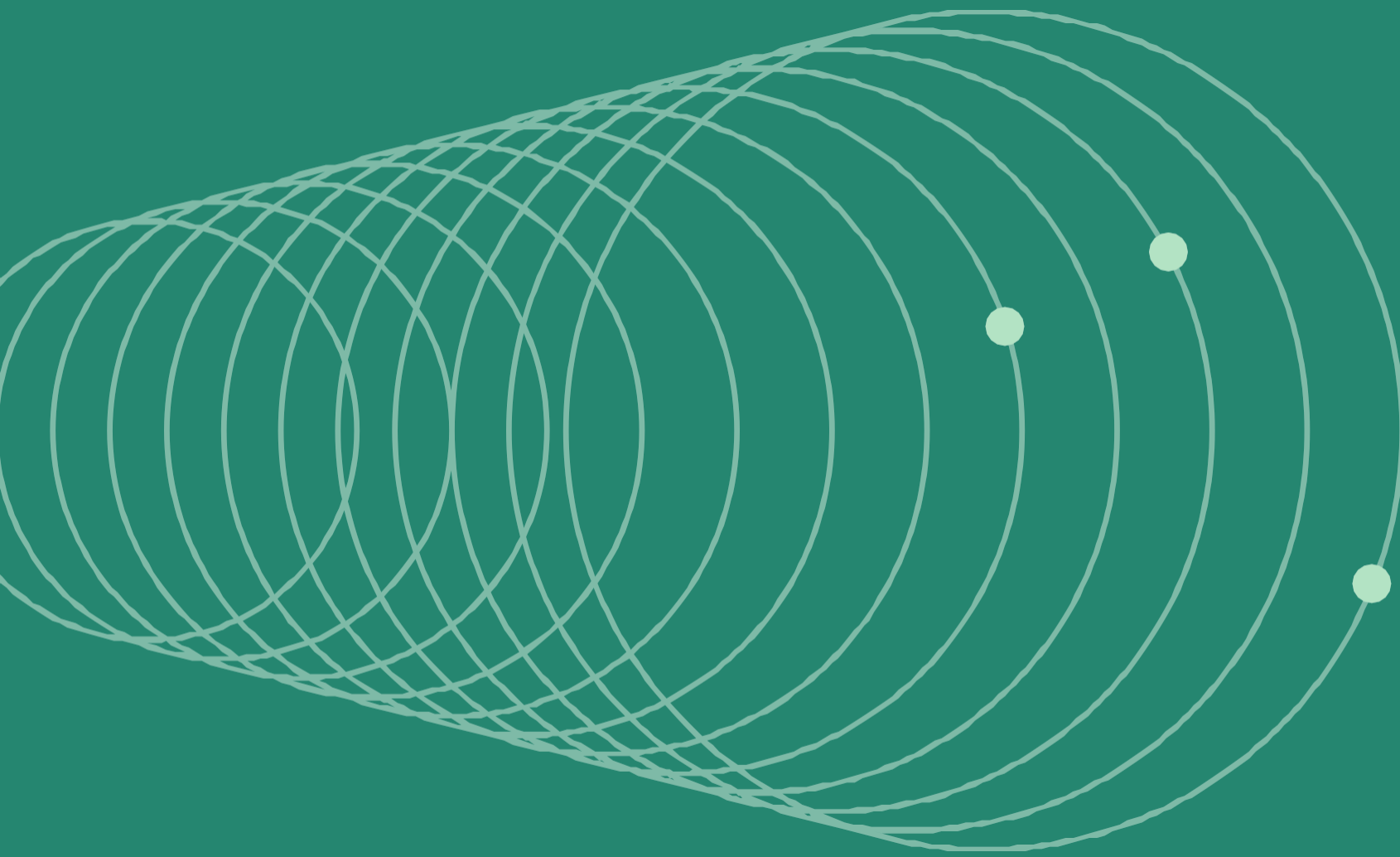


An abstract graphic on the left side of the slide, consisting of numerous overlapping, hand-drawn white lines that form a dense, organic, and somewhat chaotic shape, resembling a scribble or a stylized cloud. It is set against a solid dark teal background.

