Hiring Analysis

Shivaani Dushyanth

Software Used- Microsoft Excel

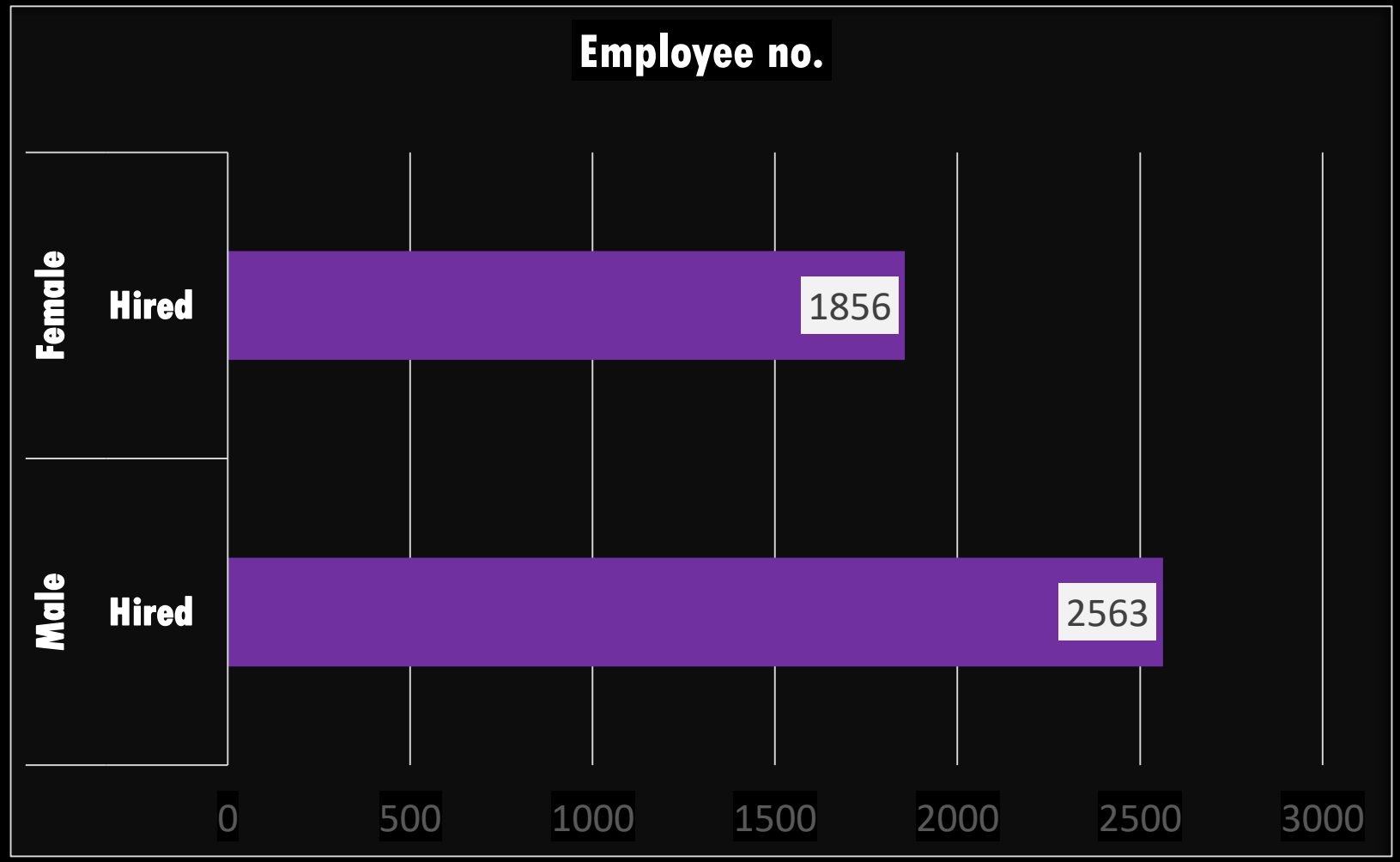
Power Point

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

Event_name	Status	Employee no.
Male	Hired	2563
Female	Hired	1856

Use countifs function with range 1 as Even_name with criteria="Male"
And range 2 as Status with criteria="Hired"

Similarly, range 1 as event_name and criteria="Female" and range 2 as status and criteria="Hired"


Employee no.
Female
Hired
1856
Male
Hired
2563
0
500
1000
1500
2000
2500
3000

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.

