

# Hiring Process Analytics

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## **Project 4**

- 1. Project Description:** As per the instructions and report, I have assigned a task to perform the data analysis of the **Hiring Process Analytics**.

We have to work on the provided dataset and collect the useful insights that can help the marketing team for further campaigns. The primary focus is on optimizing workflows, enhance automation, and predicting the company's overall growth or decline. The project was designed to conduct comprehensive data analytics on the hiring process within a company, with the primary objective of gaining insights into various aspects such as gender distribution, salary analysis, departmental composition, and position tiers.

- 2. Approach :** To accomplish the project objectives, a systematic approach was followed. A dataset containing relevant information on hires, including gender, salary, department, and position, was obtained. Microsoft Excel 2022 was selected as the primary tool for data analysis due to its versatility and robust capabilities in handling tabular data. Specific techniques such as pivot tables, charts, and formulas were employed to analyze the dataset and extract meaningful insights.

- 3. Tech Stack used :** Software: Microsoft Excel 2022

Purpose: Excel was chosen for its data analysis functionalities, including pivot tables, charts, and statistical functions. It helps in visualization of the hiring data, enabling a thorough understanding of the underlying trends and patterns.

- 4. Insights:** As a beginner, it helped me to understand how the complex queries work and how to understand the business and that insights actually work. Through the data analytics process, several key insights were uncovered:

- Analysis of gender distribution provided insight.

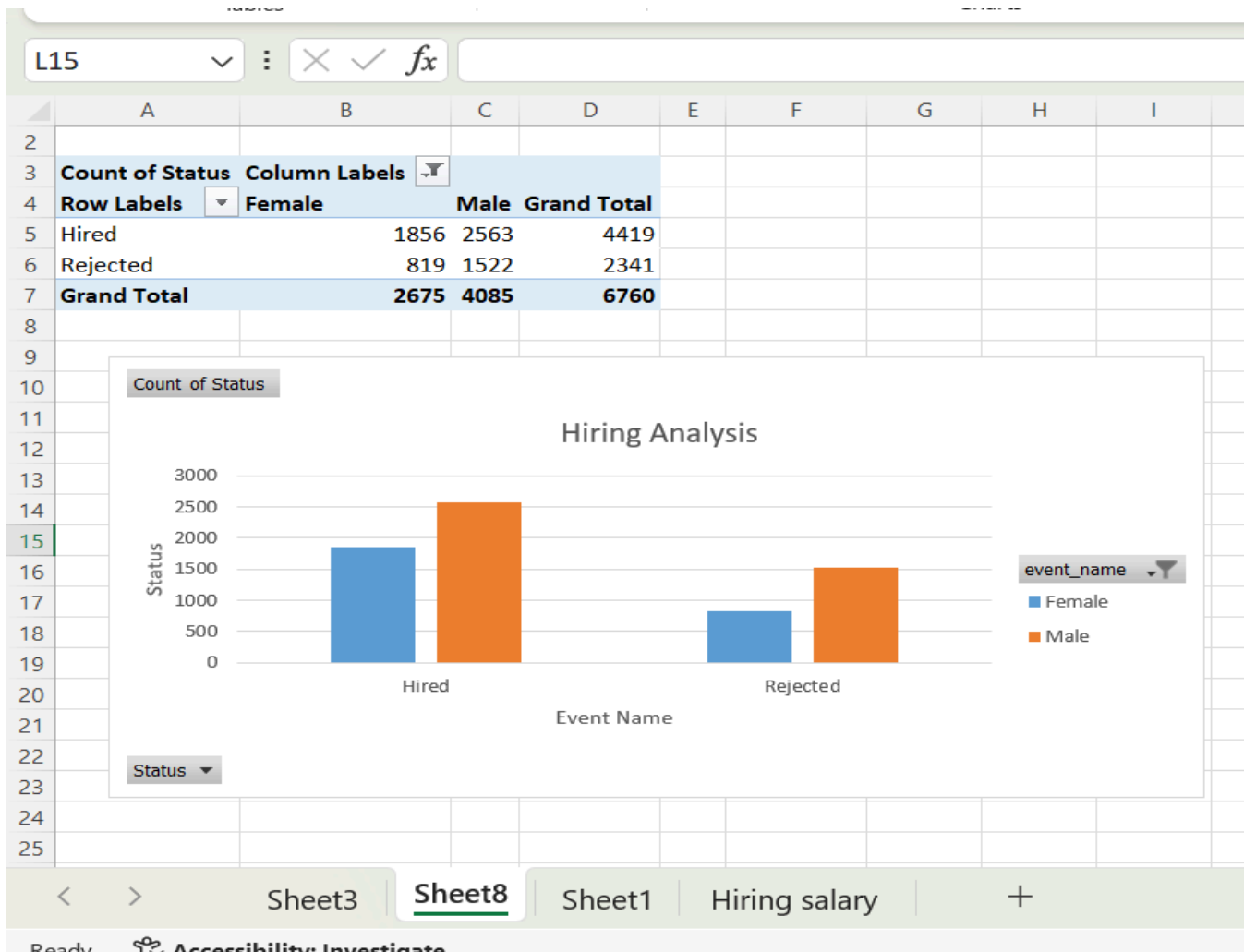
- Salary analysis revealed.
- Examination of departmental composition highlighted..
- Analysis of position tiers uncovered..

