HIRING PROCESS ANALYTICS

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PROJECT DESCRIPTION

IN THIS PROJECT, I WORKED TO ANALYZE THE HIRING PROCESS DATA AND DERIVE MEANINGFUL INSIGHTS TO IMPROVE THE COMPANY'S HIRING PROCEDURES. THE MAIN OBJECTIVES WERE TO UNDERSTAND GENDER DISTRIBUTION AMONG HIRES, CALCULATE THE AVERAGE SALARY, VISUALIZE SALARY DISTRIBUTION, DEPARTMENTAL ANALYSIS, AND POSITION TIER ANALYSIS.

APPROACH

USING MICROSOFT EXCEL 2022 AS MY PRIMARY TOOL I FOLLOWED A STRUCTURED APPROACH TO ANALYZE THE HIRING PROCESS DATA

TECH-STACK USED

MICROSOFT EXCEL 2022 USED FOR DATA MANIPULATION, ANALYSIS, AND VISUALIZATION

INSIGHTS

1.GENDER DISTRIBUTION OF HIRES: THE ANALYSIS THAT THE COMPANY HAD HIRED MALES AND FEMALES

2.AVERAGE SALARY: THE AVERAGE SALARY OFFERED BY THE COMPANY

3.SALARY DISTRIBUTION: THE SALARY DISTRIBUTION WAS DIVIDED INTO CLASS INTERVALS UNDERSTANDING THE DISTRIBUTION PATTERN

4.DEPARTMENTAL ANALYSIS: A PIE CHART SHOWED PEOPLE WORKING DIFFERENT DEPARTMENTS.

5.POSITION TIER ANALYSIS: UNDERSTANDING THE DISTRIBUTION OF POSITIONS ACROSS DIFFERENT TIERS.

RESULT

THROUGH THIS PROJECT, I GAINED A DEEPER UNDERSTANDING OF THE COMPANY'S HIRING PROCESS. THE INSIGHTS OBTAINED FROM ANALYZING THE DATA. I HAVE ENHANCED MY ANALYTICAL SKILLS BY GAINING PROFICIENCY . ANALYSES ON REAL-WORLD DATASETS, IDENTIFY PATTERNS AND TRENDS IN DATA, AND DRAW INSIGHTS THAT CAN BE USED TO MAKE INFORMED DECISIONS.

	Males and Females have been hired by the company	
Male		2563
Female		1856

Chart Title

3000	
2500	
2000	
1500	
1000	
500	
0	
Male	Female
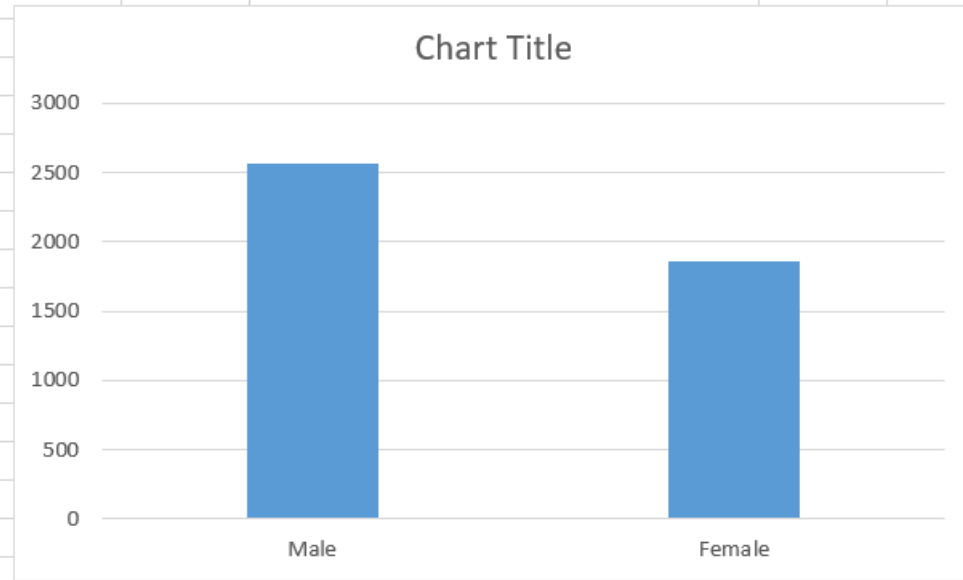
Average salary offered by this company

49983.02902

Class intervals for the salaries in the company.

| Salary Range	Sum of Offered Salary	Count of Offered Salary
0 - 49,999	9,24,57,587	3,611
50,000 - 99,999	26,48,70,782	3,553
200,000 - 249,999	2,00,000	1
300,000 - 349,999	3,00,000	1
350,000 - 400,000	4,00,000	1
Grand Total	35,82,28,369	7,167