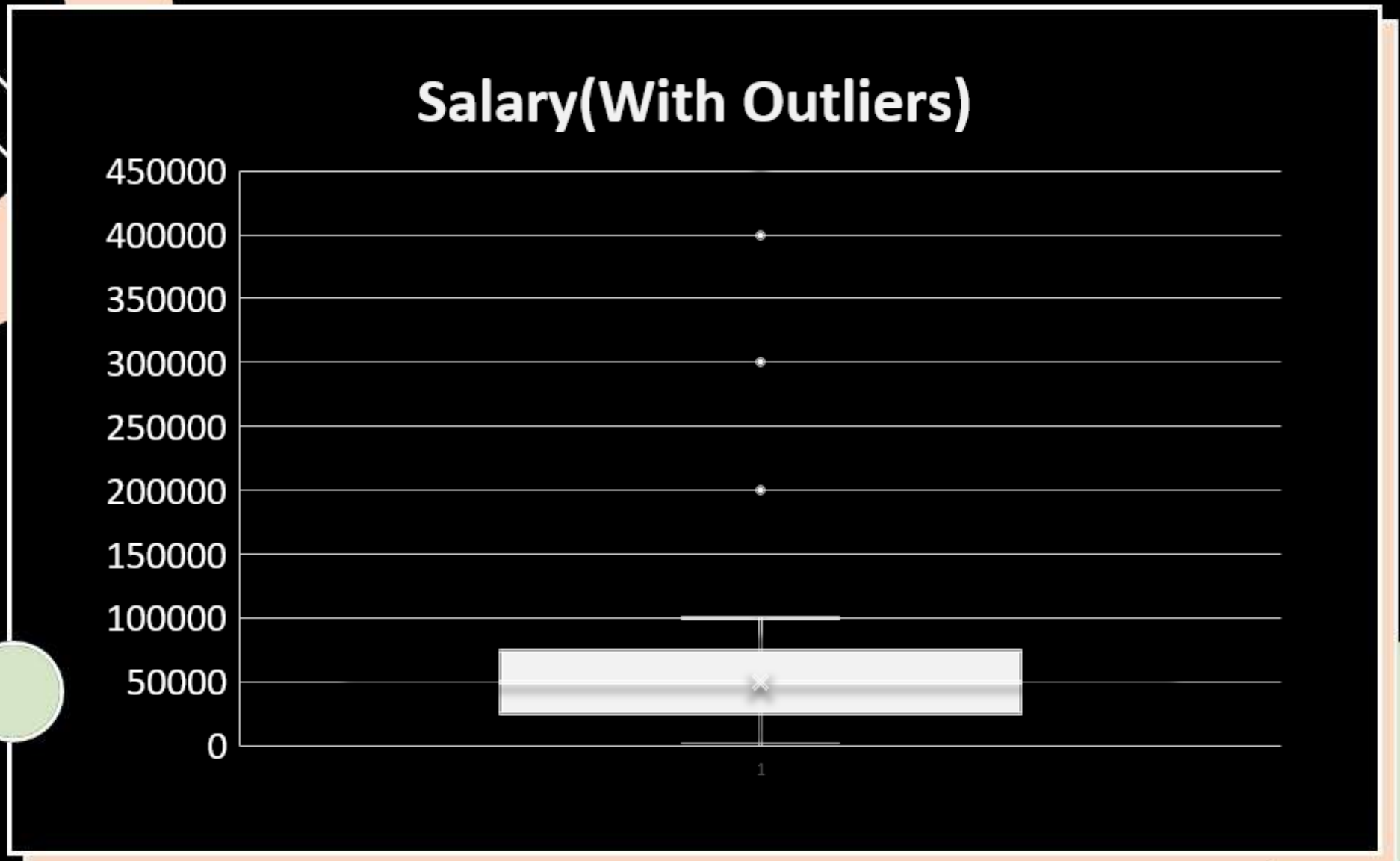
Average Salary
49983.02902

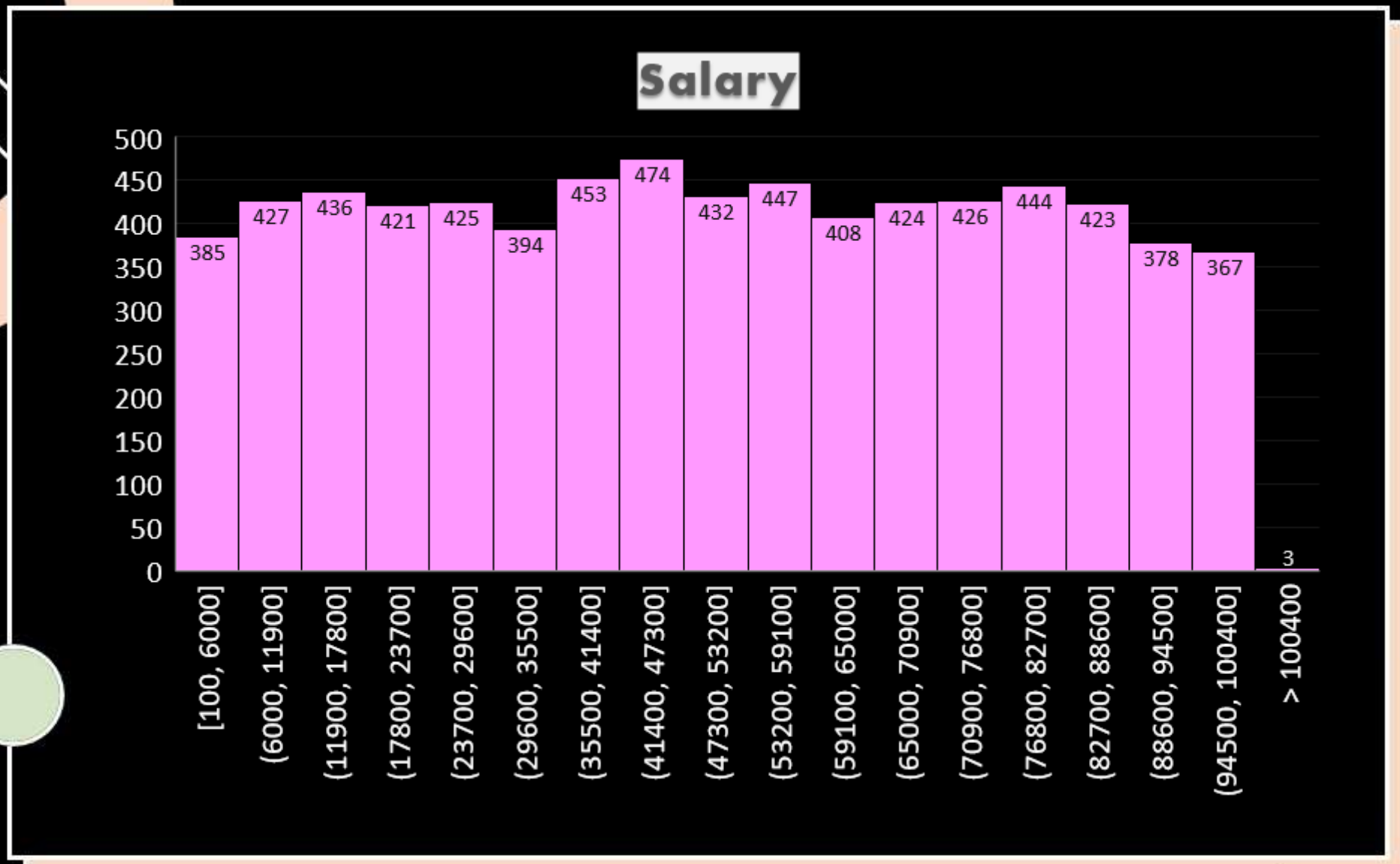
Use the formula Sum(range of salary)/count(range of salary)
Or use the AVG(range of salary)

