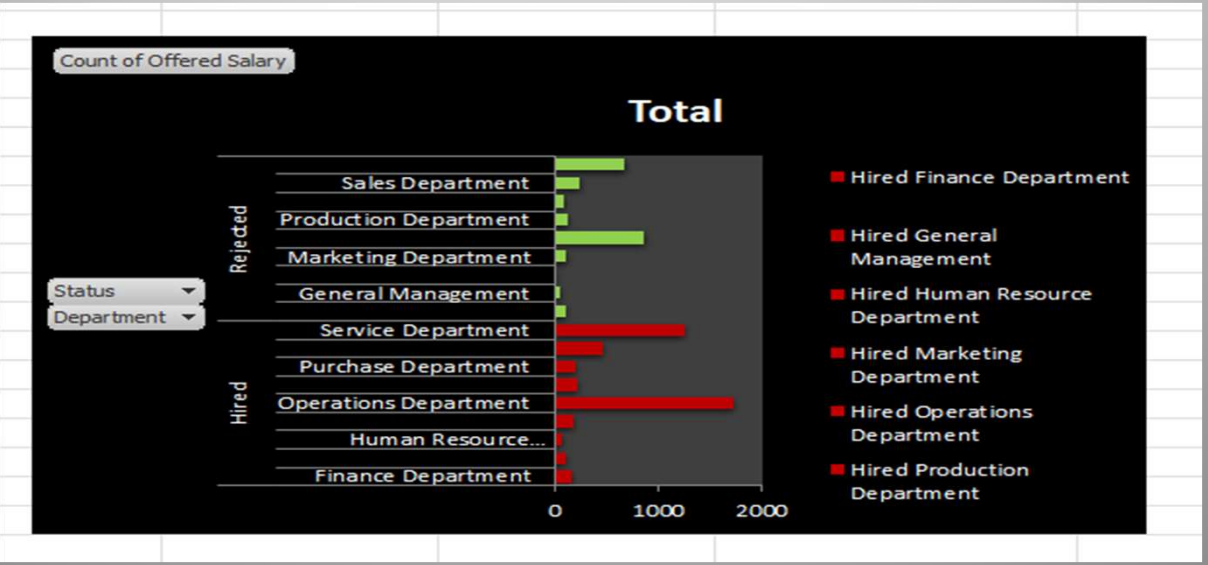
# Hiring Process Analytics

**Showing some EDA**:-

1) **Understanding data columns and data** – There are Only two columns have numeric value that is Offered salary, Application Id and others columns have categorical value like this Status, Event_Name , Department, Post_Name. Some columns have missing values & some outliers in the dataset.
2) **Checking for missing data**:- we find missing data in Event_Name column some rows are filled with (- )& (Don't to say).After I find missing data than I remove that rows which have those type of value.
3) **Clubbing columns with multiple categories**:- We create a graph for showing the clubbing .



