Hiring Process Analytics

Statistics

Project Description

Hiring process is the fundamental and the most important function of a company. Here, the MNCs get to know about the major underlying trends about the hiring process. Trends such as- number of rejections, number of interviews, types of jobs, vacancies etc. are important for a company to analyse before hiring freshers or any other individual. Thus, making an opportunity for a Data Analyst job here too!

Being a Data Analyst, my job is to go through these trends and draw insights out of it for hiring department to work upon.

Approach

1.Understanding the data: Before beginning the analysis, I took some time to familiarize with the data. Look at the structure of the data and get a sense of the overall content. This helps me identify any potential issues r challenges that I may need to address as I proceed with my analysis.

2.Check for missing or incomplete data: Make sure to check for any blank values or missing data in your dataset.

3.Identify and handle outliers: Outliers are data points that are significantly different from the rest of the data. They can have a significant impact on summary statistics and can distort the results of your analysis. It's important to identify any outliers and decide how to handle them, such as by excluding them from the analysis or by treating them as separate cases

4.Communicate your findings: Once completed with analysis, present your findings to your audience in a clear and concise way. Use visualizations, such as charts and graphs, to help communicate your results. Be sure to clearly explain your methodology and the implications of your results.

Tech-Stack Used
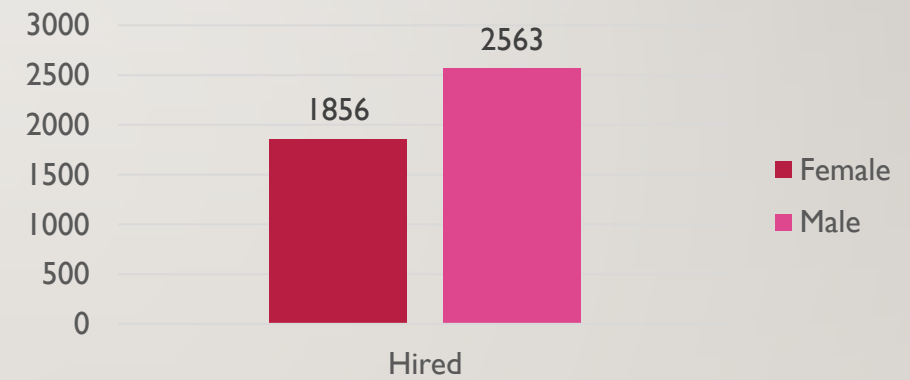
MS Excel to explore, analyse and visualize my data.

Insights

A. Hiring:

How many males and females are hired?

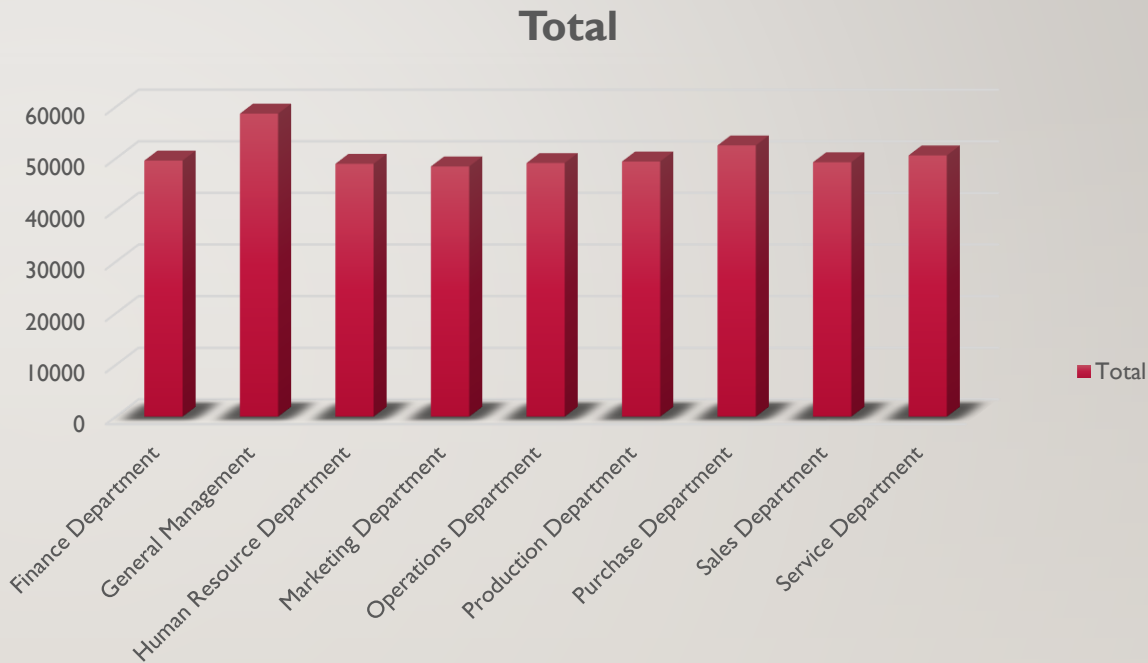| Count of application_id	Column Labels		
Row Labels	Female	Male	Grand Total
Hired	1856	2563	4419
Grand Total	1856	2563	4419