Count of Department

People working in different departments

- Finance Department
- General Management
- Human Resource Department
- Marketing Department
- Operations Department
- Production Department
- Purchase Department
- Sales Department
- Service Department
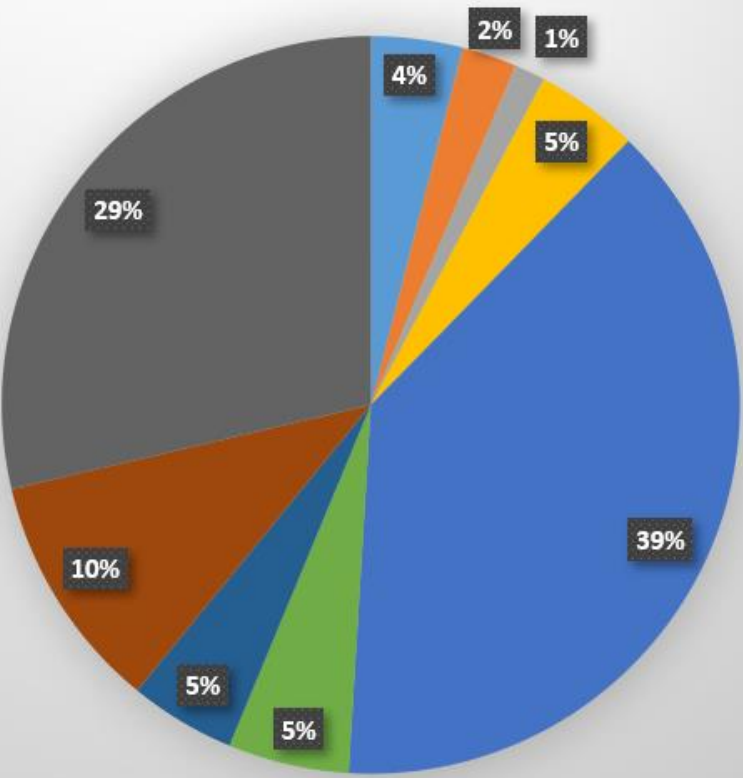
Different position tiers within the company
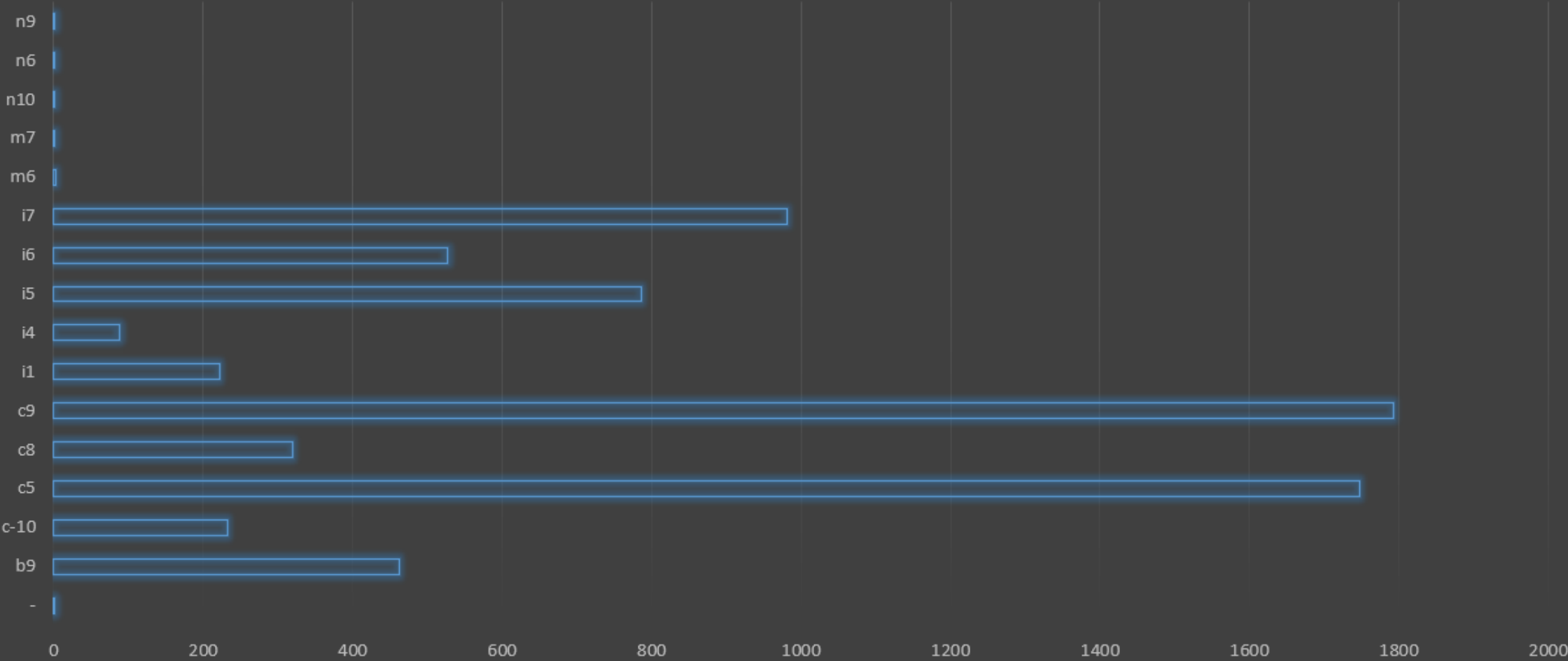
	-	b9	c-10	c5	c8	c9	i1	i4	i5	i6	i7	m6	m7	n10	n6	n9
Total	1	463	232	1747	320	1792	222	88	787	527	982	3	1	1	1	1

THANK YOU