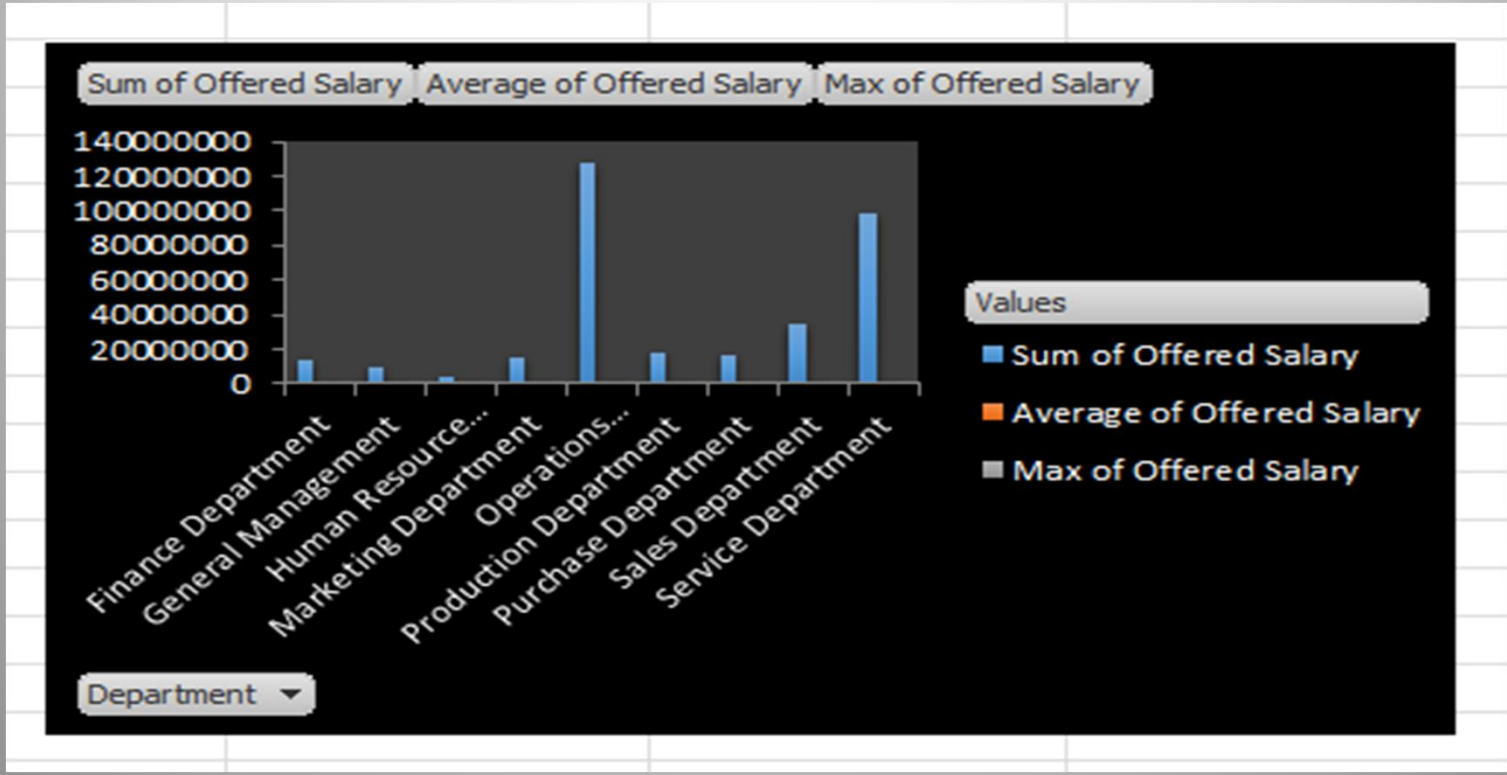
**4) Checking for outliers**:- I used the formula that given below:

| First Quartile | Third Quartile | IQR | Upper Value | Lower Value |
|---|---|---|---|---|
| 25407 | 74179.5 | 48772.5 | 147338.25 | -47751.75 |

**5) Removing outliers**:- After removing outliers

| G | H |
|---|---|
| ered Salary | Outliers |
| 56553 | FALSE |
| 22075 | FALSE |
| 70069 | FALSE |
| 3207 | FALSE |
| 29668 | FALSE |
| 85914 | FALSE |
| 69904 | FALSE |
| 11758 | FALSE |
| 15156 | FALSE |
| 49515 | FALSE |
| 26990 | FALSE |
| 86787 | FALSE |
| 2308 | FALSE |
| 56688 | FALSE |
| 15134 | FALSE |
| 73579 | FALSE |
| 50351 | FALSE |
| 38462 | FALSE |
| 52554 | FALSE |
| 3423 | FALSE |
| 88744 | FALSE |
| 70979 | FALSE |
| 99574 | FALSE |

6) **Drawing data summary**:- Here I Represent the average offered salary ,Sum of offered salary, Max of offered Salary with department wise.

