Hiring Process Analytics

Statistics

Project Description :

We are working for a MNC such as Google as a lead Data Analyst and the company has provided with the data records of their previous hirings and have asked us to answer certain questions making sense out of that data.

1. Hiring : Process of intaking of people into an organization for different kinds of positions. We have to determine number of males and females are Hired.

2. 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. We have to determine the average salary offered in this company.

3. Class Intervals : The class interval is the difference between the upper-class limit and the lower-class limit. We have to Draw the class intervals for salary in the company.

4. Charts and Plots : This is one of the most important parts of analysis to visualize the data. We have to draw Pie Chart/Bar Graph to show proportion of people working different department.

5. Charts : Use different charts and graphs to perform the task representing the data. We have to represent different post tiers using chart/graph.

Approach :

We plan to filter, summarize & visualize data(EDA) with Excel on given database to create insights for the teams to make data driven decision.

We tried to answers the following questions.

1. How many males and females are Hired.

2. What is the average salary offered in this company ?

3. Draw the class intervals for salary in the company ?

4. We have drawn Bar Graph to show proportion of people working different department.

5. We represented different post tiers using pie chart.

Tech-Stack Used :

Excel by Microsoft Corporation – For extracting & manipulating data

WordPad by Microsoft Corporation – For creating the project report

Insights :

1. Hiring :

Task : How many males and females are Hired ?

Function :

=COUNTIFS(D:D,"Male",C:C,"Hired")

=COUNTIFS(D:D,"Female",C:C,"Hired")

=M4+M5

Output :

Male Hired : 2563

Female Hired : 1856

Total Hired : 4419

Male Hired	2563			
Female Hired	1856			
Total Hired	4419			

2. Average Salary :

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

Function :

=AVERAGE(G2:G7169)

Output :

Average Salary : 49983.03

Average Salary		49983.03

3. Class Intervals :

Task : Draw the class intervals for salary in the company ?

Function :

=FREQUENCY(G2:G7169,H2:H24)

Output :

Class Interval	Count
20000	1410
40000	1421
60000	1531
80000	1432
100000	1370
120000	0
140000	0
160000	0
180000	0
200000	1
220000	0
240000	0
260000	0
280000	0
300000	1
320000	0
340000	0
360000	1

4. Charts and Plots :

Task : Draw Pie Chart / Bar Graph (or any other graph) to show proportion of people working different department ?

Function :

=COUNTIF(E2:E7169,"Finance Department")

=COUNTIF(E2:E7169,"General Management")

=COUNTIF(E2:E7169,"Human Resource Department")

=COUNTIF(E2:E7169,"Marketing Department")

=COUNTIF(E2:E7169,"Operations Department")

=COUNTIF(E2:E7169,"Production Department")

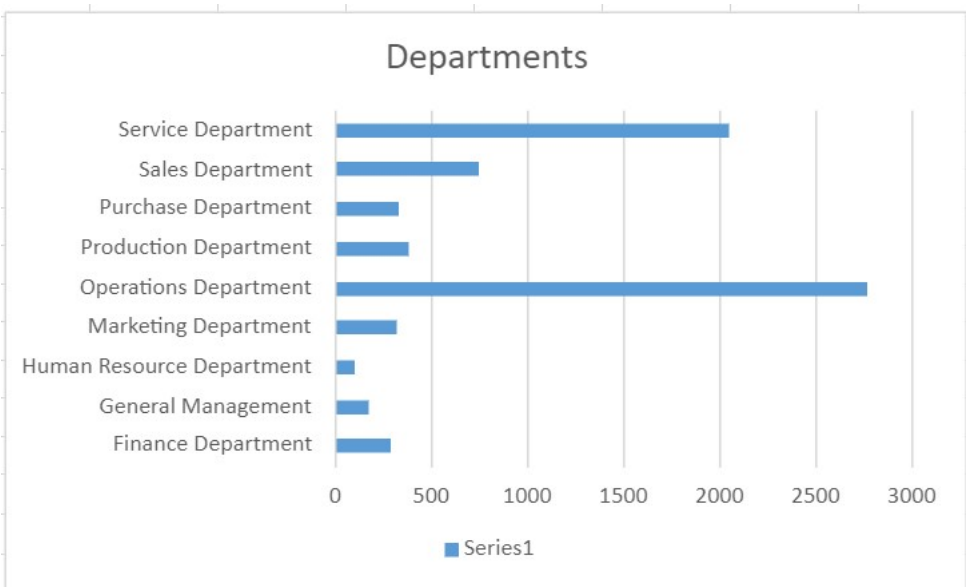
=COUNTIF(E2:E7169,"Purchase Department")

