

## HIRING PROCESS ANALYTICS

### PROJECT DESCRIPTION:

Hiring process is the fundamental and the most important function of a company. The Companies get to know about the major 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 analyze before hiring freshers or any other individual.

### Problem statements:

1. **Hiring:** Process of intaking people into an organization for different kinds of positions.  
**Your task:** How many males and females are Hired ?
2. **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 ?
3. **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 ?
4. **Charts and Plots:** This is one of the most important parts of analysis to visualize the data.  
**Your task:** Draw Pie Chart / Bar Graph ( or any other graph ) to show the proportion of people working in different departments ?
5. **Charts:** Use different charts and graphs to perform the task representing the data.  
**Your task:** Represent different post tiers using a chart/graph?

### Approach:

Firstly We Open the Dataset in EXCEL, and Google Sheets. Understand the Rows and Columns .We will use Advanced excel formulas to find solutions for the problem statements. We'll use various graphs and tables to understand and describe our solutions.

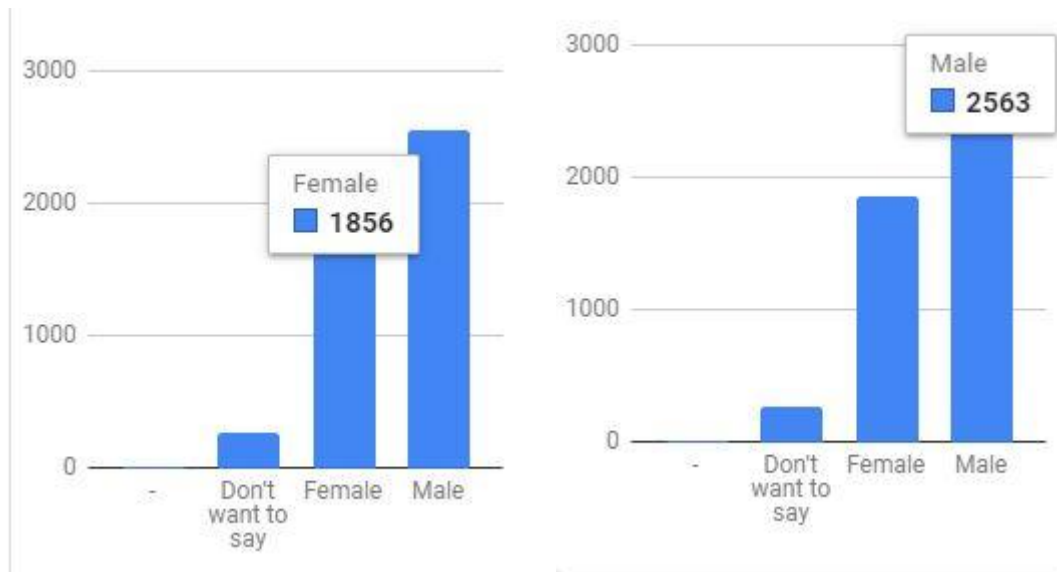
### TECH-STACK USED:

- MS-EXCEL.
- GOOGLE SHEETS.

## **OBSERVATION AND INSIGHTS:**

**TASK 1:**How many males and females are Hired ?

**Soln:** For getting answer to this task we'll use pivot table or column stats function of google sheets



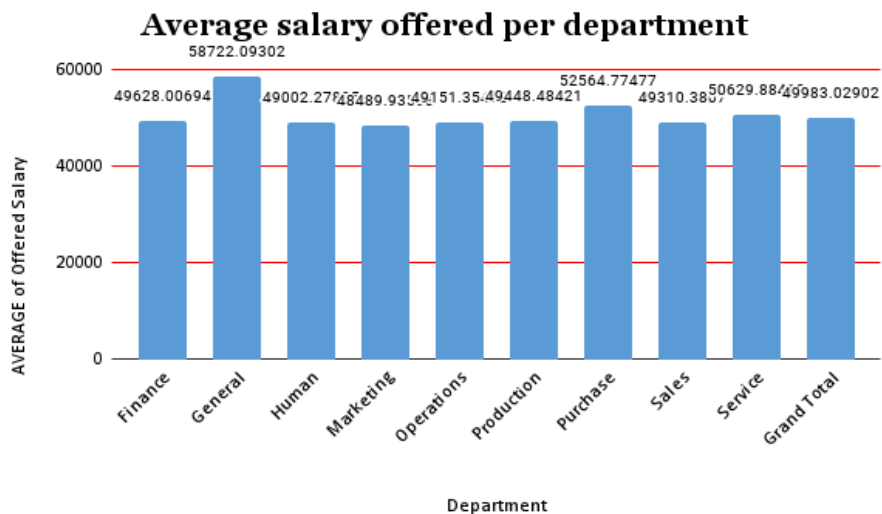
From the above graphs/charts we get to know the proportion(count) of males and females hired in the company, there are 2563 males and 1856 females, the ratio of male employee is high