# Hiring Process Analytics

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# Project Description

This project revolves around the hiring process for a company where I was supposed to work as a Data Analyst Lead and derive trends about the process like the number of rejections, number of interviews, major departments, candidate specifications, etc. These stats are important for a company to analyze before hiring employees, thus it becomes a crucial task for a Data Analyst.



# Tech-Stack Used

In this project, the dataset was relatively smaller and the objects of the study were suitable to achieve using Microsoft Excel only. Hence, the only tool I used during the study was Microsoft Excel 2022.

Microsoft Excel 2022

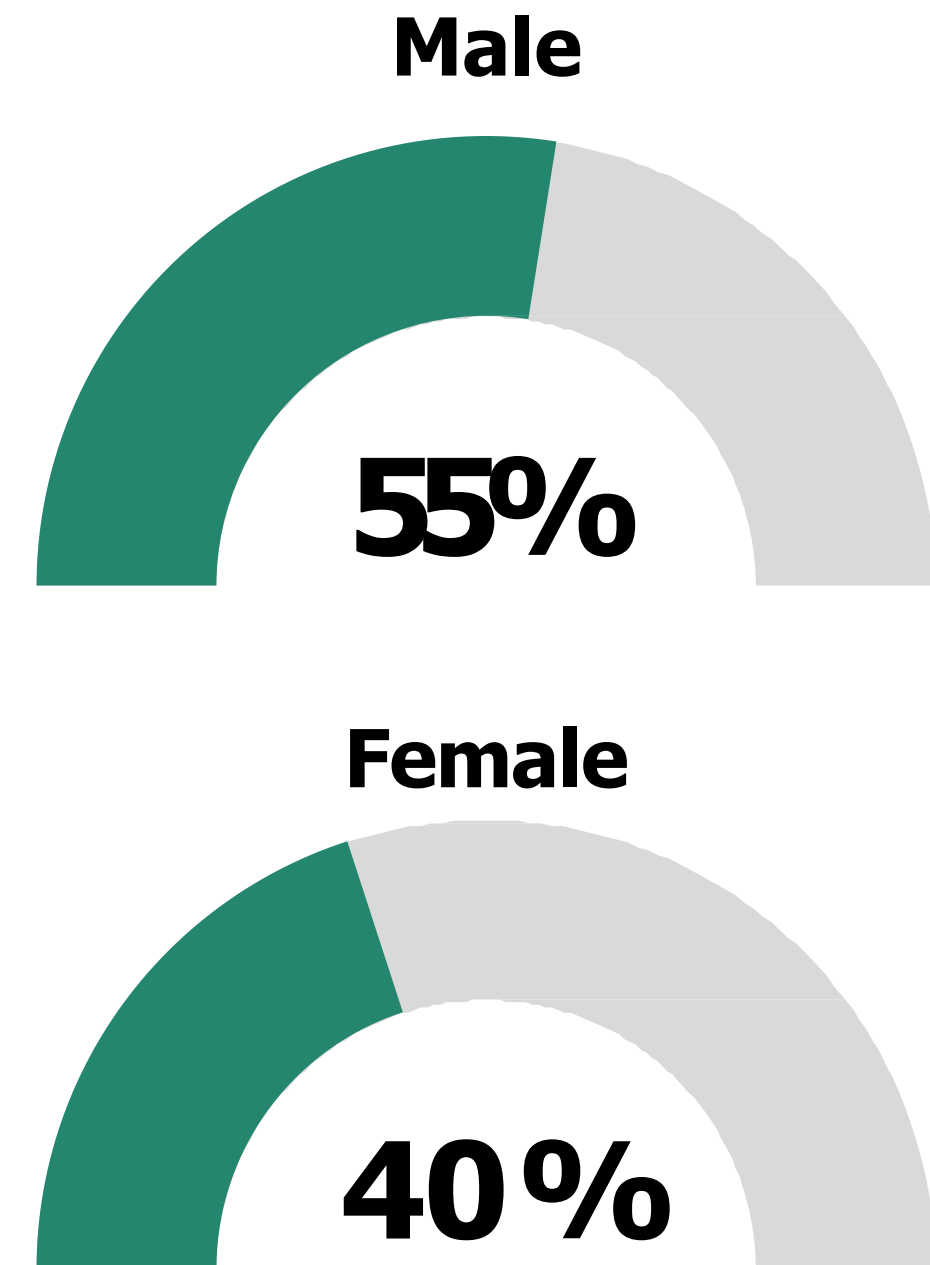
# Approach

Step 1	Step 2	Step 3	Step 4
<p>I cleaned the dataset as the first step of my analysis.</p> <p>The process included the identification and removal of blanks, duplicates, unknown values, etc. I also renamed a few columns for better understanding.</p>	<p>I explored the cleaned dataset and tried to understand the pattern and distribution of the data across various columns.</p> <p>I made a few histograms to understand the distribution</p>	<p>Here I derived the answers to the leading questions keeping the objective of the study in mind.</p> <p>I prepared pivot tables and other calculated fields to solve the case study questions</p>	<p>Then I created charts and graphs to analyze the dataset</p> <p>Finally, I devised insights and measured results to communicate the findings with the team</p>

# Hiring Statistics

## A. How many males and females are hired?

Out of the total 7168 candidates who applied, 4697 were hired, out of which 55% were male candidates, 40% were females and the remaining 5% were of other categories. The majority of male, as well as female candidates, applied for jobs in the Operations Department.