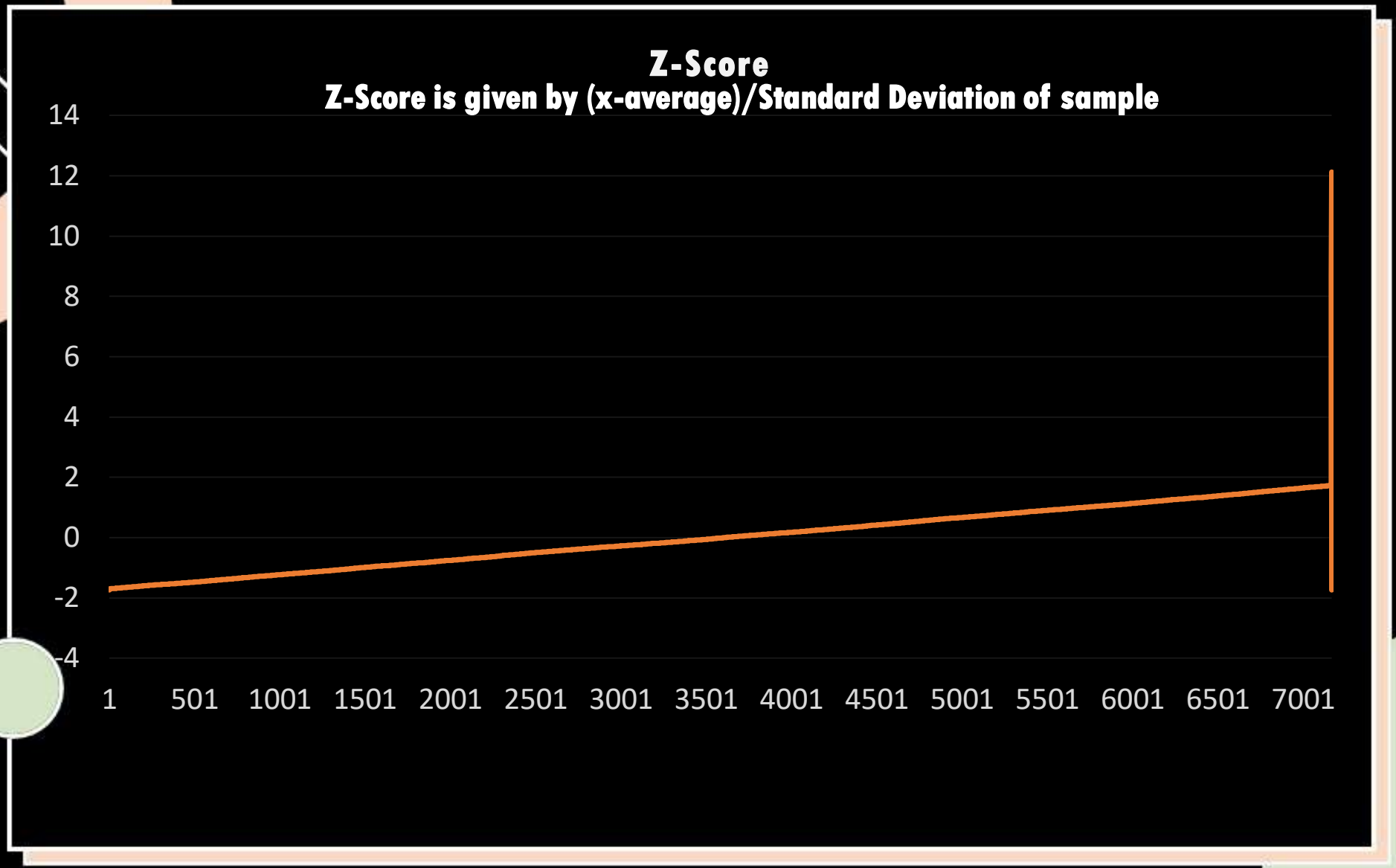
Median of salary range=49625 Rs
Mode of salary range =20666 Rs
Standard Deviation of salary = 28854.1769 Rs

