

Hiring Process Analytics

Project Description

Hiring process is the most important function of a company. The MNCs get to know about the trends in the hiring process. Trends such as the number of rejections, number of interviews, types of jobs, vacancies, experience etc. are important for a company to analyze before hiring freshers or any other individual.

Approach

- Download all Data provided
- Understanding the data
- Checking for outliers
- Removing outliers
- Drawing Data Summary

Tech-Stack Used

Microsoft Excel (2021)

Resources used

MS Excel

Dataset provided (Statistics Dataset)

Insights

All the questions asked can be answered through Excel. I used various functions available on Excel to get the solutions

Solutions

A. Hiring:

Process of intaking of people into an organization for different kinds of Positions.

Your task: How many males and females are Hired?

No.of Male	2563
No.of Female	1856

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?

Department Name	Average Offered Salary
Finance Department	48748.28
General Management	60810.2
Human Resource Department	49014.4
Marketing Department	47843.4
Operations Department	48914.19

Department Name	Average Offered Salary
Production Department	49350.87
Purchase Department	52086.57
Sales Department	48539.55
Service Department	50549.52
Overall Average Salary	50650.78

C. Class Intervals:

The class interval is the difference between the upper class limit and the lower class limit.

Your task: Draw the class intervals for salary in the company?

Class Interval for Salary	Number of employees
1-10000	439
10001-20000	489
20001-30000	457
30001-40000	486
40001-50000	527
50001-60000	494
60001-70000	450

70001-80000	479
80001-90000	459
90001-100000	414
100001-400000	3
Grand Total	4697

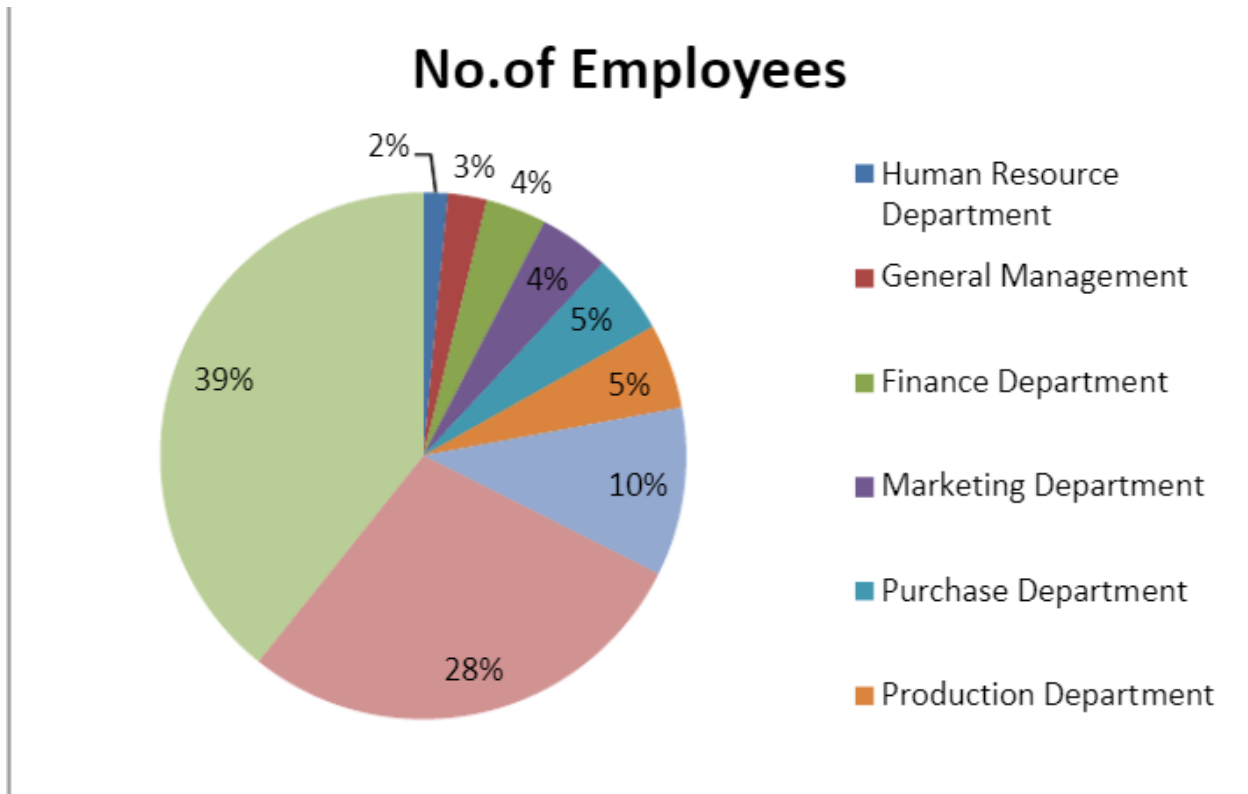
D. Charts and Plots:

This is one of the most important part of analysis to visualize the data.