**Task 2:** What is the average salary offered in this company ?

**Soln:** We'll use count-if functions and pivot table

- From the below graph we get know average salary offered in the company by per departments

Average salary offered in company= 49983.02902



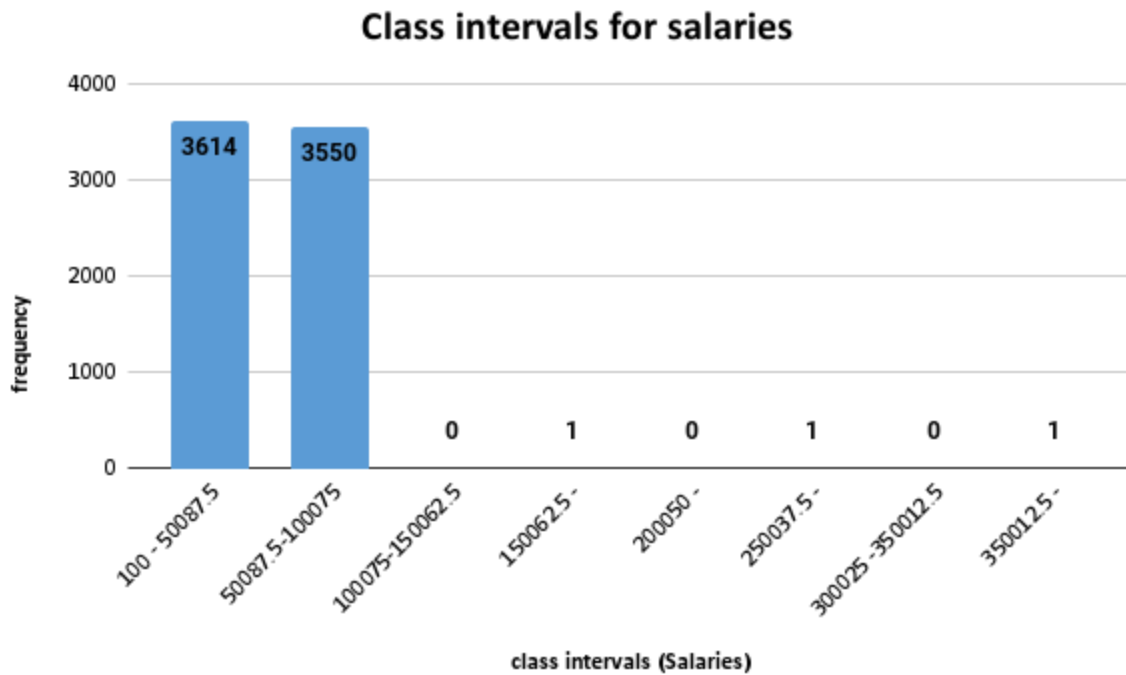
**PIVOT TABLE: Avg Salary offered in company per departments.**

Department	AVERAGE of Offe
Finance Departn	49628.00694
General Manage	58722.09302
Human Resource	49002.27835
Marketing Depai	48489.93538
Operations Depa	49151.35438
Production Depa	49448.48421
Purchase Depart	52564.77477
Sales Departmer	49310.3807
Service Departm	50629.88418
Grand Total	49983.02902

**TASK 3:** Draw the class intervals for salary in the company ?

**Soln:** For this task we used MS-EXCEL Formula of getting maximum salary, minimum salary, Range and count -ifs function to get the data.

