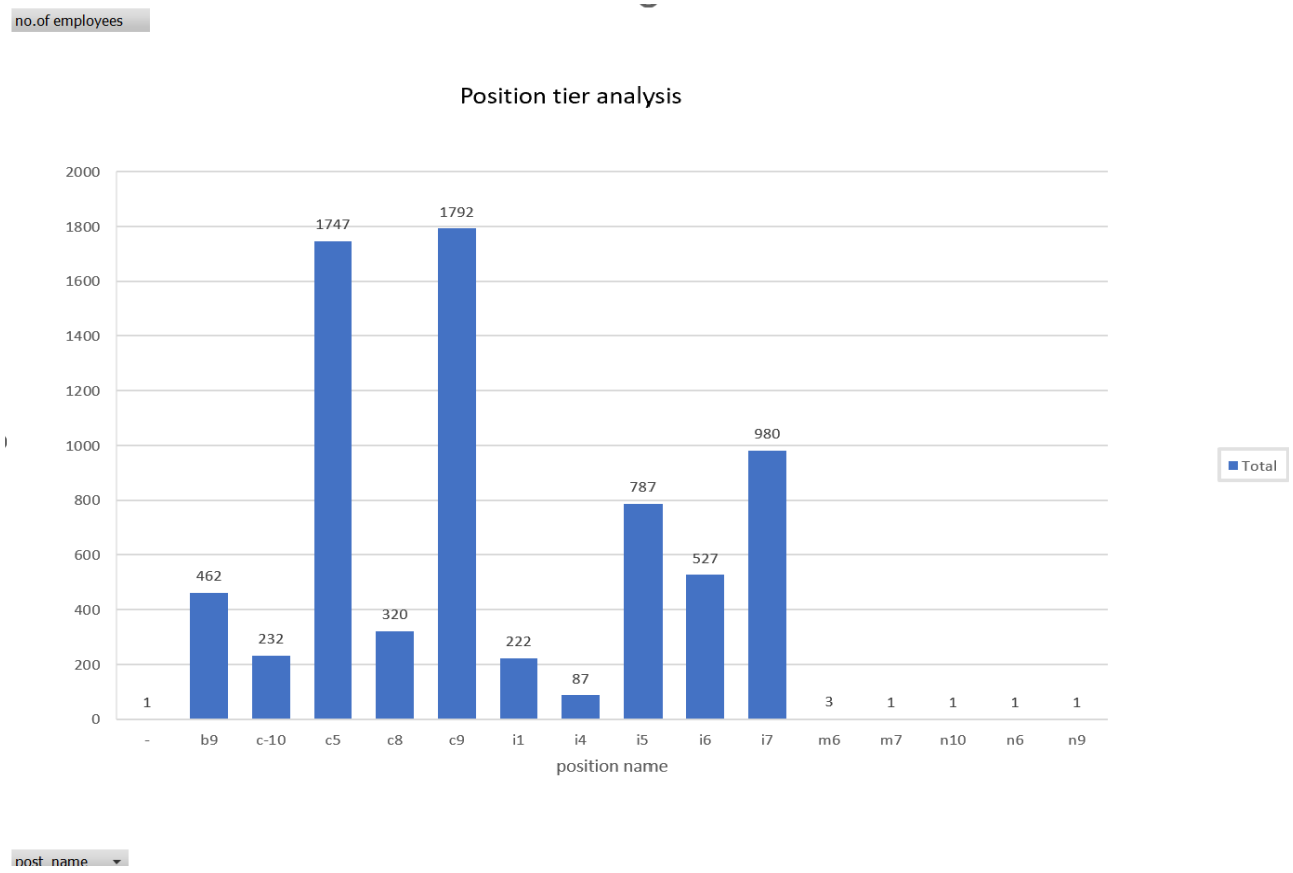


The highest number of employees is in the operations department

5.Position tier analysis

Create a chart or graph to represent the different position tiers within the company.

Result



The post c9 has the highest number of employees

Conclusion

In this project I gained valuable experience in analysing datasets using Microsoft excel. I developed skills in creating charts, pivot tables and applying statistical functions. Through this project, I extracted key insights, including the total number of female and male employees, the average salary, Alay distribution across defined intervals, the total number of employees in various departments and the total number of employees in different positions. Excel made it easy to derive these insights efficiently and effectively.

Click here to open the excel file