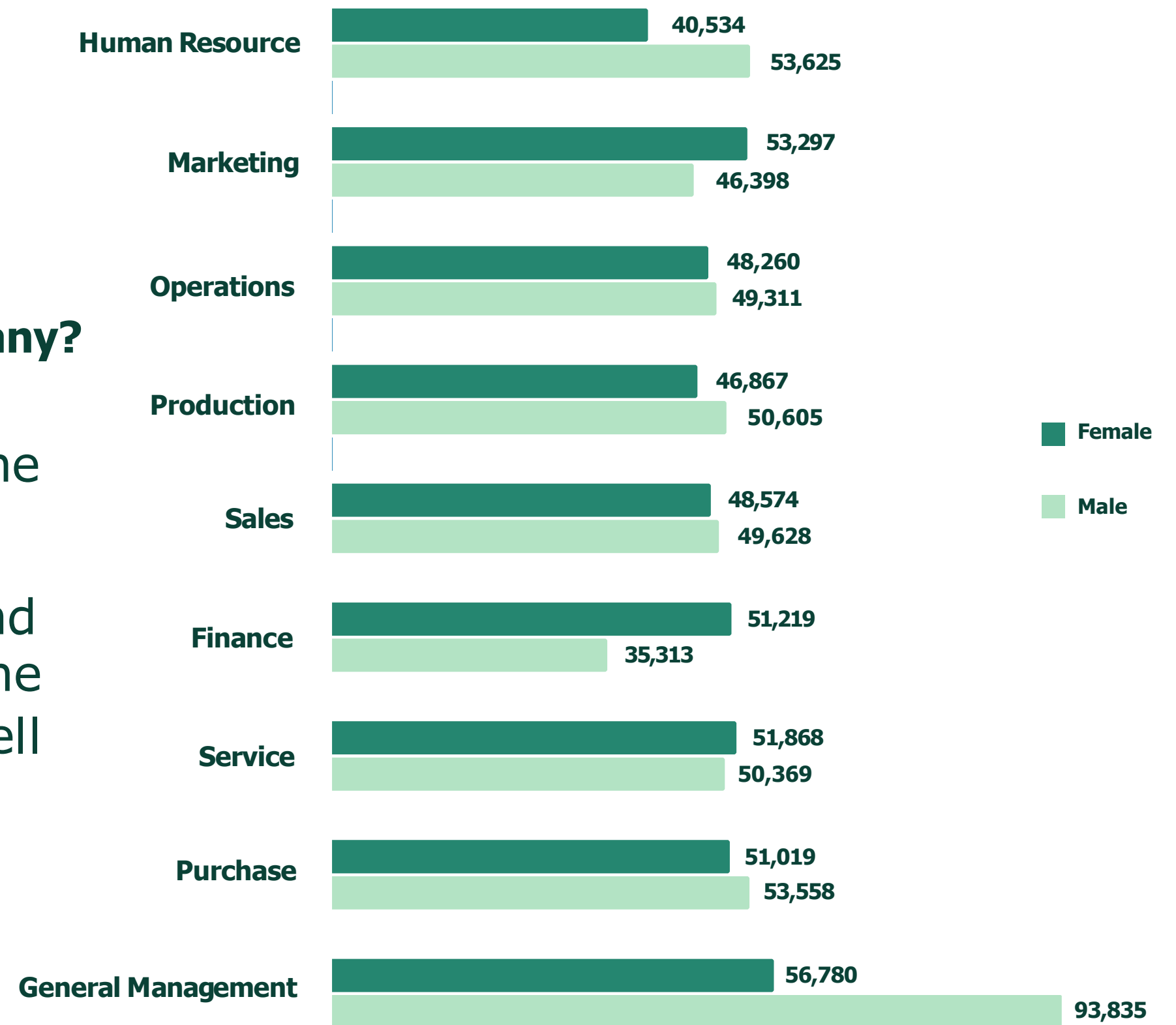
\*other category accounts for 5%

# Average Salary Statistics

## B. What is the average