

# HIRING PROCESS ANALYTICS

DATA ANALYST PROJECT USING EXCEL

# 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. Before beginning the analysis I took some time to Understanding data columns and data. Then I proceed with my analysis.
2. Checking for missing data or blank values in you dataset.
3. It's important to identify any outliers and decide how to handle them
4. Once completed with analysis. Use visualizations, such as charts and graphs, to help to communicate your results.

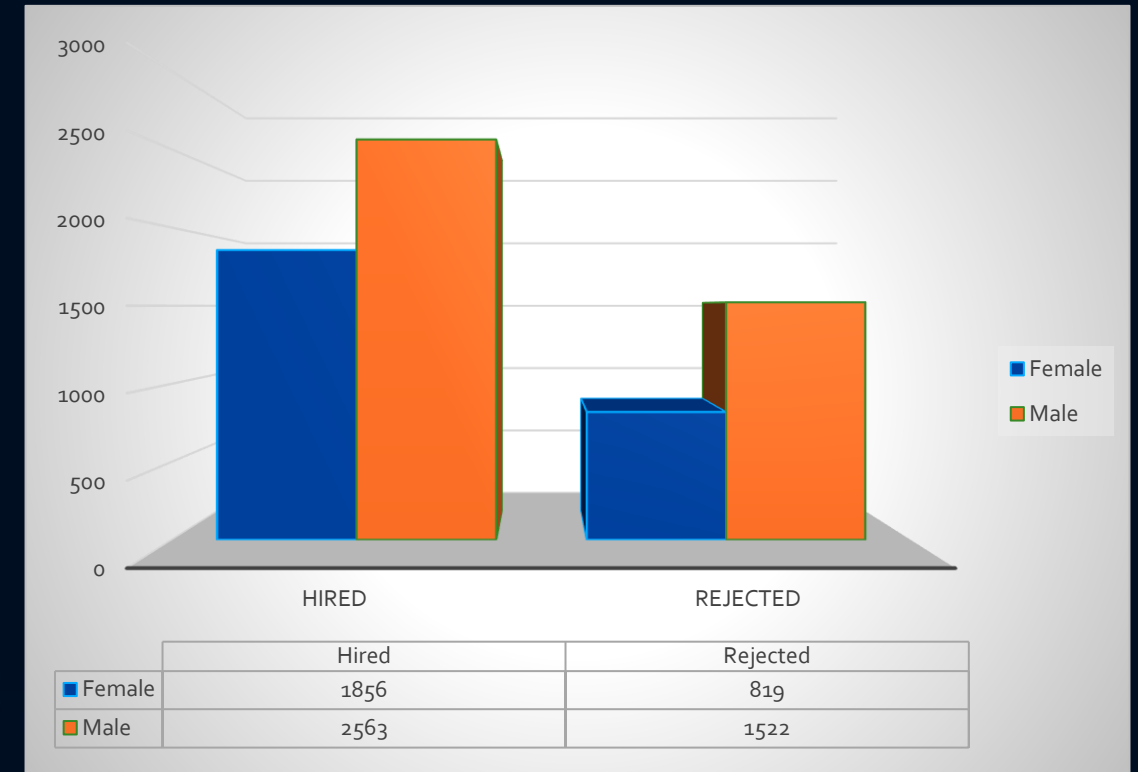
## TECH STACK USE

MS EXCEL to explore , analyse and visualize my data

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

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

Count of application_id	Column Labels		
	Female	Male	
Row Labels	Female	Male	Grand Total
Hired	1856	2563	4419
Rejected	819	1522	2341
Grand Total	2675	4085	6760

