4: HIRING PROCESS ANALYTICS

A) Hiring Analysis:

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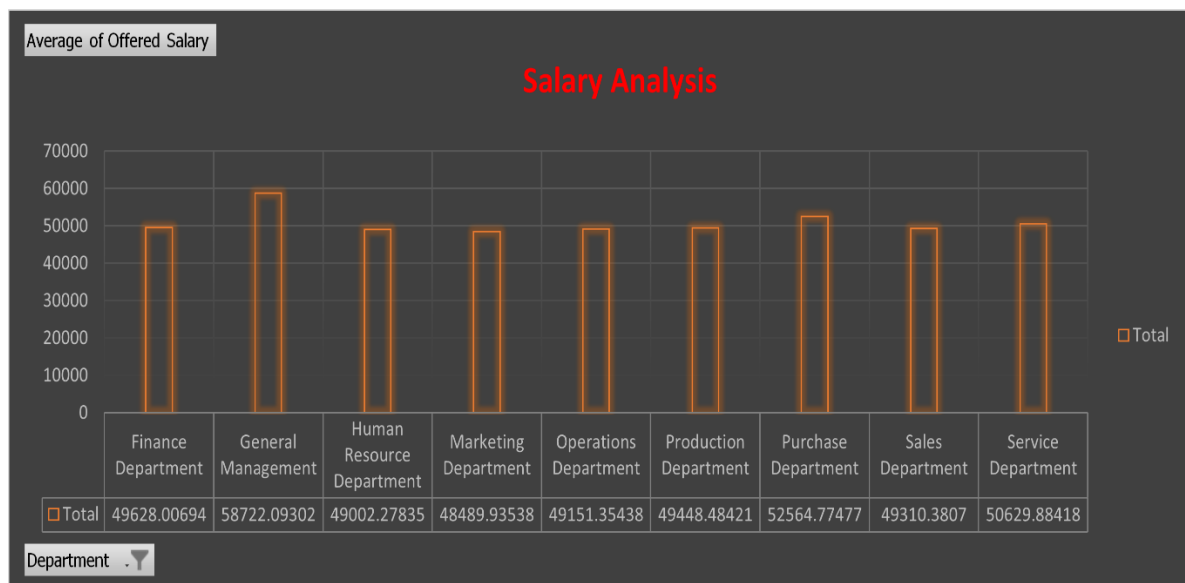
Result:

B) Salary Analysis:

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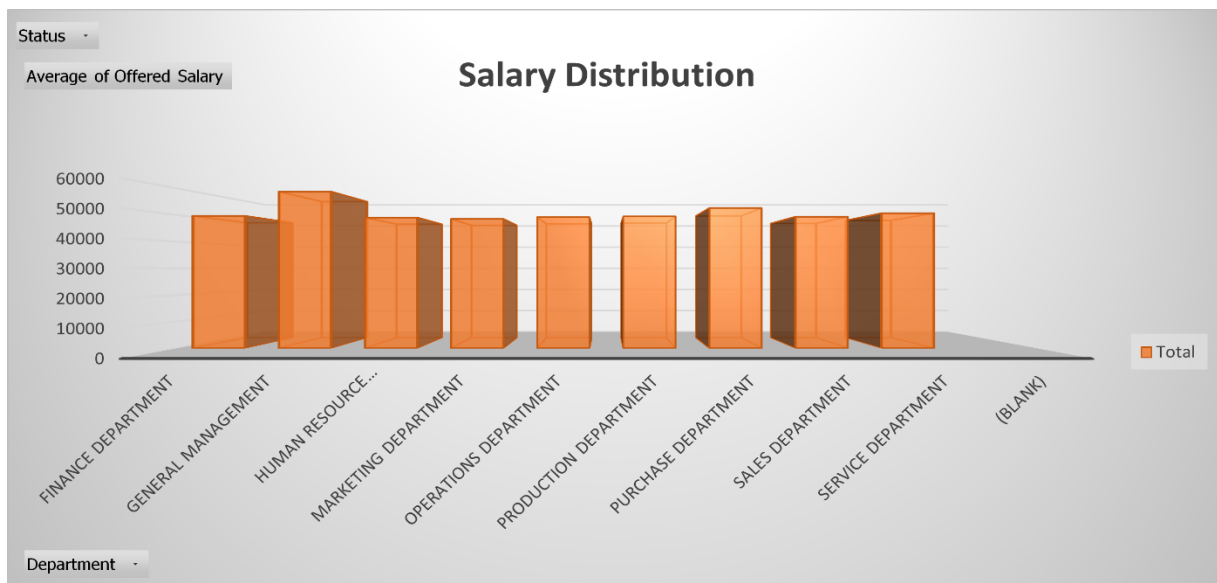
Result:

C) Salary Distribution:

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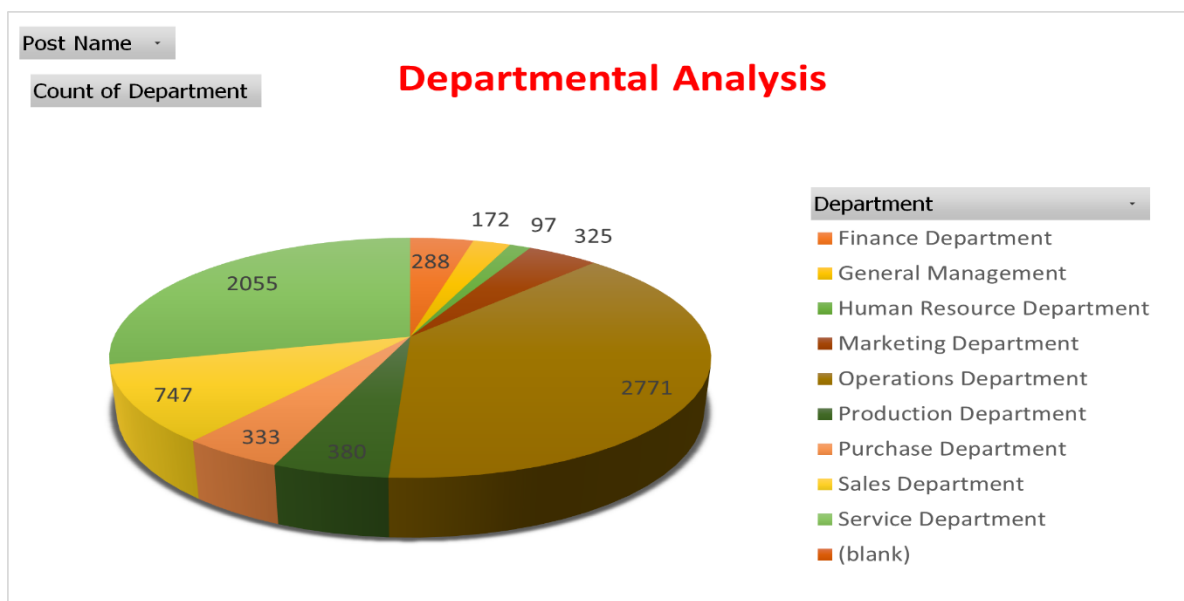
Result:

D) Departmental Analysis:

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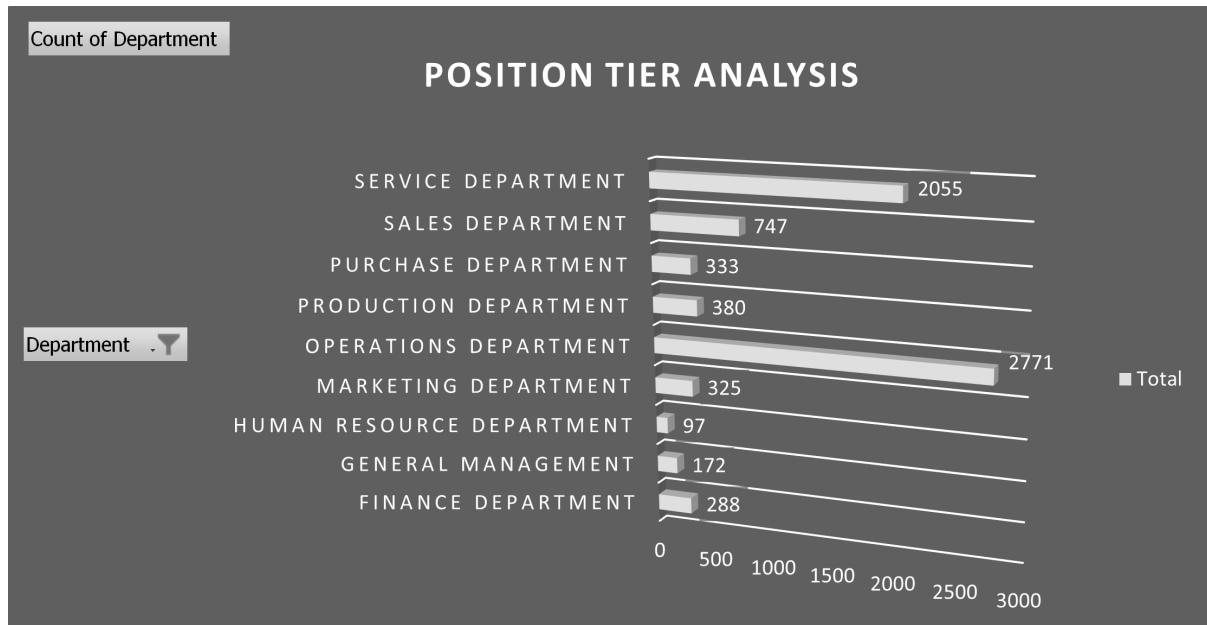
Result:

E) Position Tier Analysis:

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.

Result:

Project Discription

In this project, I analysis the hiring process of the company using Excel. It includes salary distribution, departmental strength and status levels. We achieve meaningful insights, by handling the missing data, detection of outliers and imagining the major matrix. Conclusions help to improve the variety, pay structure and workforce plan to hire.

Approach

I cleaned the dataset by handling the missing values   and outlier. Salary data was classified in class intervals, and departmental analysis was done using axis tables. Pie charts, bar graphs and charts were used for visualization. Finally, the major insight was documented, and the report generated.

Tech-Stack Used

- Microsoft Excel 2021
- Microsoft Excel (Data cleaning, analysis and visualization).
- Pivot Tables and Formulas.
- Chart and Graph (Pie Chart, Bar Graph, Histogram).

Insights

- Handling missing data: check and manage missing values   in dataset.
- Salary distribution: Square interval was made to understand salary trends.
- Departmental Analysis: Charts were used to show employee distribution in departments.
- Status level analysis: Job roles were classified in admission, middle and senior levels.
- Outlier detection & removal: Identified and handled the salary outliers affecting analysis.

Results

The analysis detected salary trend, departmental recruitment pattern and workforce distribution. The outlier detection helped to refine data accuracy. Conclusions can help improve strategies, adaptation of pay structures and ensure balanced workforce distribution. Visualization makes decision making based on data-operated insight.

Drive Link: The full Excel dataset and analysis can be accessed through the following link.
Hiring Process Analytics.