salary offered in the company?

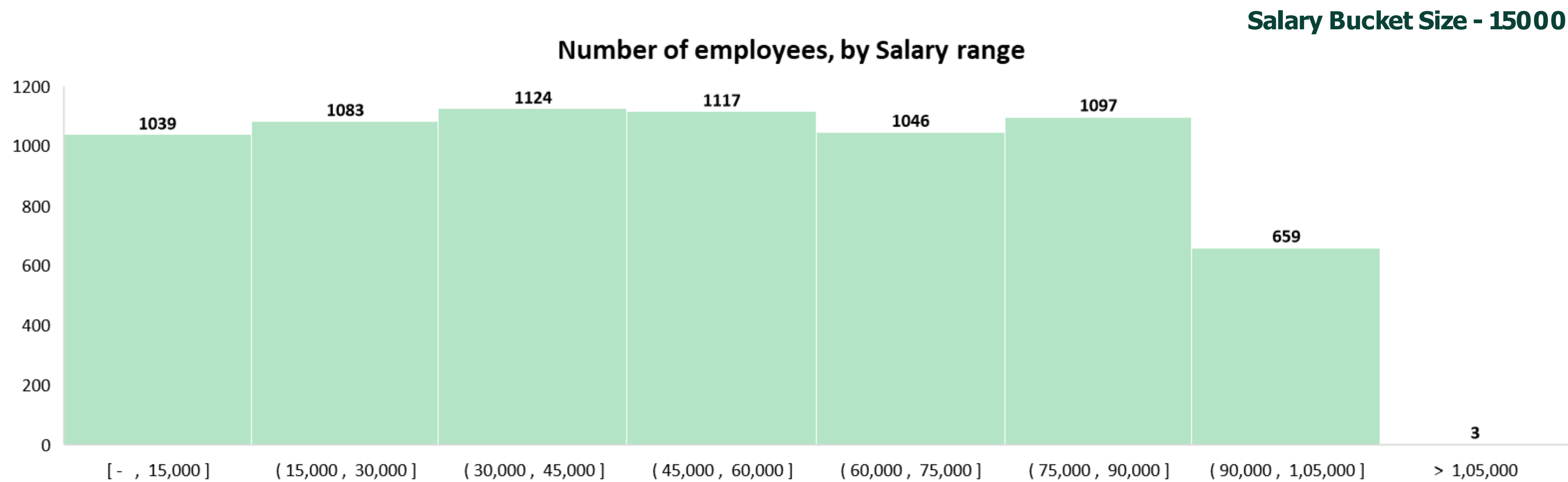
-Average Salary being offered in the company is 49,996.