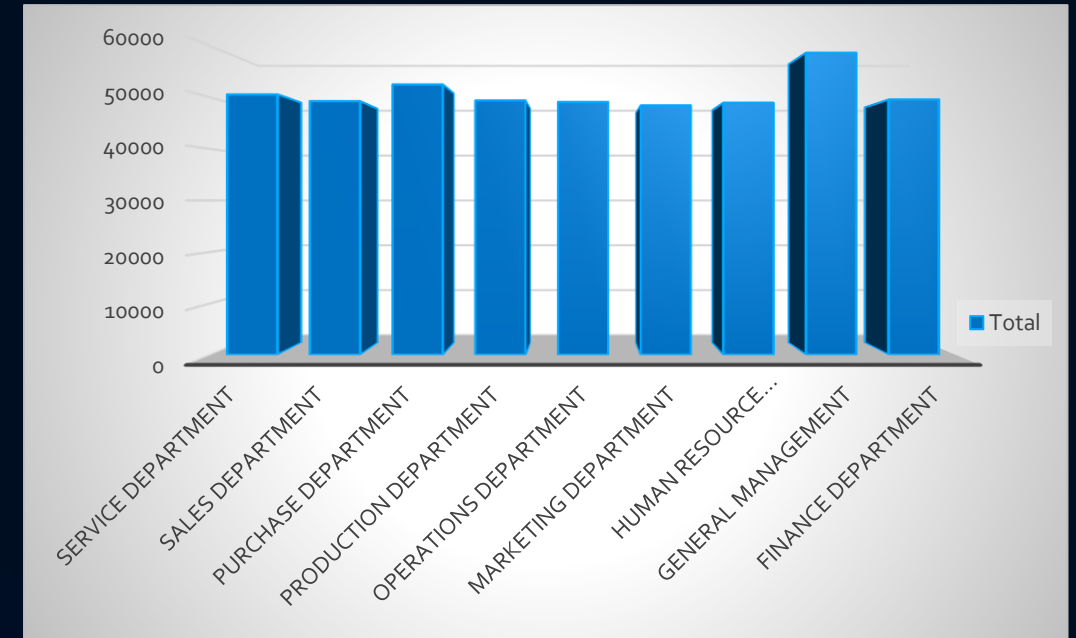




**Average Salary:** Adding all the salaries for a select group of employees and then dividing the sum by the number of employees in the group.

**Your task:** What is the average salary offered in this company ?

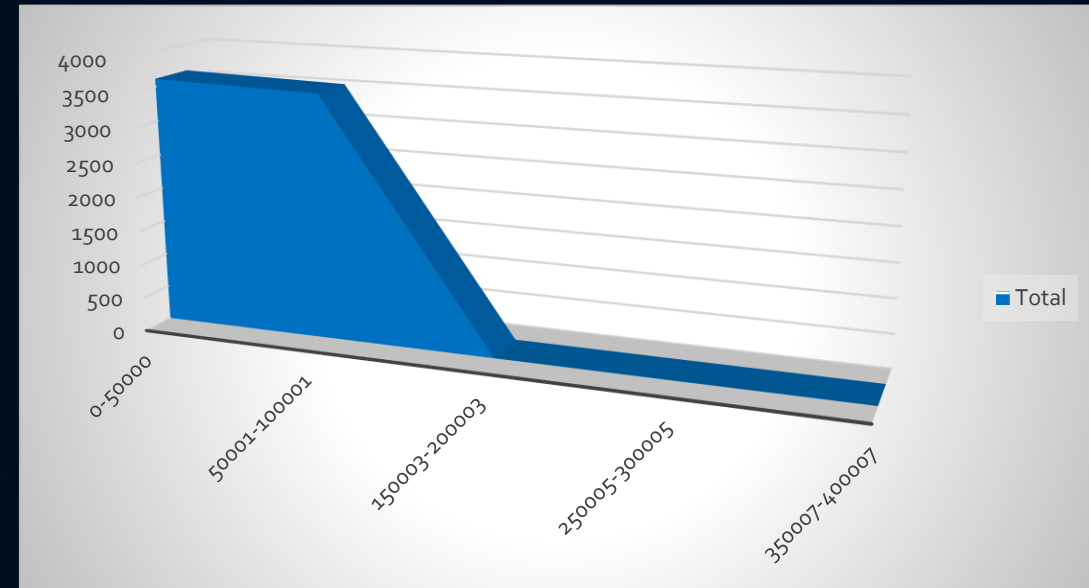
Row Labels	Average of Offered Salary
Service Department	50629.88418
Sales Department	49310.3807
Purchase Department	52564.77477
Production Department	49448.48421
Operations Department	49151.35438
Marketing Department	48489.93538
Human Resource Department	49002.27835
General Management	58722.09302
Finance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