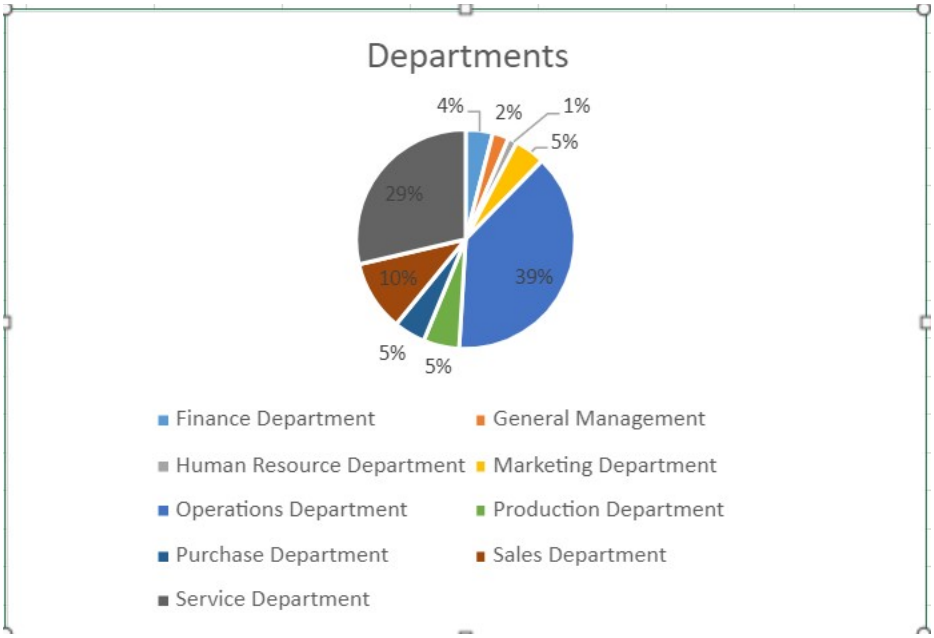
=COUNTIF(E2:E7169,"Sales Department")

=COUNTIF(E2:E7169,"Service Department")

Output :

Finance Department	288
General Management	172
Human Resource Departm	97
Marketing Department	325
Operations Department	2771
Production Department	380
Purchase Department	333
Sales Department	747
Service Department	2055
Total	7168





5. Charts :

Task : Represent different post tiers using chart/graph?

Function :

=COUNTIF(F2:F7169,"b9")

=COUNTIF(F2:F7169,"c10")

=COUNTIF(F2:F7169,"c5")

=COUNTIF(F2:F7169,"c8")

=COUNTIF(F2:F7169,"c9")

=COUNTIF(F2:F7169,"i1")

=COUNTIF(F2:F7169,"i4")

=COUNTIF(F2:F7169,"i5")

=COUNTIF(F2:F7169,"i6")

=COUNTIF(F2:F7169,"i7")

=COUNTIF(F2:F7169,"m6")

=COUNTIF(F2:F7169,"m7")