- Further drilling down on departments and Gender, General Management has the highest average salaries among Male as well as Female candidates.



# Salary Buckets

C. Count the number of employees applied, by Salary range.



Insights: The highest number of employees have salary ranging from 30000 - 45000, followed by the 45000-60000 bucket.

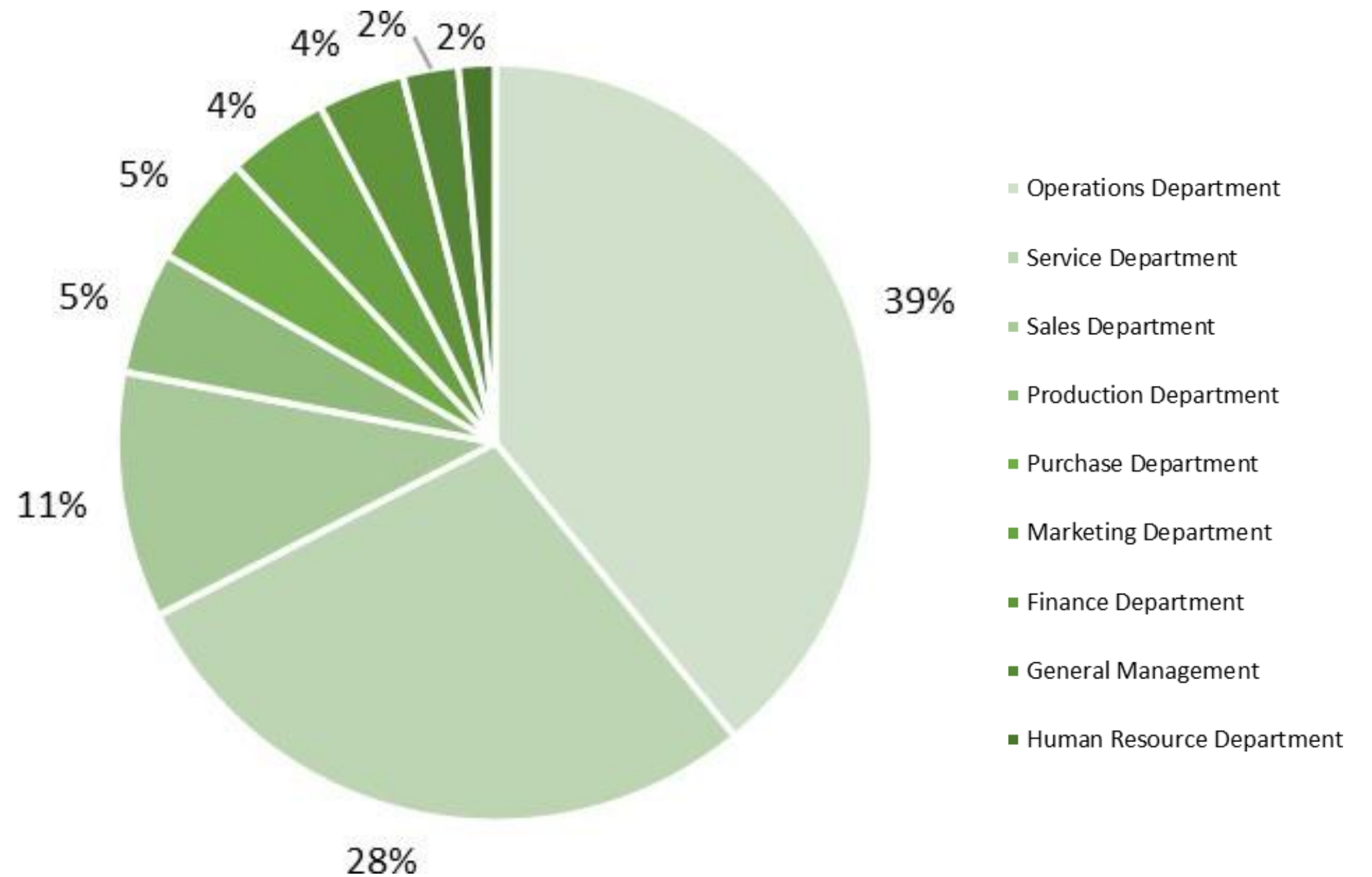


# Department Statistics

## D. Calculate the proportion of people working in different departments

-The highest number of employees were hired to work in the Operations department (1843)