B. Average Salary:

What is the average salary offered in this company ?

Row Labels	Average of Offered Salary
Finance Department	49628.00694
General Management	58722.09302
Human Resource Department	49002.27835
Marketing Department	48489.93538
Operations Department	49151.35438
Production Department	49448.48421
Purchase Department	52564.77477
Sales Department	49310.3807
Service Department	50629.88418
Grand Total	49983.02902

C. Class Intervals:

Draw the class intervals for salary in the company ?

Row Labels	Count of application_id
0-50000	3612
50001-100001	3552
150003-200003	1
250005-300005	1
350007-400007	1
Grand Total	7167
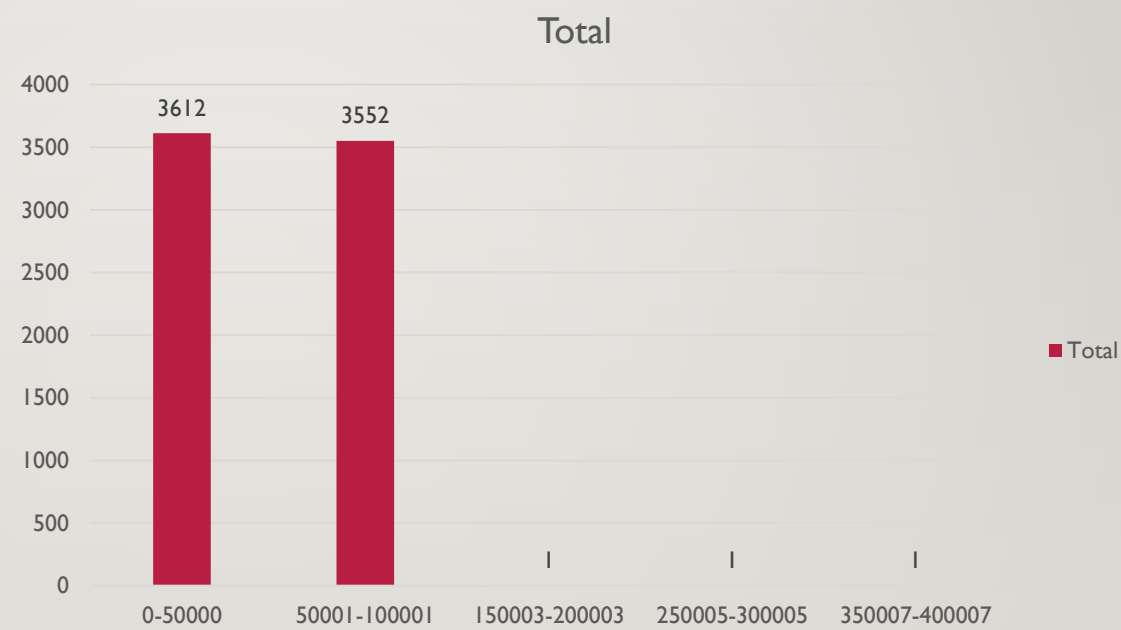
D. Charts and Plots:

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

Count of application_id	Column Labels		
Row Labels	Hired	Rejected	Grand Total
Finance Department	176	112	288
General Management	113	59	172
Human Resource Department	70	27	97
Marketing Department	202	123	325
Operations Department	1843	928	2771
Production Department	246	134	380
Purchase Department	230	103	333
Sales Department	485	262	747
Service Department	1332	723	2055
Grand Total	4697	2471	7168
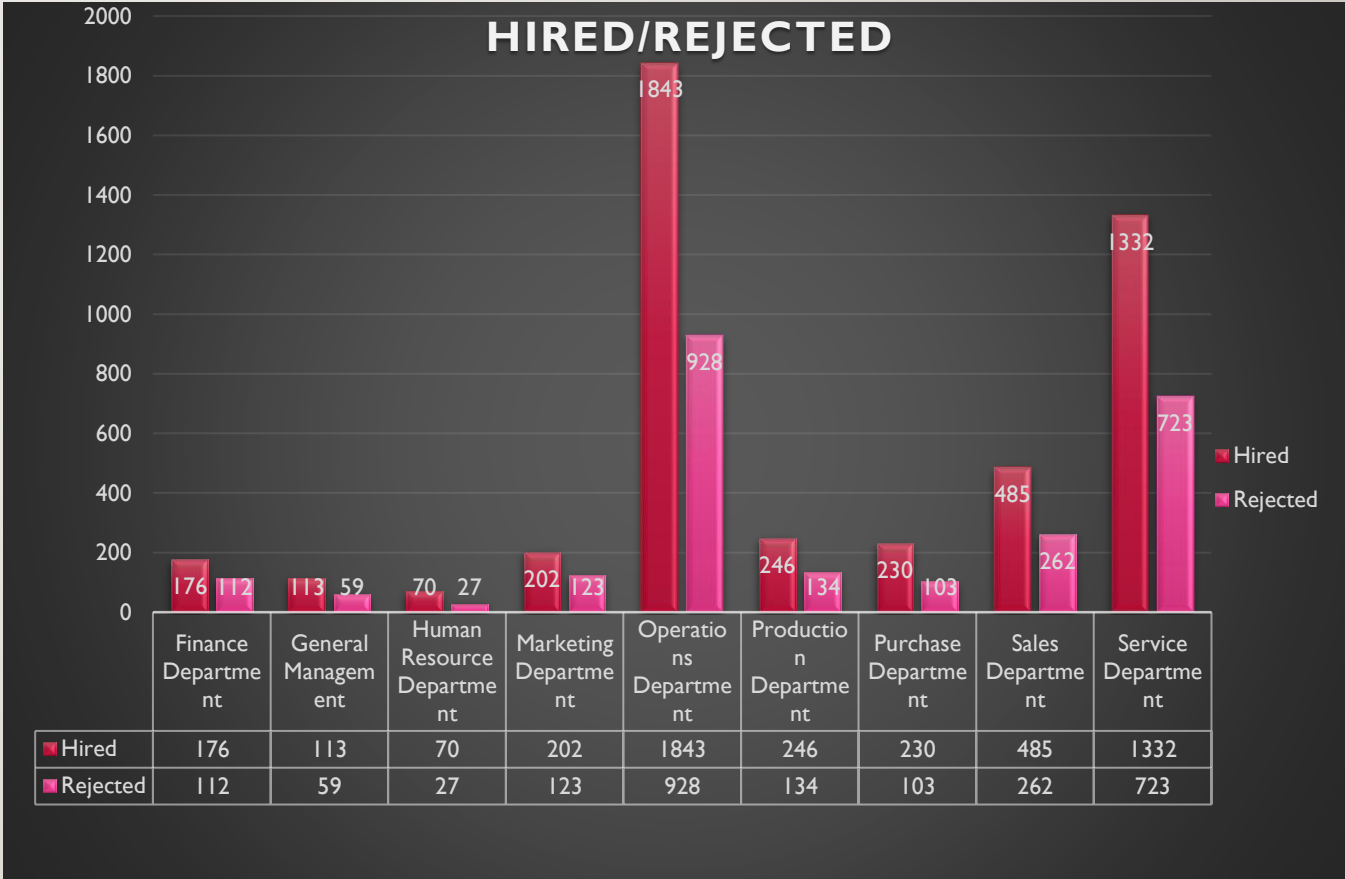
E. Charts:

Represent different post tiers using chart/graph?

