**Project 4**

**Hiring Process Analytics**

**(By Richard)**

Project description:

My job as a data analyst at a large corporation like Google is looking at historical hiring data to find trends that could improve the hiring procedure. I'll concentrate on issues like rejection rates, interview patterns, job categories, and job vacancies to provide insightful information for the HR department's advancements. The dataset contains records of previous hires.

Approach:

Using the data analysis tool kit in Excel, I performed exploratory data analysis. Descriptive statistics for salary offers had to be calculated, missing values had to be found, and outliers had to be found using quartile functions. I utilised Excel algorithms and visualisations to extract additional insights from the data after removing outliers.

Tech Stack Used:

Excel - The tool's main functions are to visually convey the results and improve our understanding of the result set.

Ms Word

Data Analytics Task:

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

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

|  |  |
| --- | --- |
| **Males vs Females (Hired)** | **Event name** |
| 2563 | Male |
| 1856 | Female |

**Insight:**

**2563 males were hired and 1856 females were hired**

**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.

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

|  |
| --- |
| **Average Salary** |
| 99952.11189 |

**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.

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

|  |  |
| --- | --- |
| **Salary Interval** | **Number** |
| 0 - 10000 | 679 |
| 10000 - 20000 | 732 |
| 20000 - 30000 | 711 |
| 30000 - 40000 | 709 |
| 40000 - 50000 | 781 |
| 50000 - 60000 | 751 |
| 60000 - 70000 | 698 |
| 70000 - 80000 | 734 |
| 80000 - 90000 | 711 |
| 90000 - 100000 | 659 |

**Insight:**

The salary interval which was offered the most was between 40000-50000

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

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

|  |  |
| --- | --- |
| **Department** | **Count of Department** |
| Finance Department | 288 |
| General Management | 172 |
| Human Resource Department | 97 |
| Marketing Department | 325 |
| Operations Department | 2771 |
| Production Department | 380 |
| Purchase Department | 333 |
| Sales Department | 747 |
| Service Department | 2055 |

**Insight:**

Highest number of people were hired in Operations department and the lowest is in Human Resource Department

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

**My 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.

|  |  |
| --- | --- |
| **Post name** | **Number** |
| b9 | 463 |
| c-10 | 232 |
| c5 | 1747 |
| c8 | 320 |
| c9 | 1792 |
| i1 | 222 |
| i4 | 88 |
| i5 | 787 |
| i6 | 527 |
| i7 | 982 |

**Insight:**

Highest number of employees are in c9 tier

There are a total of 15 tiers

Result:

My understanding of exploratory data analysis, improvement of my Excel skills, and understanding of the analyses required for the company's hiring process were all made possible by this project.

