

NAME-AKSHAY ANAND

## DESCRIPTION:

Hiring process is the fundamental and the most important function of a company. Here in this project we get to learn about the hiring trends of the company and draw insights from them.

A brief description of the case study and output required is given below :-

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. Draw Pie Chart / Bar Graph ( or any other graph ) to show proportion of people working in different department?
5. Represent different post tiers using a chart/graph?

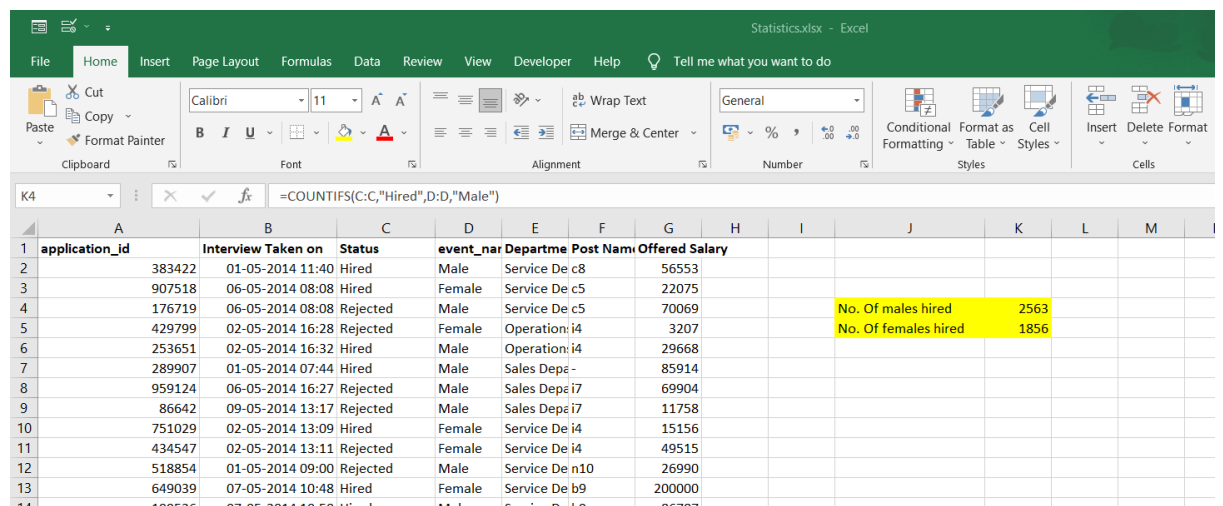
**APPROACH:** We used MS Excel formulas such as AVERAGE, COUNTIFS, MAX, MIN, etc, and Pivot Tables for drawing different visualizations and getting insights into the data.

**TECH-STACK:** MS EXCEL

**INSIGHTS ARE EXPLAINED WITH ANSWERS:->**

**Hiring:** Process of intaking of people into an organization for different kinds of positions.

**Your task:** How many males and females are Hired ?



The screenshot shows an Excel spreadsheet titled 'Statistics.xlsx'. The formula bar displays the formula `=COUNTIFS(C:C,"Hired",D:D,"Male")` in cell K4. The data table has columns: application\_id, Interview Taken on, Status, event\_nar, Departme, Post Nam, and Offered Salary. The data rows show various hiring and rejection records. Summary cells J4 and K4 are highlighted in yellow, showing 'No. Of males hired' as 2563 and 'No. Of females hired' as 1856.

	A	B	C	D	E	F	G	H	I	J	K	L	M	N
	application_id	Interview Taken on	Status	event_nar	Departme	Post Nam	Offered Salary							
1														
2	383422	01-05-2014 11:40	Hired	Male	Service De c8		56553							
3	907518	06-05-2014 08:08	Hired	Female	Service De c5		22075							
4	176719	06-05-2014 08:08	Rejected	Male	Service De c5		70069			No. Of males hired	2563			
5	429799	02-05-2014 16:28	Rejected	Female	Operation: i4		3207			No. Of females hired	1856			
6	253651	02-05-2014 16:32	Hired	Male	Operation: i4		29668							
7	289907	01-05-2014 07:44	Hired	Male	Sales Depé -		85914							
8	959124	06-05-2014 16:27	Rejected	Male	Sales Depé i7		69904							
9	86642	09-05-2014 13:17	Rejected	Male	Sales Depé i7		11758							
10	751029	02-05-2014 13:09	Hired	Female	Service De i4		15156							
11	434547	02-05-2014 13:11	Rejected	Female	Service De i4		49515							
12	518854	01-05-2014 09:00	Rejected	Male	Service De n10		26990							
13	649039	07-05-2014 10:48	Hired	Female	Service De b9		200000							
14	100576	07-05-2014 10:50	Hired	Male	Service De b9		96787							

**MALES HIRED:** `=COUNTIFS(C:C,"Hired",D:D,"Male")`

**FEMALES HIRED:** `=COUNTIFS(C:C,"Hired",D:D,"Female")`

No. of males hired=2563.

