Hiring Process Analytics

View Slides

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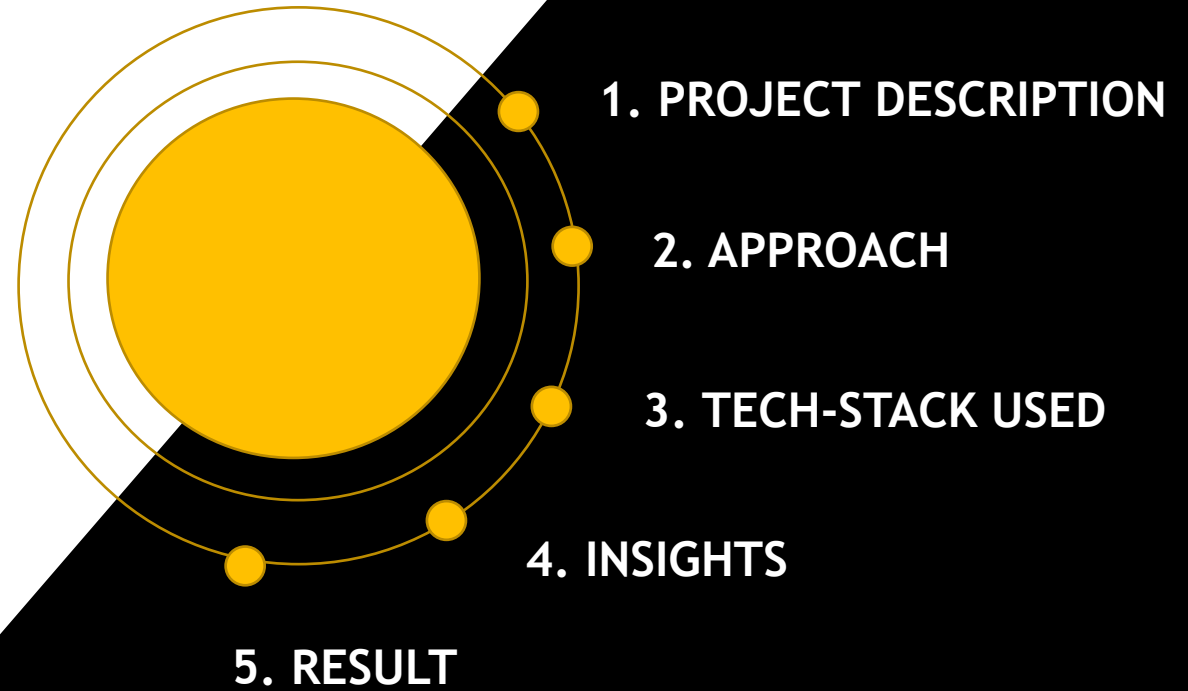
1) <u>Project Description</u>

As a lead Data Analyst Lead in Google, i am provided with Statistic data sets, tables from which i must derive certain insights out of it and answer the questions. so it will be easy for me to handle it using **Excel and provide a detailed report**

S.no	Question
1	Hiring
2	Average Salary
3	Class Intervals
4	Charts and Plots
5	Charts

2) <u>Approach</u>

1. I revised 2-3 times the requirements Google.
2. Collected the Statistics Dataset.

3.

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

Your task: How many males and females are Hired ?

Approach :

I have used countifs function with constraints status = hired and event_name=male.

❏ **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 ?

Approach :

using average function I have calculated average of offered salary

❑ **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 ?

Approach :

I have made class interval by analyzing offered salary and using frequency function I have calculated offered within the range with help of upperbound.

❑**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 ?

Approach :

using countifs function with constraint with department so that we can find how many people are there in each department and displayed it in a pie chart.

❑ **Charts:** Use different charts and graphs to perform the task representing the data.
Your task: Represent different post tiers using chart/graph?

Approach:

using countifs function I have calculated the count of each post name and displayed it in a 3d bar graph.

3) Tech-Stack Used

❖I have used **Excel** software.

❖ Excel is a tool **for organizing and performing calculations** on data.

❖It can analyze data, calculate statistics, generate **pivot table**, and represent data as **charts or graphs.**

❖I have used **Excel 2019 version** to complete this project.

4) Insights

I have learnt to handle or manage huge stores of structured data using Excel and also I have learnt about Functions like countifs(), average(),frequency() etc..

Countifs() – it counts cell in a range based on one or more true or flase condition.

Average() – returns average of numbers

Frequency() – this function will calculate and return a frequency distribution.