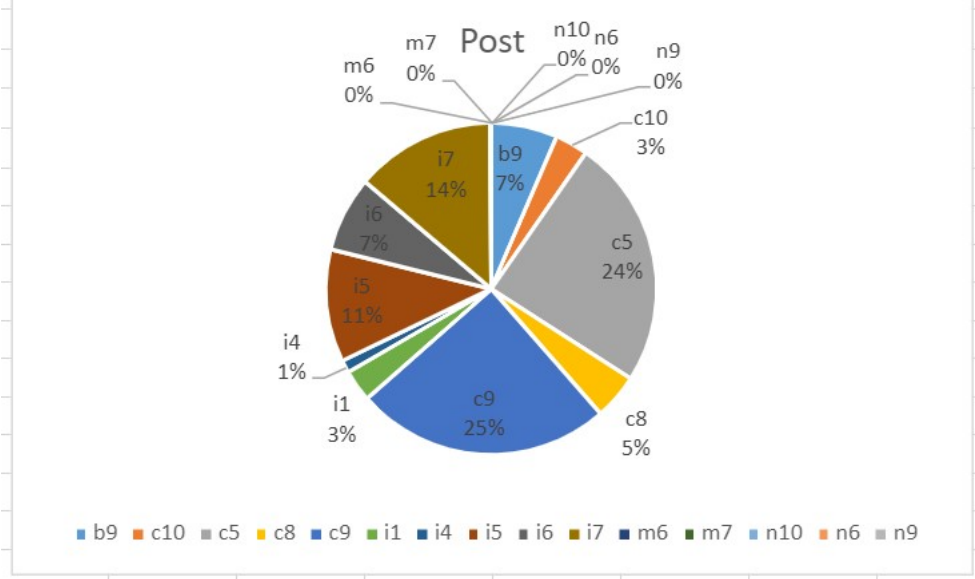
=COUNTIF(F2:F7169,"n10")

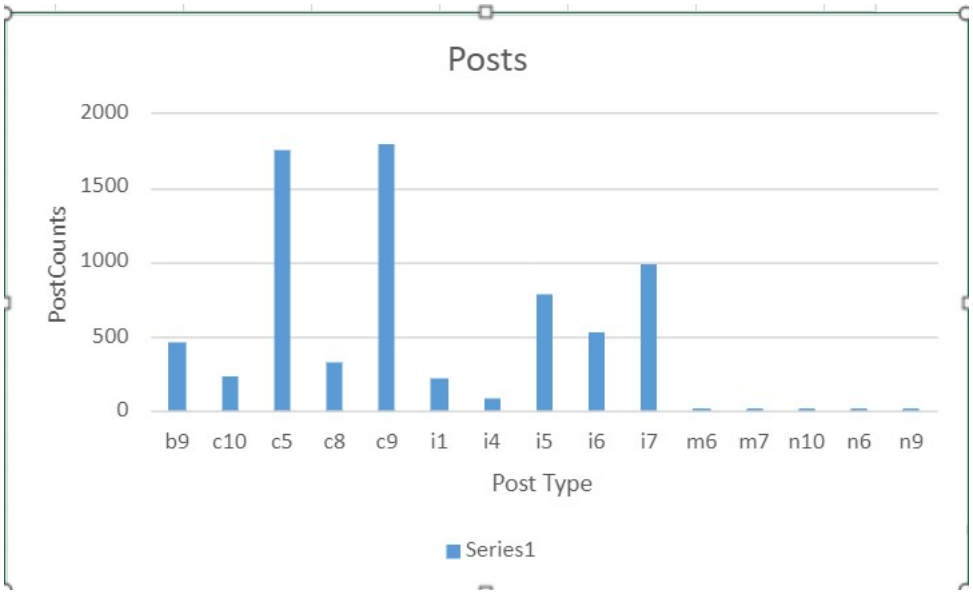
=COUNTIF(F2:F7169,"n6")

=COUNTIF(F2:F7169,"n9")

Output :

b9	463
c10	232
c5	1747
c8	320
c9	1792
i1	222
i4	88
i5	787
i6	527
i7	982
m6	3
m7	1
n10	1
n6	1
n9	1





Result :

We have run all the above-mentioned Excel functions and got answers of the questions which will help the team to take data driven decisions.