Trainity Project
Hiring Data Analytics

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Description:

Task was to analyze the company's hiring process data and draw meaningful insights from it.

Use of Microsoft Office : MS Excel and Basic Statistics.

Task 1: Hiring Analysis:

Determine the gender distribution of hires. How many males and females have been hired by the company?

Formula used : =COUNTIFS(C:C,"Hired",D:D,"Male")//COUNTIFS(:C,"Hired",D:D,"Female")

Gender	Status	Data
Male	Hired	2563
Female	Hired	1856

Task 2: Salary Analysis:

What is the average salary offered by this company?

Formula used : Average(G:G) for only Hired Employees.

Average Salary
₹ 49,983.03

Task 3: Salary Distribution.

Create class intervals for the salaries in the company.

For both Hired and Rejected .

In this , outliers were removed by calculating

Quartile1(Q1),Quartile 2(Q2) by using excel functions.

IQR(Inter Quartile Range)=Q2-Q1

Upper Bound= Q2+(1.5*IQR)

Lower Bound = Q1-(1.5*IQR)

Statistics

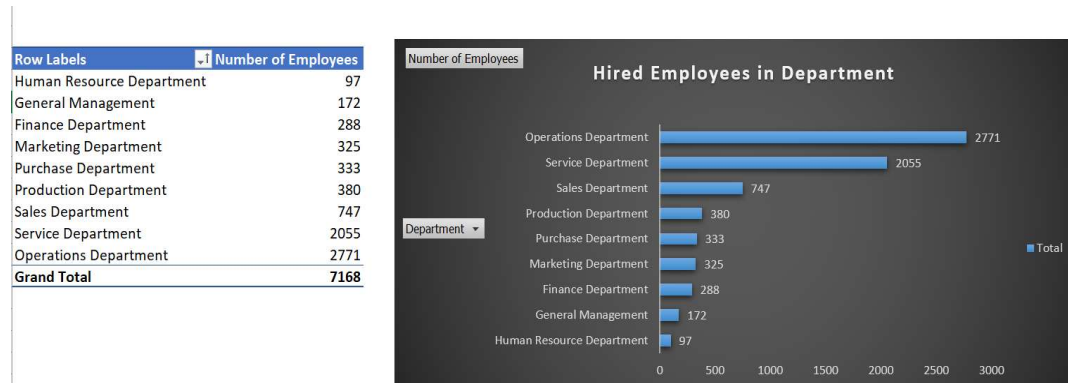| Quartile 1	Quartile 2	IQR	Upper Bound	Lower Bound
25460.5	74438	48977.5	147904.25	-48005.75

Interval : 5000

Salary Distribution

Task 4: Departmental Analysis

To show the proportion of people working in different departments.

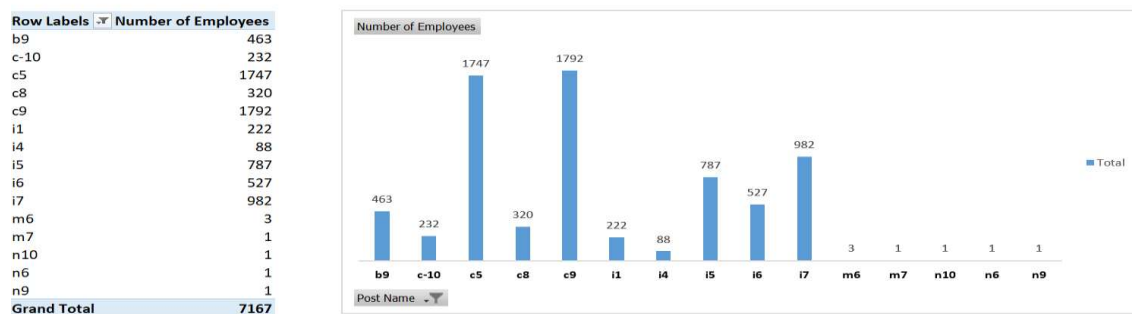Use of Pivot table and Visualization through Bar Chart

Only Hired Employees.

Row Labels	Number of Employees
Human Resource Department	97
General Management	172
Finance Department	288
Marketing Department	325
Purchase Department	333
Production Department	380
Sales Department	747
Service Department	2055
Operations Department	2771
Grand Total	**7168**

Number of Employees

Hired Employees in Department

Department ▾

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

0   500   1000   1500   2000   2500   3000

Task 5: Position Tier Analysis

To represent the different position tiers within the company.

Use of Pivot Table and Column Chart for visualization

Row Labels	Number of Employees
b9	463
c-10	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
Grand Total	**7167**

Number of Employees

Post Name	b9	c-10	c5	c8	c9	i1	i4	i5	i6	i7	m6	m7	n10	n6	n9
Total	463	232	1747	320	1792	222	88	787	527	982	3	1	1	1	1

Thank you