5) Result

A. Hiring:

=COUNTIFS(C2:C7169,"=Hired",D2:D7169,"=Male")

=COUNTIFS(C2:C7169,"=Hired",D2:D7169,"=Female")

Hiring :	
Male	2563
Female	1856

B. **Average Salary:**

=AVERAGE(G2:G7169)

Average salary :	
Average	49983.02902

C. Class Intervals:

{=FREQUENCY(G2:G7169,M14:M21)}

Class Interval :		
Intervals	Frequency	Upper Bound
0 - 50000	3612	50000
50000 - 100000	3552	100000
100000 - 150000	0	150000
150000 - 200000	1	200000
200000 - 250000	0	250000
250000 - 300000	1	300000
300000 - 350000	0	350000
350000 - 400000	1	400000

D. Charts and Plots:

=COUNTIFS(E2:E7169,"=Finance Department")
=M25/7169

Charts and Plots :				
Departments	Proportion Percentage	Count	Count (Considering Hired)	Proportion Percentage (Considering Hired)
Finance Department	4.02%	288	176	2.46%
General Management	2.40%	172	113	1.58%
Human Resource Department	1.35%	97	70	0.98%
Marketing Department	4.53%	325	202	2.82%
Operations Department	38.65%	2771	1843	25.71%
Production Department	5.30%	380	246	3.43%
Purchase Department	4.64%	333	230	3.21%
Sales Department	10.42%	747	485	6.77%
Service Department	28.67%	2055	1332	18.58%

Department Proportion
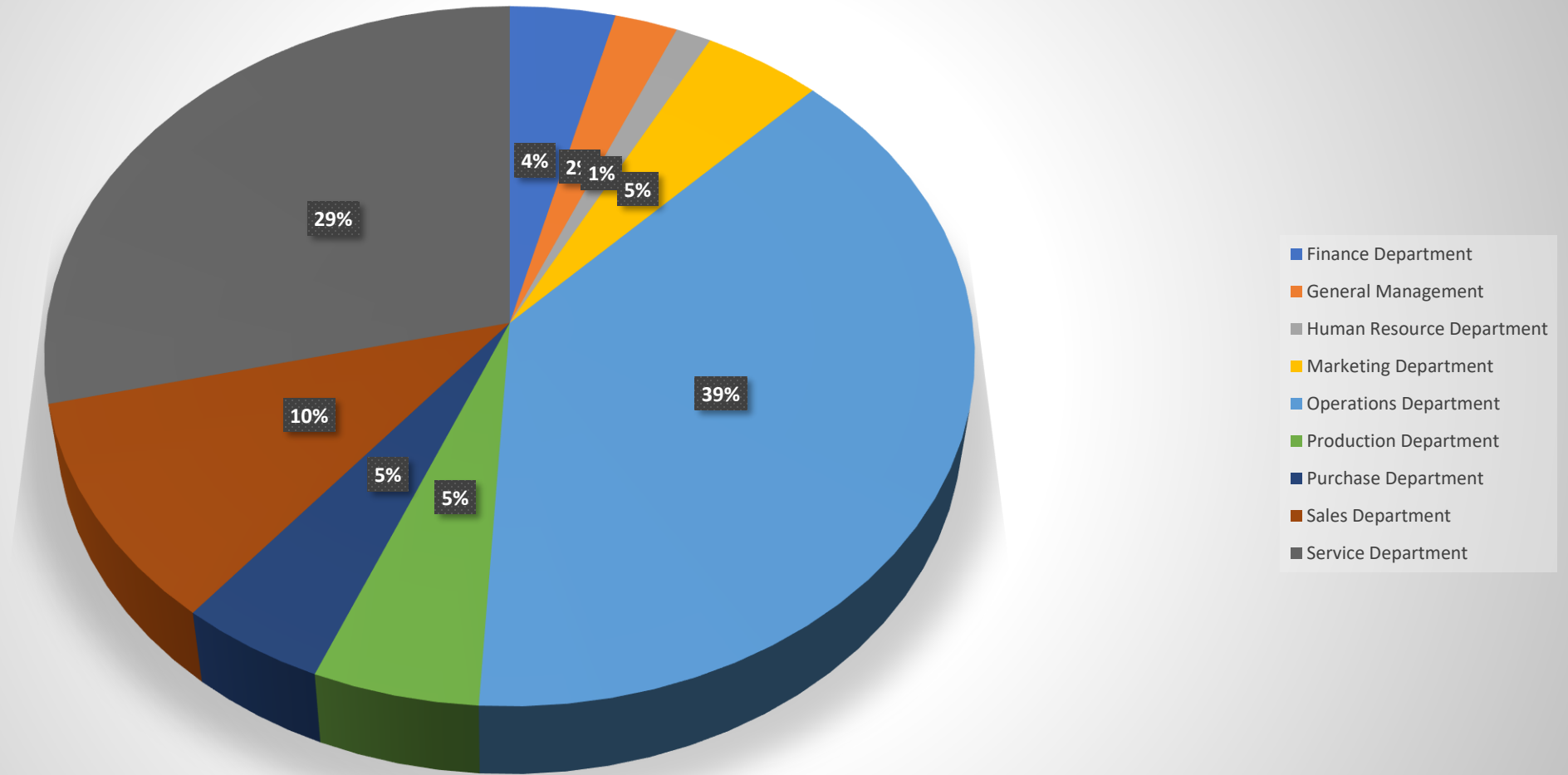
E. Charts:

=COUNTIFS(F2:F7169,"=-")

Post	Count
-	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
Total	7168

POST TIERS

Count

- ■ - ■ b9 ■ c-10 ■ c5 ■ c8 ■ c9 ■ i1 ■ i4 ■ i5 ■ i6 ■ i7 ■ m6 ■ m7 ■ n10 ■ n6 ■ n9