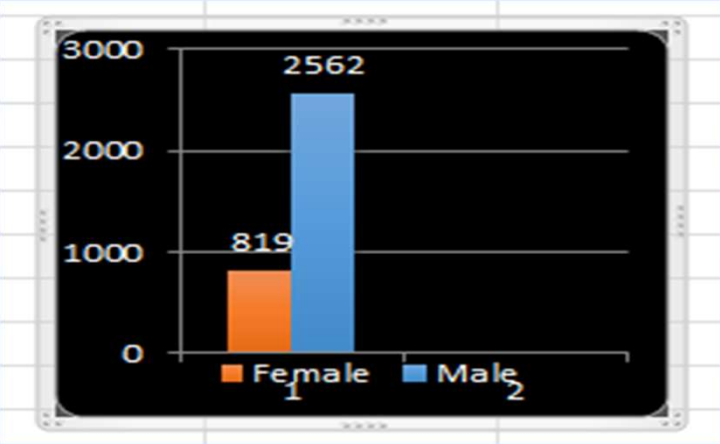



# That’s all about the EDA process

**A)** **Hiring** :- Process of intaking of people into an organization for different kind of positions.

**Your Task**:- How many males and females are hired.

| | |
|---|---|
| Male | 2562 |
| Female | 819 |



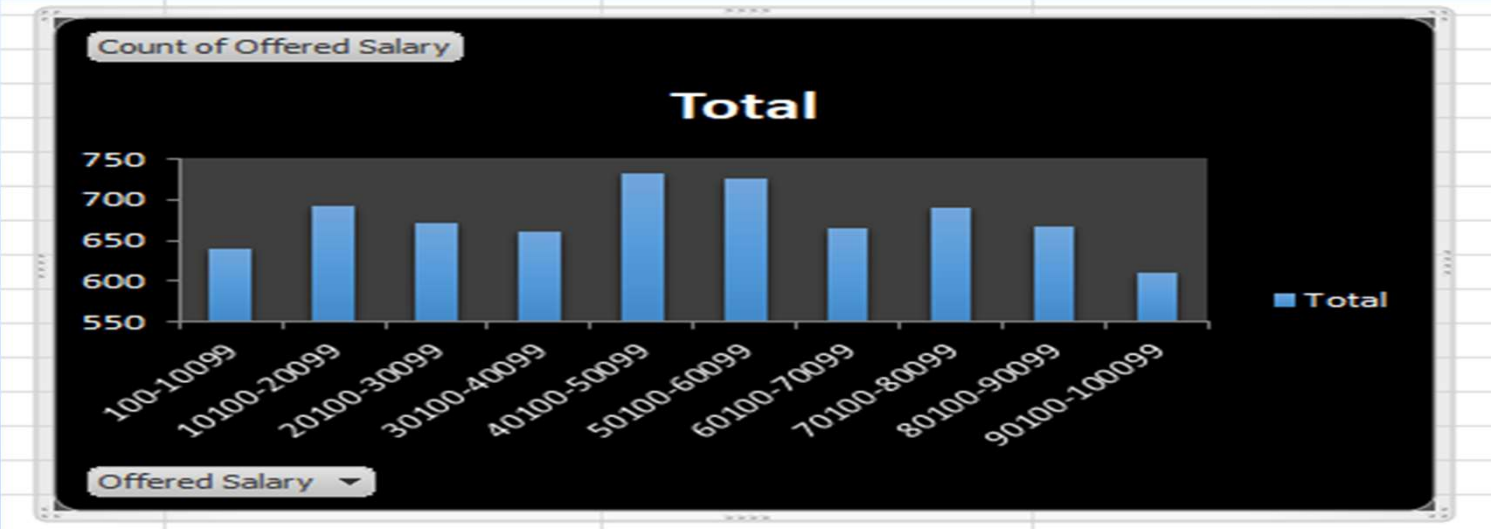

B) **Average Salary**:-Adding all the salaries for a select group of employees and then dividing the sum by the number of employees in the group.

**Your Task**:- What is the average salary offered in this company?

| | |
|---|---|
| =AVERAGE(G$2:G$6756) | 49884.34567 |

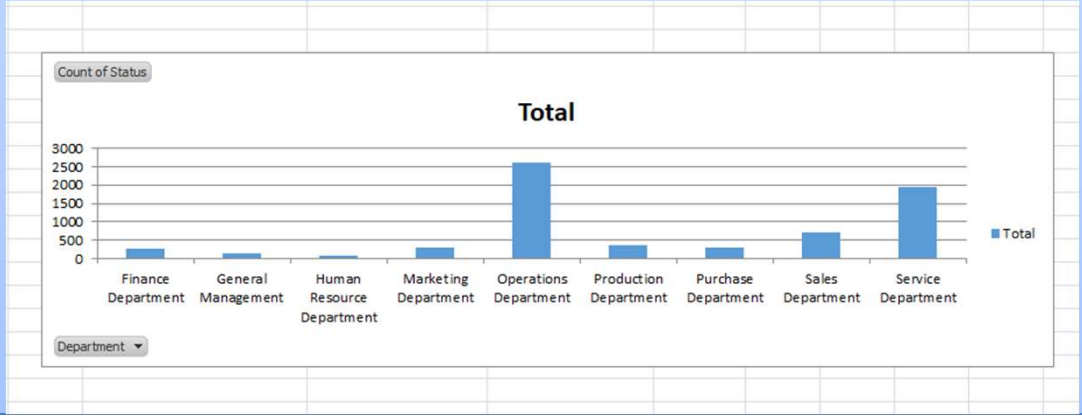
C) **Class Interval**:-The class interval is the difference between the upper class limit and lower class limit .