No. of females hired=1856.

**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 ?

The screenshot shows an Excel spreadsheet with the following data and formulas:

application_id	Interview Taken on	Status	event_nar	Departme	Post Nam	Offered Salary
383422	01-05-2014 11:40	Hired	Male	Service De c8		56553
907518	06-05-2014 08:08	Hired	Female	Service De c5		22075
176719	06-05-2014 08:08	Rejected	Male	Service De c5		70069
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86642	09-05-2014 13:17	Rejected	Male	Sales Dept i7		11758
751029	02-05-2014 13:09	Hired	Female	Service De i4		15156
434547	02-05-2014 13:11	Rejected	Female	Service De i4		49515
518854	01-05-2014 09:00	Rejected	Male	Service De n10		26990
649039	07-05-2014 10:48	Hired	Female	Service De b9		200000
199526	07-05-2014 10:50	Hired	Male	Service De b9		86787
539803	15-05-2014 09:31	Hired	Male	Finance De b9		2308
191009	09-05-2014 12:48	Hired	Female	Service De i7		56688
195323	09-05-2014 12:48	Hired	-	Service De i7		81757
51318	02-05-2014 08:07	Hired	Male	Service De i5		15134
742283	02-05-2014 08:11	Rejected	-	Service De i5		100
513166	01-05-2014 22:53	Hired	Female	Operation i1		73579
791372	01-05-2014 22:54	Rejected	Male	Operation i1		50351
47857	01-05-2014 22:55	Rejected	Female	Operation i1		38462
834101	01-05-2014 22:53	Rejected	Don't wan	Operation i1		82510
985008	01-05-2014 09:41	Rejected	Male	Service De i6		52554
891568	01-05-2014 16:28	Hired	Female	Operation i7		3423
935899	10-05-2014 14:17	Rejected	Male	Service De i1		88744
780839	10-05-2014 14:18	Hired	Female	Service De i1		70979
851764	01-05-2014 16:01	Rejected	Male	Operation i6		99574
202821	01-05-2014 16:01	Hired	Male	Operation i6		52176

Summary statistics in the spreadsheet:

- No. Of males hired: 2563
- No. Of females hired: 1856
- AVERAGE SALARY OFFERED: 49983.03
- MAXIMUM SALARY: 400000
- MINIMUM SALARY: 100
- CLASS INTERVAL: 399900

AVERAGE SALARY OFFERED: =AVERAGE(G:G)

Average salary offered in the company is 49983.03.

**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 ?

The screenshot shows an Excel spreadsheet with the following data and formulas:

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- MINIMUM SALARY: 100
- CLASS INTERVAL: 399900

MAXIMUM SALARY: =MAX(G:G)

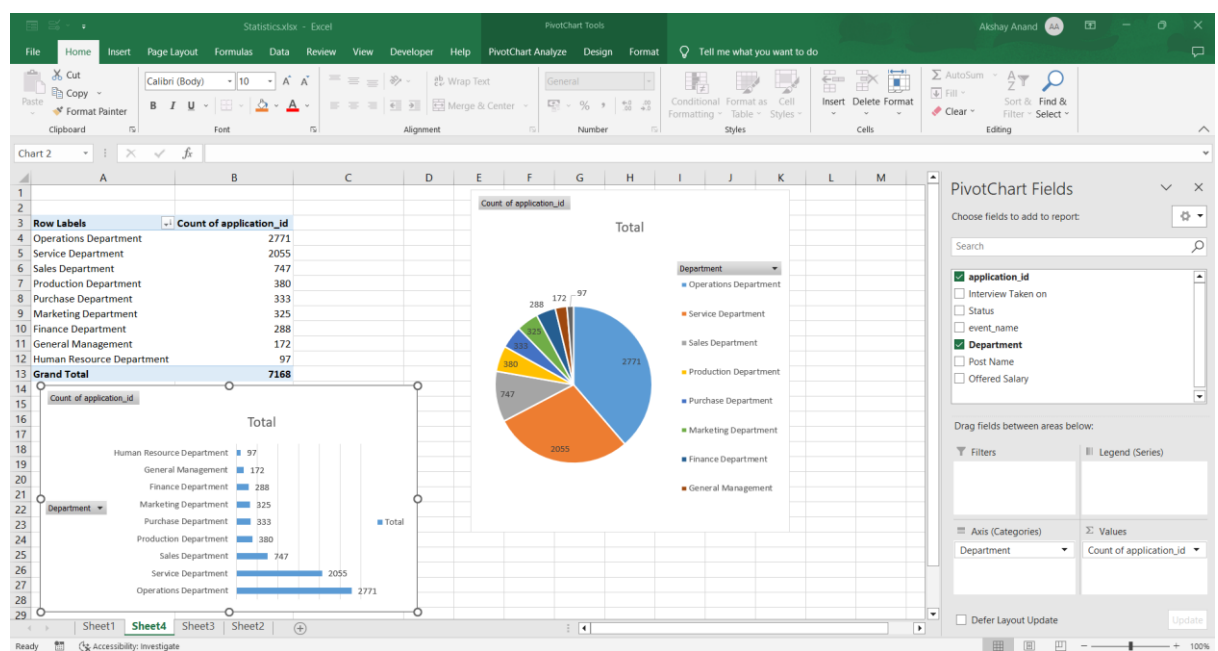
MINIMUM SALARY: =MIN(G:G)

