HIRING PROCESS ANALYTICS

Project Description

- This project is about Hiring Process Analytics in which I'm going to perform some calculations using excel sheets.
- There are some question given to find some data.
- I’m going to use some formulas in excel to find out the values asked using the given dataset.

Tech Stack Used

- Microsoft Excel
- Microsoft Power point
- Microsoft One drive

APPROACH & INSIGHTS

HIRING

- To find out how many males & females are hired.
- For that I have to take two column as criteria and count the number of males & females hired using countifs since I'm taking more than one column for calculation.

Code & Result:

	Gender	No: of people	Formula Used
	Men's Hired	2563	=COUNTIFS(D:D,"Male", C:C, "Hired")
	Female"s Hired	1856	=COUNTIFS(D:D,"Female",C:C,"Hired")

AVERAGE SALARY

- To find the average salary offered in the company.
- In this case I found the mean & median value since the min salary given is 100 and maximum salary given is 400000. In order to avoid outliers I also found the median value.

Code & Result:

			Formula Used
	Mean/Avg Salary	49983.02902	=AVERAGE(G:G)
	Median Salary	49625	=MEDIAN(G:G)
	Min salary in group	100	=MIN(G:G)
	Max salary in group	400000	=MAX(G:G)

CLASS INTERVALS

- To find the class intervals between the salaries I must find the count of each salary with in the range.
- Most of the salary lies between 0 – 100000 and after that all just outliers.

Code & Result:

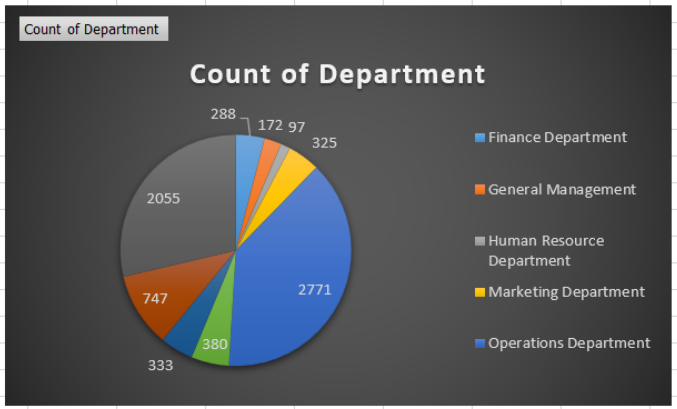
From	To	Salary Range	Sum of salary in this range	Count of salary in this range	Formulas Used (sum)	Formulas Used (count)
0	50000	0 - 50000	92507587	3612	=SUMIFS(G:G,G:G,">="&H16,G:G,"<="&I16)	=COUNTIFS(G:G,">="&H16,G:G,"<="&I16)
50001	100000	50001 - 100000	264820782	3552	=SUMIFS(G:G,G:G,">="&H17,G:G,"<="&I17)	=COUNTIFS(G:G,">="&H17,G:G,"<="&I17)
100001	150000	100001 - 150000	0	0	=SUMIFS(G:G,G:G,">="&H18,G:G,"<="&I18)	=COUNTIFS(G:G,">="&H18,G:G,"<="&I18)
150001	200000	150001 - 200000	200000	1	=SUMIFS(G:G,G:G,">="&H19,G:G,"<="&I19)	=COUNTIFS(G:G,">="&H19,G:G,"<="&I19)
200001	250001	200001 - 250001	0	0	=SUMIFS(G:G,G:G,">="&H20,G:G,"<="&I20)	=COUNTIFS(G:G.">="&H20.G:G."<="&I20)
250001	300000	250001 - 300000	300000	1	=SUMIFS(G:G,G:G,">="&H21,G:G,"<="&I21)	=COUNTIFS(G:G,">="&H21,G:G,"<="&I21)
300001	350000	300001 - 350000	0	0	=SUMIFS(G:G,G:G,">="&H22,G:G,"<="&I22)	=COUNTIFS(G:G,">="&H22,G:G,"<="&I22)
350001	400000	350001 - 400000	400000	1	=SUMIFS(G:G,G:G,">="&H23,G:G,"<="&I23)	=COUNTIFS(G:G,">="&H23,G:G,"<="&I23)
		Total	358228369	7167		

CHARTS & PLOTS

- To draw a pie chart to show the proportion of people working in different department.

Chart & Plot:

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

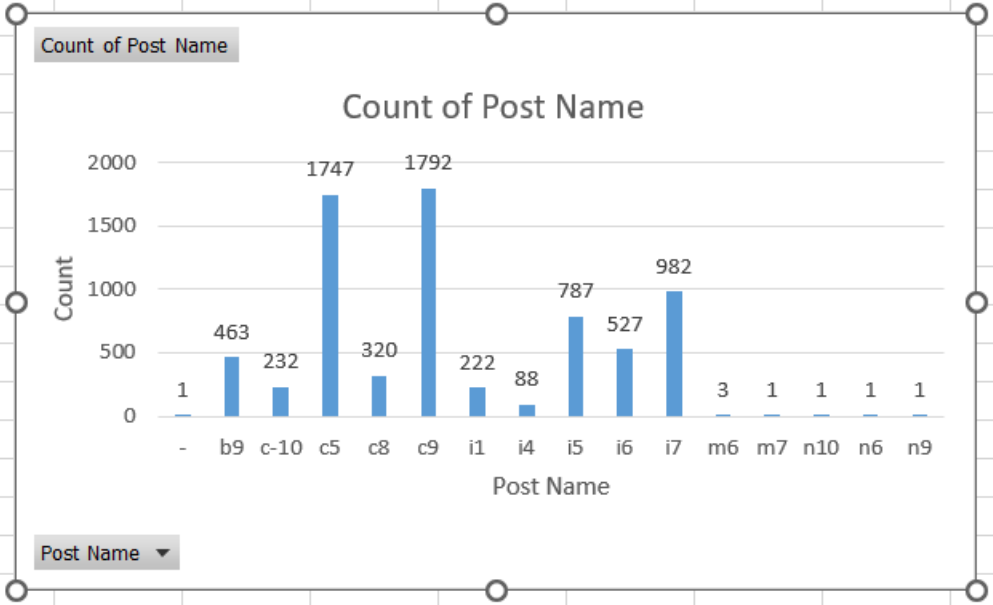


Charts

- To represent different post tiers using chart.

Chart:

Post Name	Count of Post Name
-	1
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



Result

- In this project I have answered all the questions asked by understanding the data set and plotted the graph.
- I have gained more knowledge in excel formulas like sumifs, countifs, pie chart plotting, etc.
- Now I have deep knowledge in this area.