## 5. Results: Following are all the results

### A) Data Analysis Task

**A. Hiring Analysis:** The hiring process involves bringing new individuals into the organization for various roles.

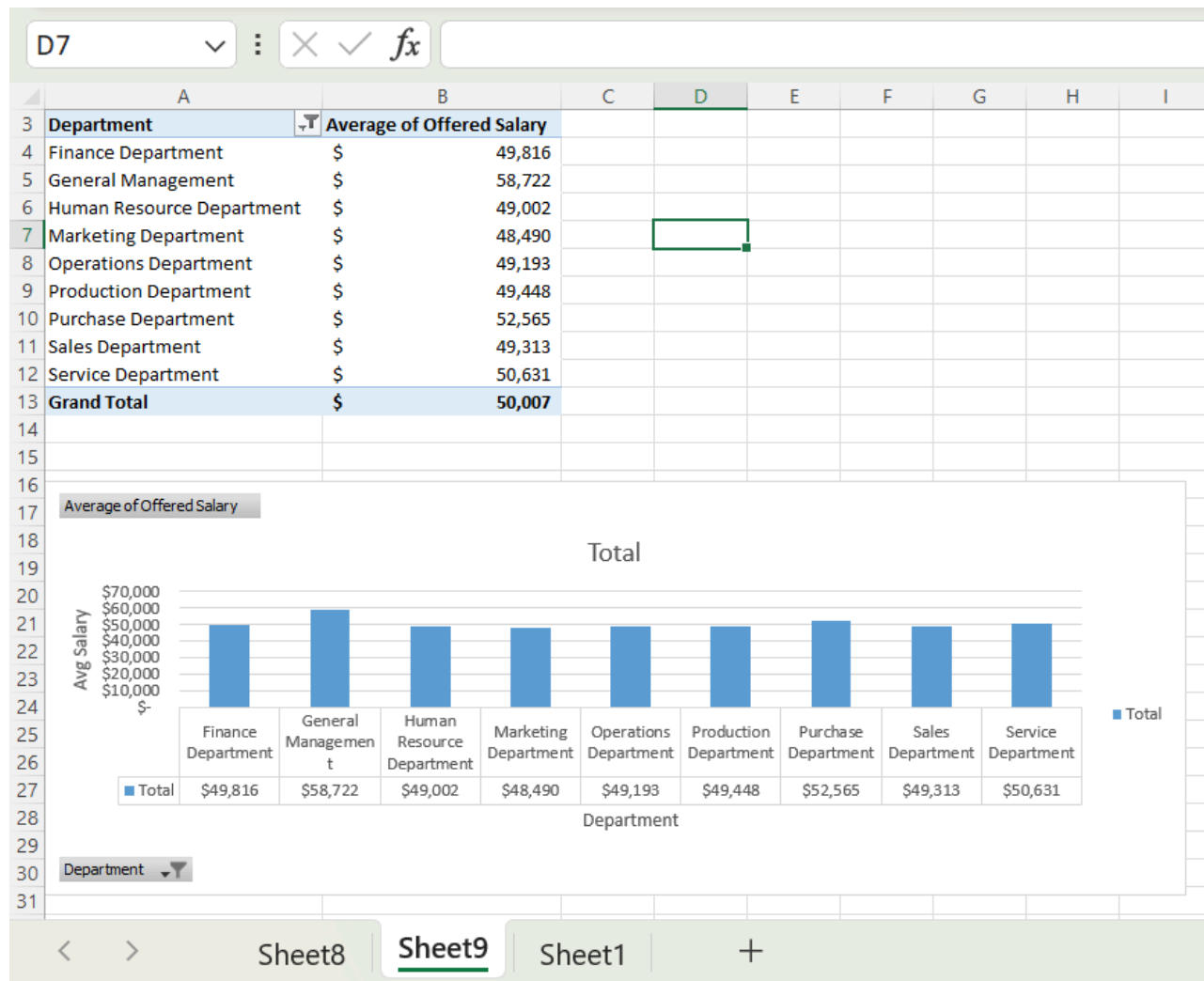
**Your Task:** Determine the gender distribution of hires. How many males and females have been hired by the company?