We made use of the data to make the histogram charts, and divided the whole (offered salary) into 8 parts by using excel and found frequencies



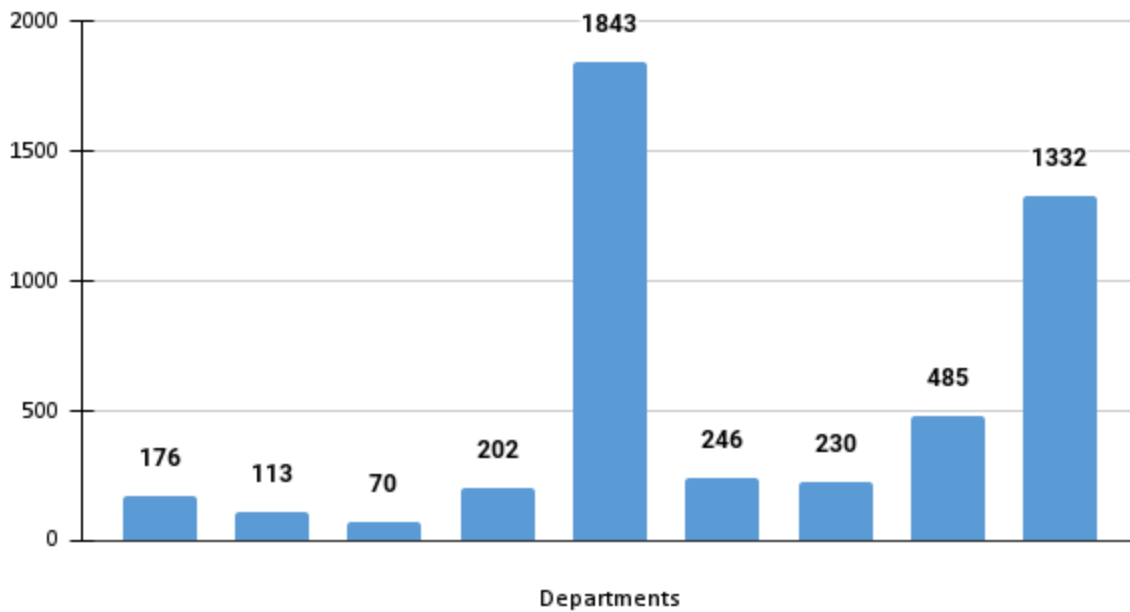
**PIVOT TABLE:**

class intervals	frequency
100 - 50087.5	3614
50087.5-100075	3550
100075-150062.5	0
150062.5 - 2000	1
200050 - 250037.5	0
250037.5 - 3000	1
300025 - 350012.5	0
350012.5 - 4000	1

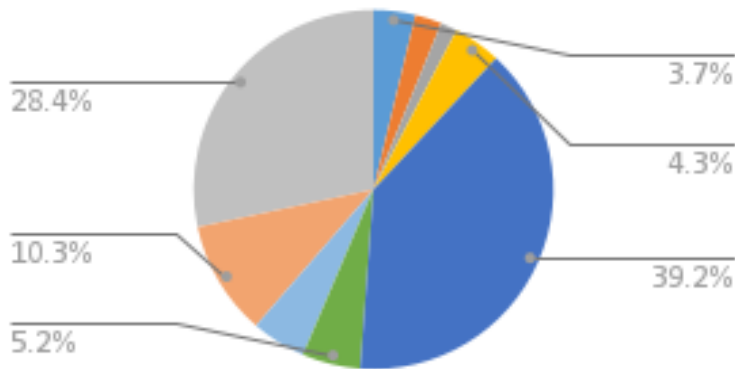
**TASK 4:** Draw Pie Chart / Bar Graph ( or any other graph ) to show the proportion of people working in different departments ?