Your task: Draw Pie Chart / Bar Graph (or any other graph) to show the proportion of people working in different departments?

Department Name	No.of Employees	Percent of All Employee
Human Resource Department	70	2%
General Management	113	3%
Finance Department	176	4%
Marketing Department	202	4%
Purchase	230	5%

Department		
Production Department	246	5%
Sales Department	485	10%
Service Department	1332	28%
Operations Department	1843	39%



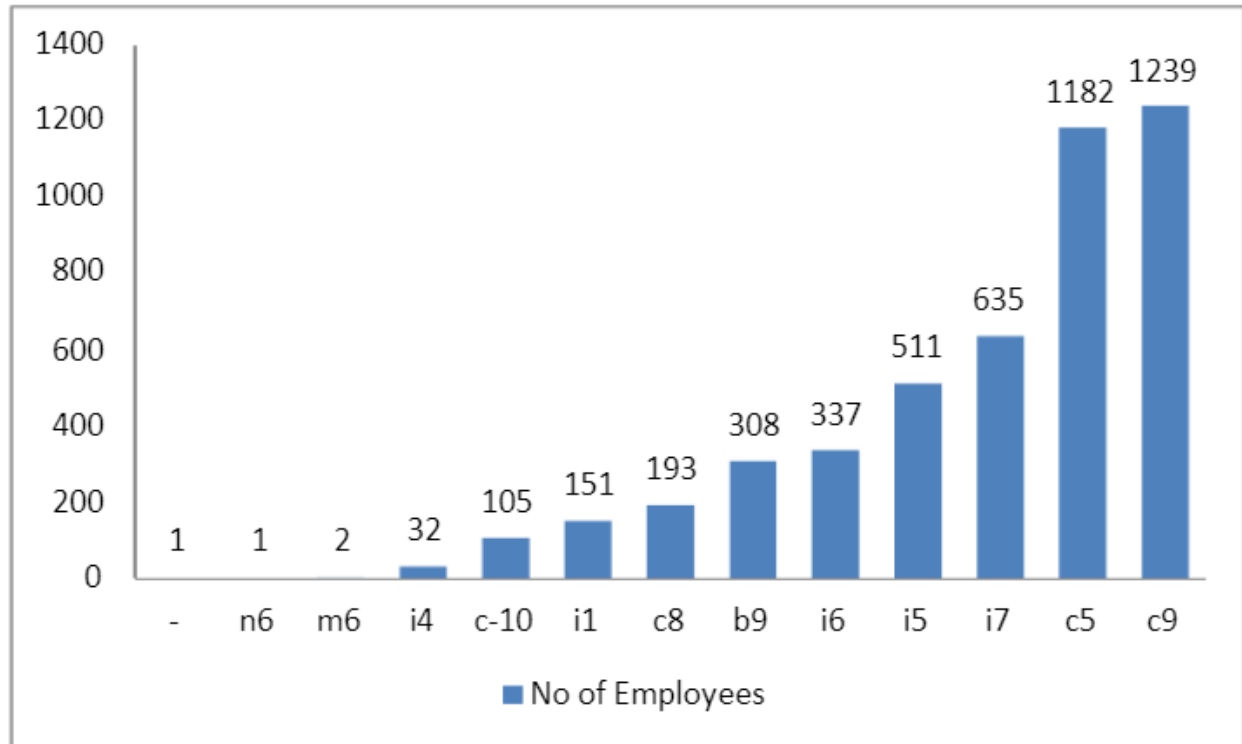
E. Charts:

Use different charts and graphs to perform the task representing the data.

Your task: Represent different post tiers using chart/graph?

Post Tiers	No. Of Employees
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-	1
n6	1
m6	2
i4	32
c-10	105
i1	151
c8	193
b9	308
i6	337
i5	511
i7	635
c5	1182
c9	1239
Grand Total	4697



Result

- *Males are 54.57% of all the employees, 39.51% are Females and 5.92% don't want to say*
- General Management Department has the highest average salary of 60,810.20 and Marketing the lowest of 47,843.40
- Most of the employees are in the salary class interval of 40,001-50,000
- Operations Department has the most employees total of 1843 and Human Resources the lowest of 70 Employees
- Most of the employees are in the post tier of c9 a total of 1239 Employees