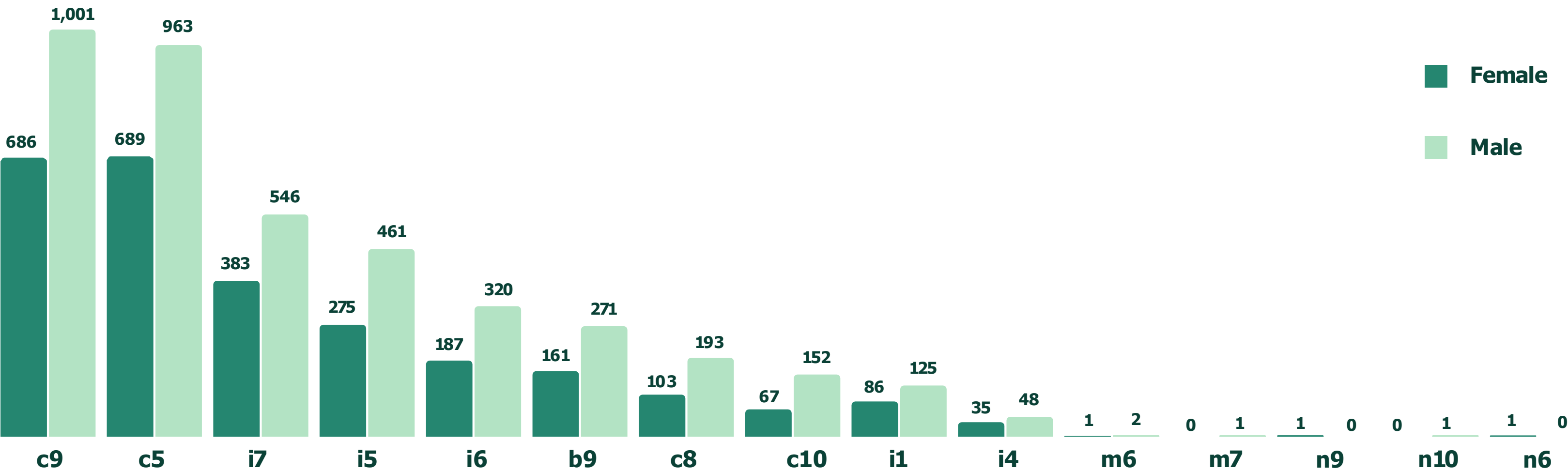
-The lowest number of employees were hired to work in the HR department (70)



# Post Statistics

## C. Count the number of employees applied, by post

\*Only Male and Female candidates are considered



Insights: The highest number of employees applied for c9 post and most of them were male candidates

# Insights



## Gender Statistics

Male candidates accounted for the maximum share in the total applications received



## Average Salaries

General Management had the highest average salary as compared to other departments, being more than even the overall average salary



## Salary Statistics

A majority of candidates had their salary in the 30-40k bucket. This data could be used to make future salary offers to the new employees



## Department Statistics

Operations Department had the highest number of employees working. Opportunities could be drawn from HR department as it had the least number of working employees

# Results

01

Most importantly, department and gender analysis were drawn which could help the hiring team take decisions based on the findings

02

The highest application approval rate was in the Human Resources Department and lowest was in Finance Department

03

I found some very crucial insights about the hiring process function of the company

04

Towards the end of the case study, I learned how a data analyst can add value to such a manual task as hiring employees

# Thank you!



<https://drive.google.com/drive/folders/1tk6jKHpyzKUfn86blXt3xBbRyn-oVZol>