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.

Class interval is given as 5900
Number of classes are 18
The outliers are 2,00,000 and 3,00,000 and 4,00,000 which are first removed by using Box plot method
Then the histogram is made after ordering the salary in ascending order
Z-Score is how much a points deviates from the standard dev


Salary(With Outliers)
450000
400000
350000
300000
250000
200000
150000
100000
50000
0
1


Salary
500
450
400
350
300
250
200
150
100
50
0
385
427
436
421
425
394
453
474
432
447
408
424
426
444
423
378
367
3
[100, 6000]
(6000, 11900]
(11900, 17800]
(17800, 23700]
(23700, 29600]
(29600, 35500]
(35500, 41400]
(41400, 47300]
(47300, 53200]
(53200, 59100]
(59100, 65000]
(65000, 70900]
(70900, 76800]
(76800, 82700]
(82700, 88600]
(88600, 94500]
(94500, 100400]
> 100400


Z-Score
Z-Score is given by (x-average)/Standard Deviation of sample
14
12
10
8
6
4
2
0
-2
-4
1
501
1001
1501
2001
2501
3001
3501
4001
4501
5001
5501
6001
6501
7001

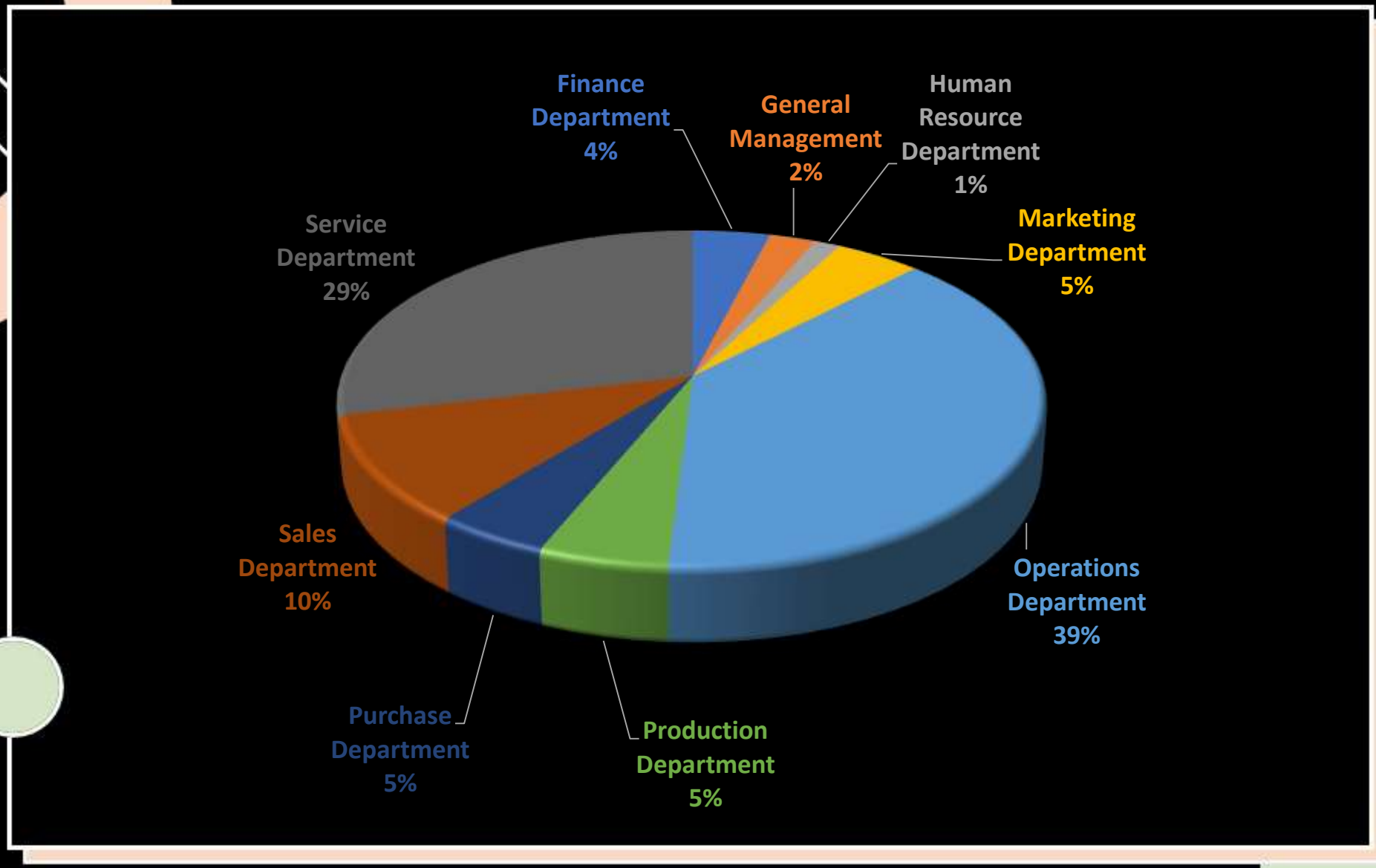
D. Departmental Analysis: Visualizing data through charts and plots is a crucial part of data analysis.