**Soln:** From the graphs we can understand which department has more no. of employees, as we can see operation department has 1843 peoples which is the most number of people then followed by service department who has 1332 peoples

proportion of people working in diffrent depts



proportion of people working



#### PIVOT TABLE:

Department	count
Finance Department	176
General Management	113
Human Resource Department	70
Marketing Department	202
Operations Department	1843
Production Department	246
Purchase Department	230

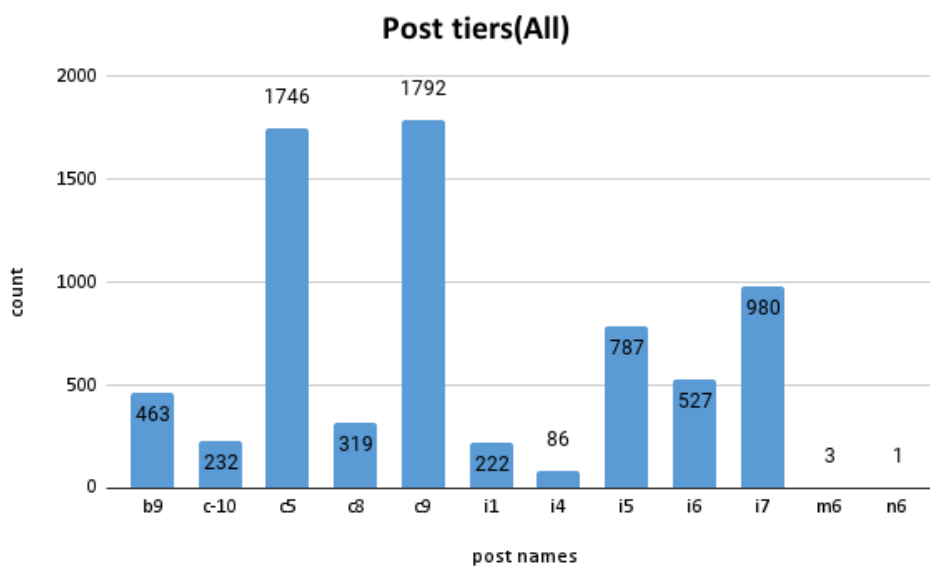
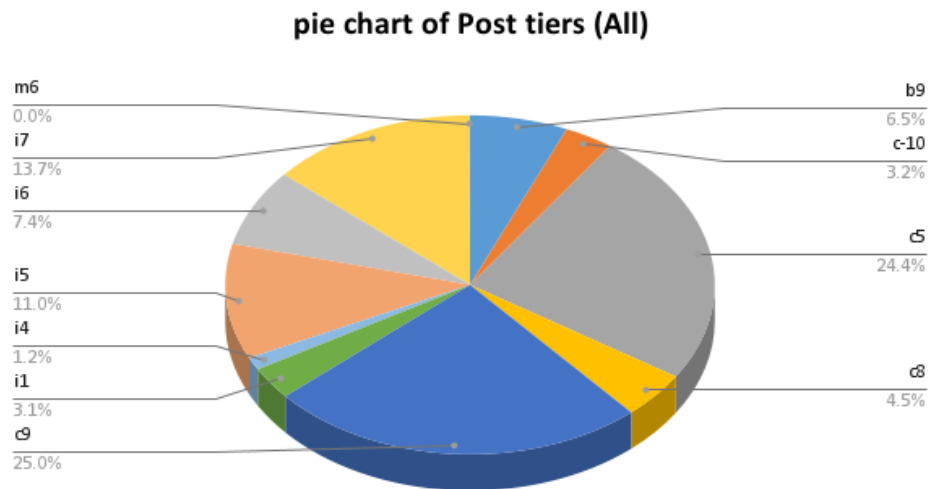
Sales Department	485
Service Department	1332

**TASK 5:**Represent different post tiers using a chart/graph?

**Soln:**From the graphs and pie chart we get to number of people applied for what post ,which post requires manpower etc