CLASS INTERVAL: =MAX(G:G)-MIN(G:G)

Class Interval for salary is the difference between the maximum value of salary and the minimum value of salary. Its value is 399900.

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

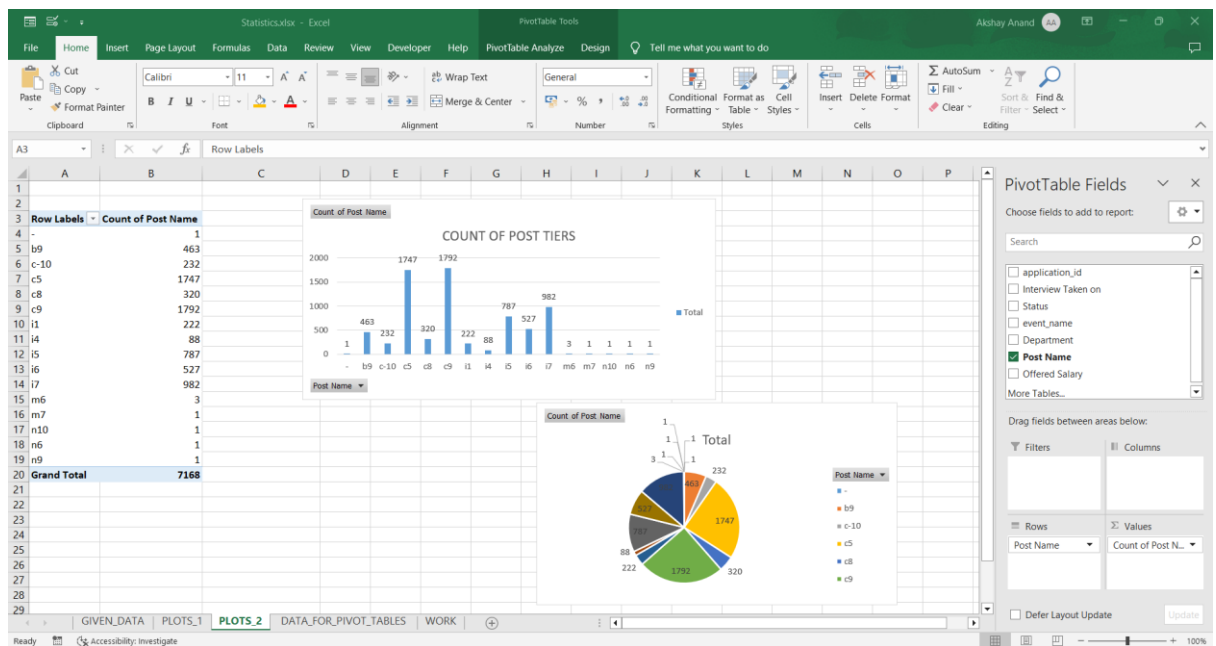
**Your task:** Draw Pie Chart / Bar Graph ( or any other graph ) to show proportion of people working different department ?



PLOTS ARE PLOTTED USING PIVOT TABLES.

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

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



PLOTS ARE PLOTTED USING PIVOT TABLES.

RESULT: Through this project, we learned to use the excel formulas and features such as pivot tables. We gathered insights and plotted visualizations using these features which helps in analysing and visualizing the dataset.

MY WORK: <https://github.com/AkshayAnand2002/MS-EXCEL-HIRING-PROCESS-ANALYTICS>