**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 ?

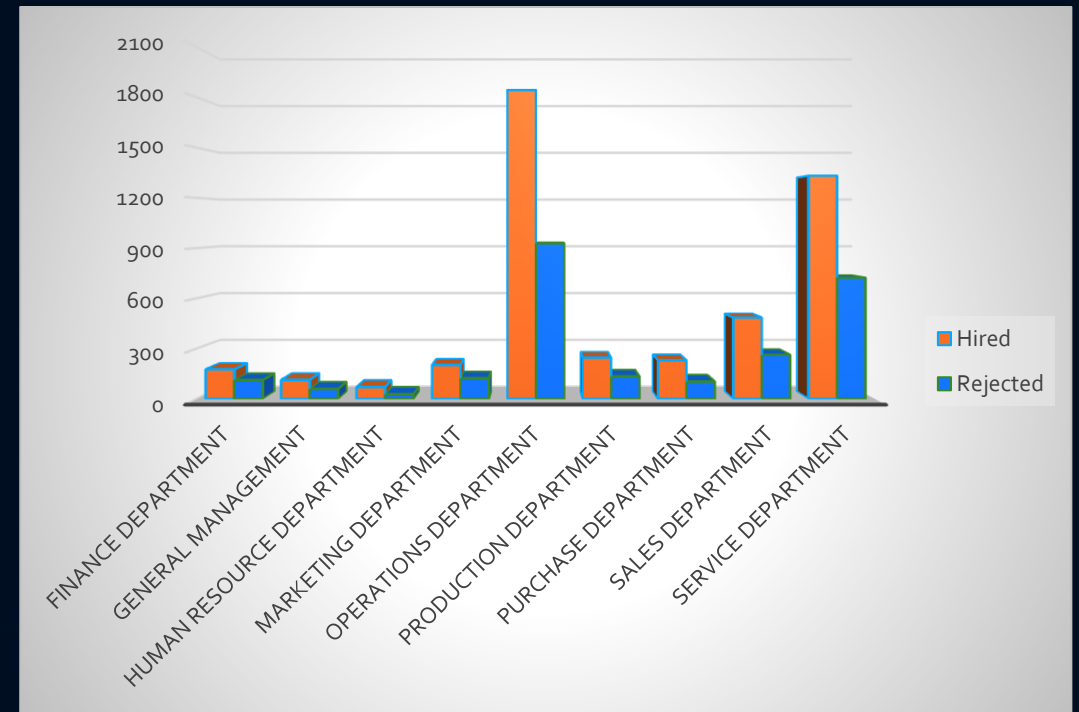
salary	frequence
0-50000	3612
50001-100001	3552
150003-200003	1
250005-300005	1
350007-400007	1
Grand Total	7167



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

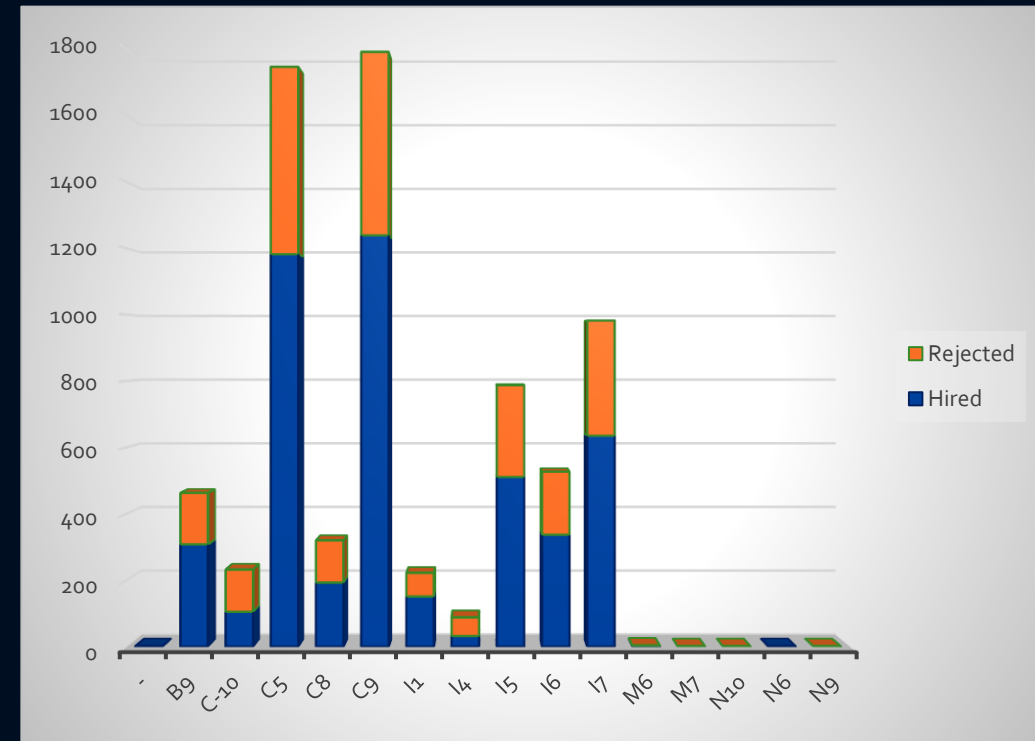
**Your task:** Draw Pie Chart / Bar Graph ( or any other graph ) to show proportion of people working different department ?

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



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





# INSIGHTS

- The number of males hired 2563, while the number of females hired is 1856. this means that there are more male who were hired compared to females.
- If outliers are included in the calculation, the average salary is 49983.
- If 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.
- The most common job titles among the people in the dataset are C9 and C5.

**THANK YOU**