Finance Department	**288**
Hired	176
Rejected	112
General Management	**172**
Hired	113
Rejected	59
Human Resource Department	**97**
Hired	70
Rejected	27
Marketing Department	**325**
Hired	202
Rejected	123
Operations Department	**2771**
Hired	1843
Rejected	928
Production Department	**380**
Hired	246
Rejected	134
Purchase Department	**333**
Hired	230
Rejected	103
Sales Department	**747**
Hired	485
Rejected	262
Service Department	**2055**
Hired	1332
Rejected	723

Use a PivotTable and choose Departments,Status and Count Application_ID.

Now this will group departments with number of employers working under them under the status of hired and retired

The pie chart states that most employees around 40% work in Operations Department


Finance Department 4%
General Management 2%
Human Resource Department 1%
Marketing Department 5%
Service Department 29%
Sales Department 10%
Operations Department 39%
Purchase Department 5%
Production Department 5%

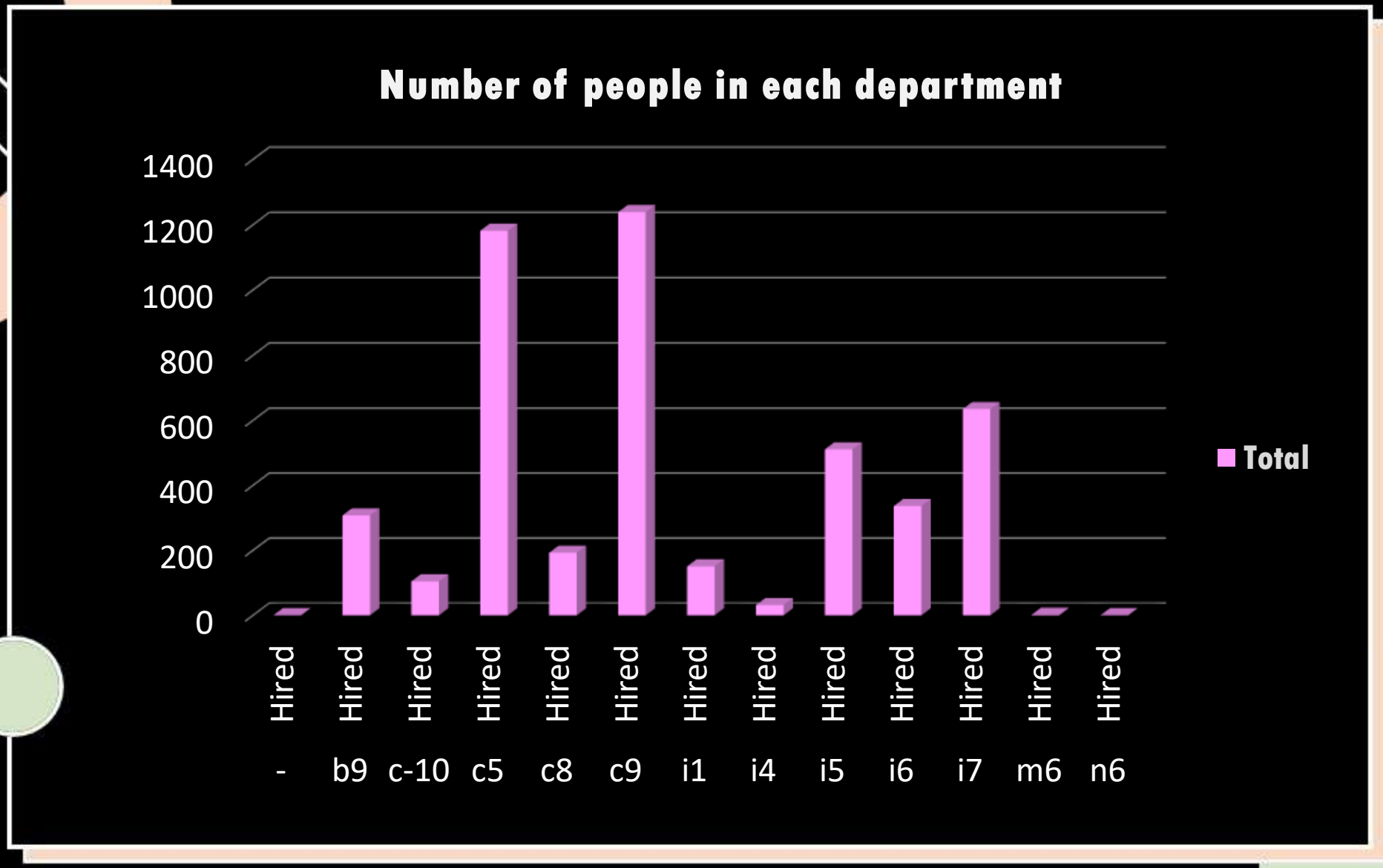
E. Position Tier Analysis: Different positions within a company often have different tiers or levels.

Row Labels	Count of application_id
-	1
Hired	1
b9	308
Hired	308
c-10	105
Hired	105
c5	1182
Hired	1182
c8	193
Hired	193
c9	1239
Hired	1239
i1	151
Hired	151
i4	32
Hired	32
i5	511
Hired	511
l6	337
Hired	337
i7	635
Hired	635
m6	2
Hired	2
n6	1
Hired	1
Grand Total	4697

Use PivotTable and choose PostName,Application_Id and Status

This will filter all the candidates that have been hired for a specific post

From the piechart, most candidates about 26% of the total hire were opted for m6 department.


Number of people in each department
1400
1200
1000
800
600
400
200
0
Hired
Hired
Hired
Hired
Hired
Hired
Hired
Hired
Hired
Hired
Hired
Hired
Hired
-
b9
c-10
c5
c8
c9
i1
i4
i5
i6
i7
m6
n6
Total

TOTAL HIRED CANDIDATES