**Insights of the Above Pivot Table :** Company has Hired total of 4419 individuals including Males and Females. Majority of them are males as seen in the above graph.

**B. Salary Analysis:** The average salary is calculated by adding up the salaries of a group of employees and then dividing the total by the number of employees.

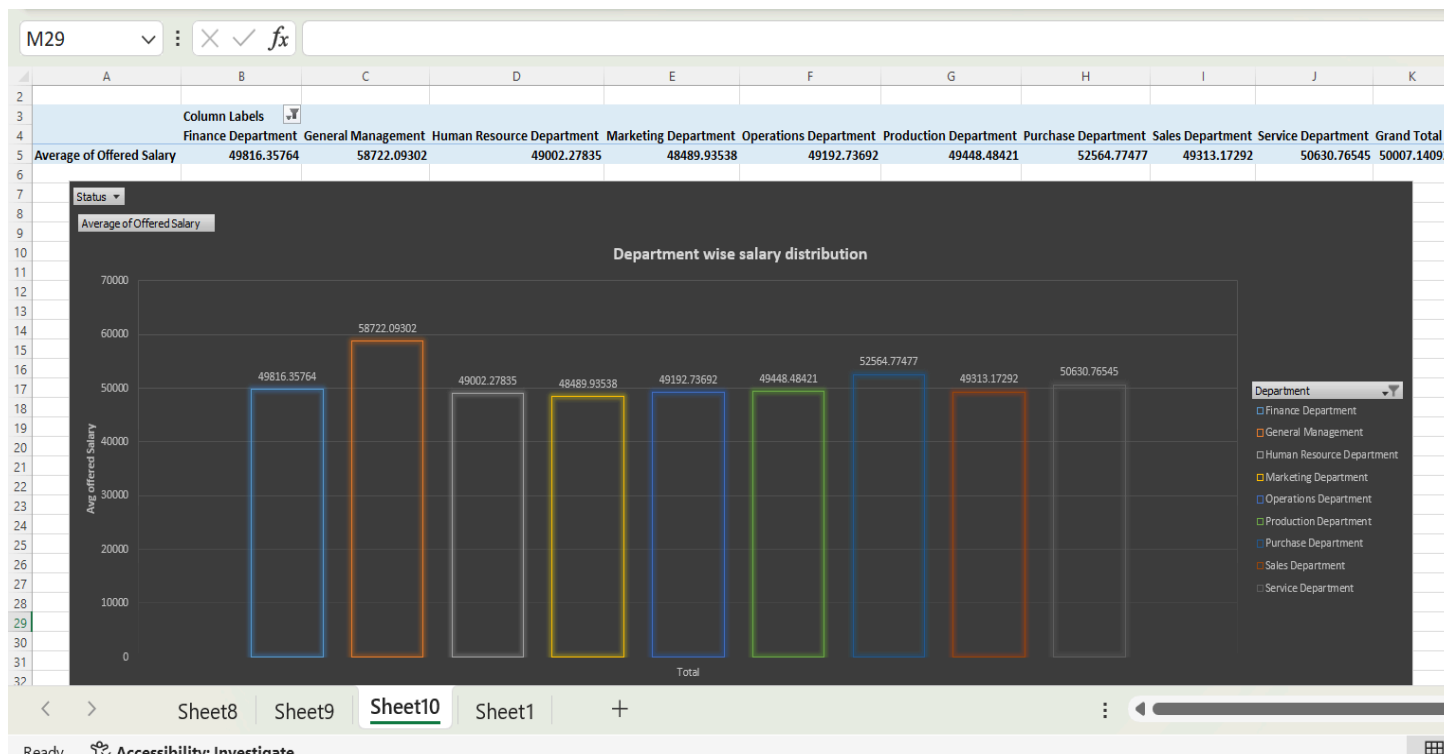
**Your Task:** What is the average salary offered by this company? Use Excel functions to calculate this.