**Your task**:- Draw the class intervals for salary in the company.



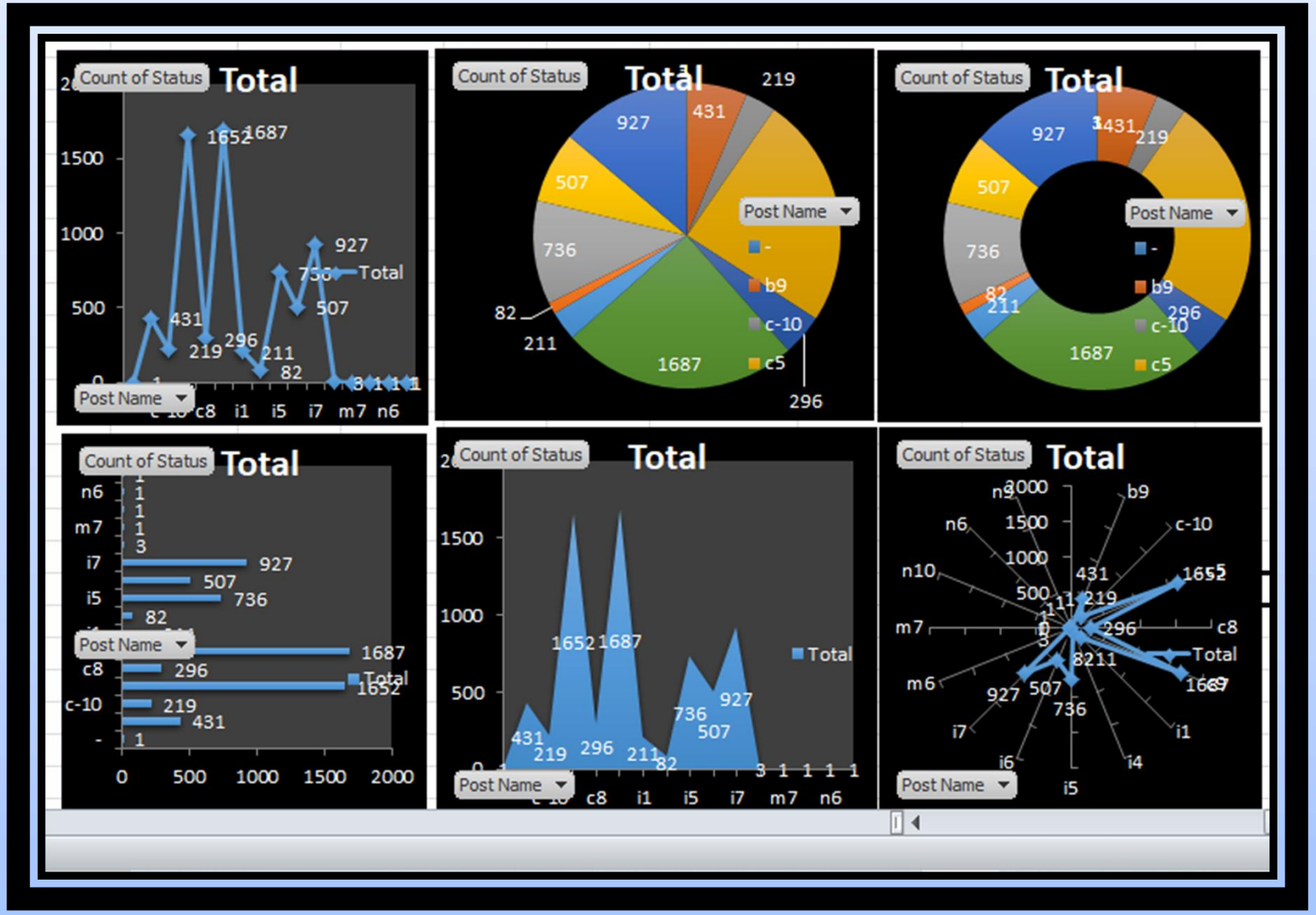

D) **Charts and Plots**:- This is one of the most important part of analysis to visualize the data.

**Your task** :- Draw the pie chart/ bar graph( or any other graph) to show proportion of people working different department?



E) **Charts**:- Use different charts and graphs to perform the task to representing the data.

**Your Task**:-Represent different post tiers using chart/graph.



# Approach, Tech-stack used

**Approach**:- 1) Firstly I check the data and find missing data , Outliers and some EDA on the data.

2) I used some columns for my calculation like : Event-type, Status, Offered Salary, Department, Post-name.

3) I used offered salary column for create more graph/charts because it's have numeric value.

4) I used statistics for find average of the salary.

5) I used Pivot table for more calculation.

**Tech-Stack Used** :- I use Microsoft PowerPoint 2010 for better presentation.

# Insights, Result

**Insights:-** 1) We find average salary that help us to figure out that how much money company spend on any single employee.

2) We find hired and rejected person for every department that help us to figure out which department have more joining and which department have more rejections.

3) We find male and female who are hired that help us to figure out Which gender are more applicant who are hired that help us to make policy for them.

4) We find applicant who have been hired in different department for different post that help us to figure out how much candidate we needed for other posts.

**Result**:- Company will finalise how many candidate they have hired or how many candidates they need . Company has find out how much salary they offered in different department or different post that help us to create strategy for upcoming hiring.