Count of application_id	Column Labels		
Row Labels	Hired	Rejected	Grand Total
-	1		1
b9	308	155	463
c-10	105	127	232
c5	1182	565	1747
c8	193	127	320
c9	1239	553	1792
i1	151	71	222
i4	32	56	88
i5	511	276	787
i6	337	190	527
i7	635	347	982
m6	2	1	3
m7		1	1
n10		1	1
n6	1		1
n9		1	1
Grand Total	4697	2471	7168

Count of hired as per post
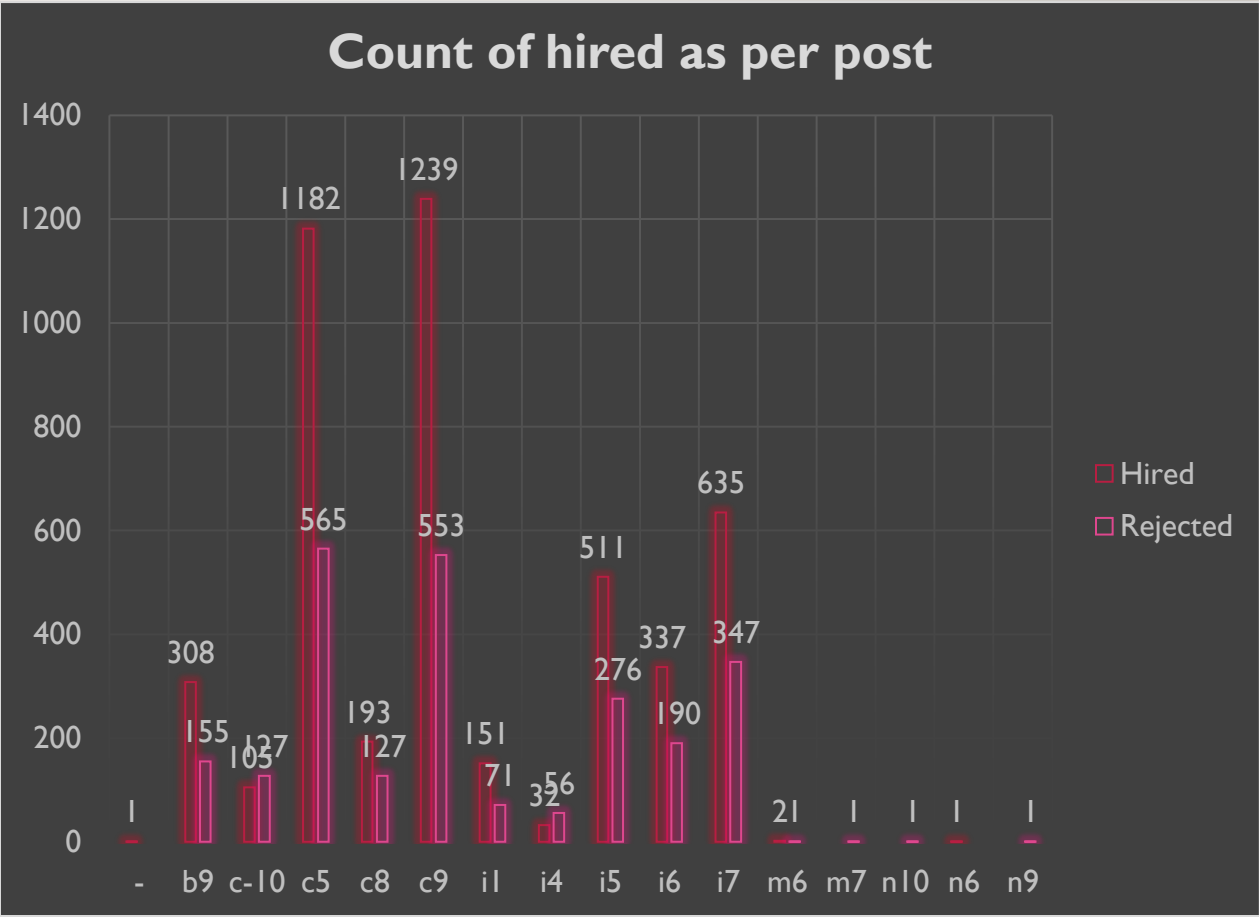
Result

- The number of males hired is 2563, while the number of females hired is 1856. This means that there are more males who were hired compared to females.

- If the outliers are included in the calculation, the average salary is 49983.

- If the outliers are excluded from the calculation, the average salary is 49878.33 .

- The majority of people in the dataset have salaries within the range of 100,000.

- A significant portion of the workforce is concentrated in the operations and service departments.

- The most common job titles among the people in the dataset are C9 and C5.