**Insights of the above Pivot Table:** I have used the Pivot Table to Calculate the Average Salary and as per the analysis including all the department, the average salary is \$50,000 offered by the company

**C. Salary Distribution:** Class intervals represent ranges of values, in this case, salary ranges. The class interval is the difference between the upper and lower limits of a class.

**Your Task:** Create class intervals for the salaries in the company. This will help you understand the salary distribution.



**Insights of the above Pivot table:** The Salary distribution are as follows:

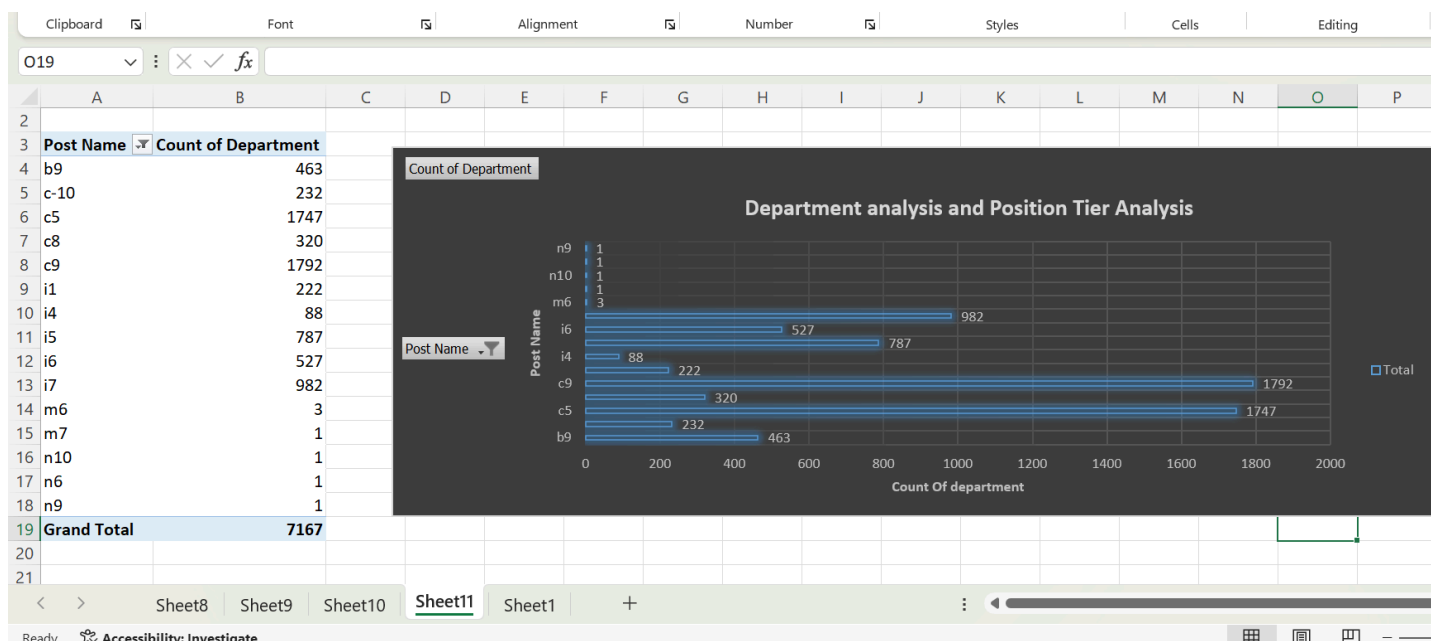
Most of the Salary is occupied by the General Management Category. Then it is occupied by the Operations Department and the Least salary is occupied by the Human Resource Department. These are the class intervals of the salaries in the company.

**D. Departmental Analysis:** Visualizing data through charts and plots is a crucial part of data analysis.

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

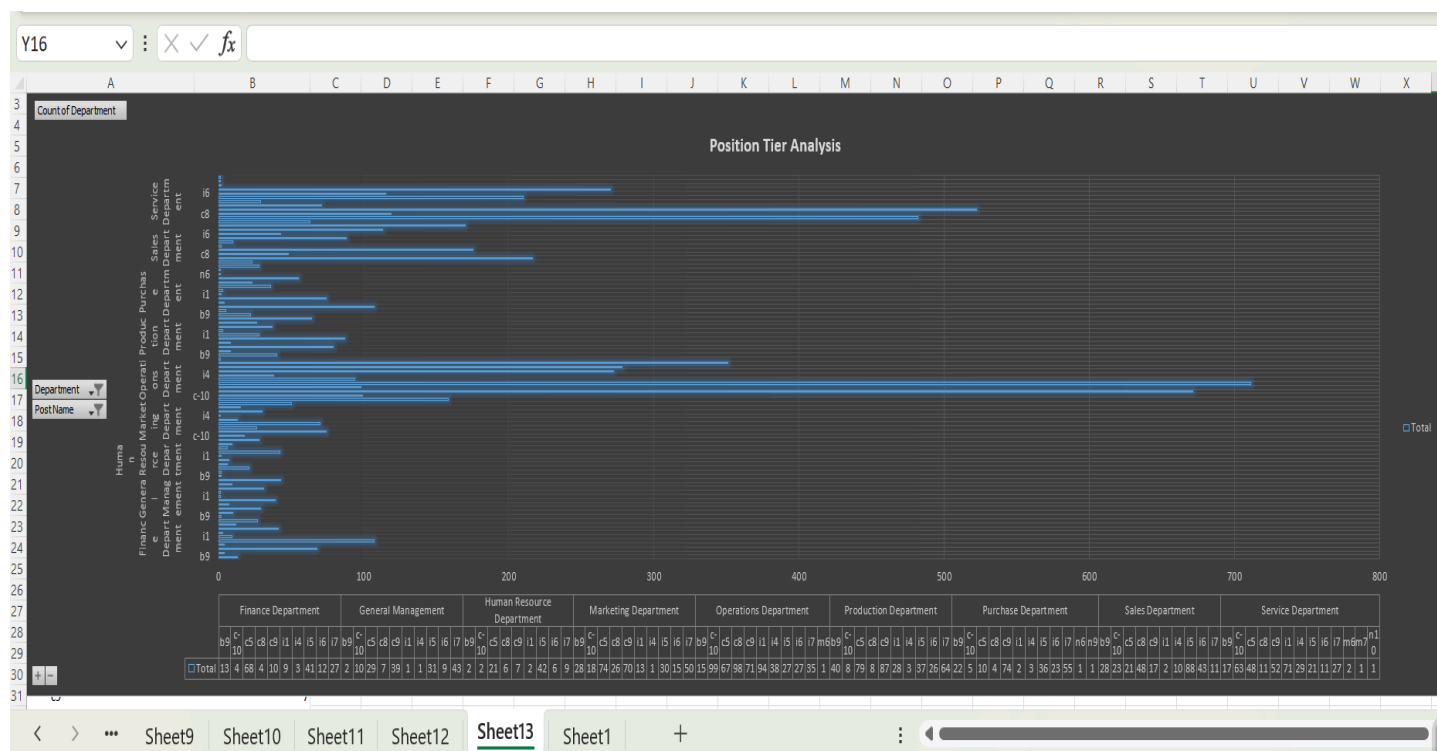
**E. Position Tier Analysis:** Different positions within a company often have different tiers or levels.

**Your Task:** Use a chart or graph to represent the different position tiers within the company. This will help you understand the distribution of positions across different tiers.



**Insights of the above Pivot table:** As per the task assigned in Department analysis, there are a total of 1767 count of individuals in different departments of the company.

And as per the task assigned by the Position Tier Analysis, the below graph stated that the Operational Department has the highest position tier occupied across different departments



This report summarizes the data analytics tasks performed on the dataset. The provided results offer insights into various aspects of the company,

including hiring patterns, salary distribution, departmental composition, and position tiers. Further analysis and results can be conducted based on these findings to inform decision-making processes within the organization.

**Drive link:**

**Summary of the project:**

The project provides significant insights into the hiring process analytics, contributing to a deeper understanding of organizational dynamics. By analyzing hiring patterns, salary distribution, and departmental composition, actionable insights were obtained to optimize recruitment strategies and drive organizational growth. This report provides a comprehensive overview of the data analytics project on the hiring process, detailing the objectives, approach, insights gained, and results achieved. The findings serve as a valuable resource for informed decision-making and strategic planning within the organization.