**POST TIERS(HIRED+REJECTED)**

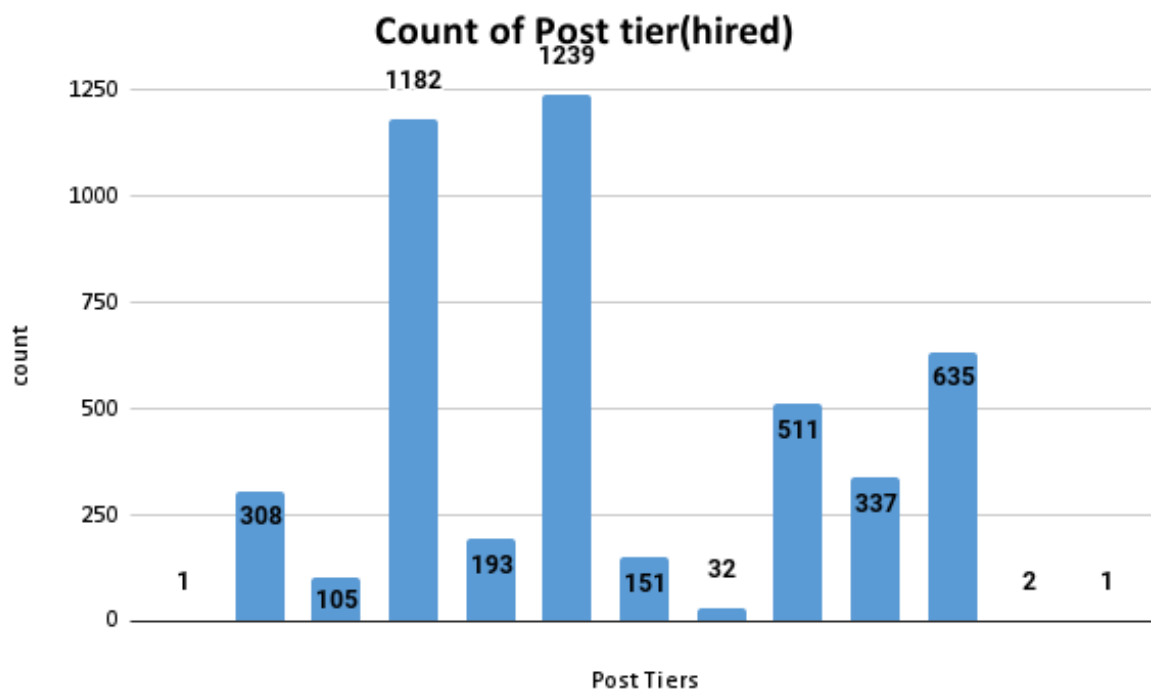
post name	count
b9	463
c-10	232
c5	1746
c8	319
c9	1792
i1	222
i4	86
i5	787
i6	527
i7	980
m6	3
n6	1



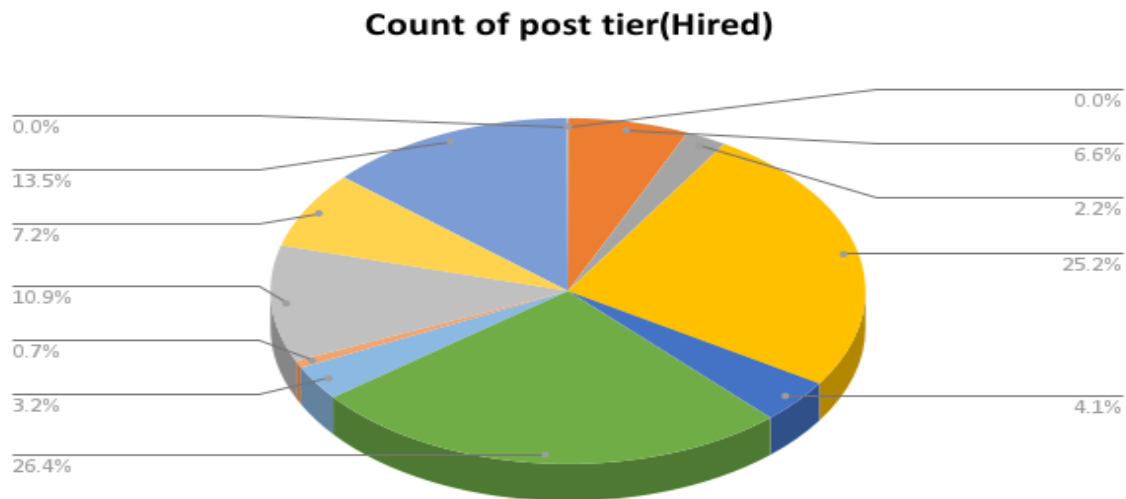
- **POST TIERS(HIRED)**

From the graphs below we will understand how many people are hired for the posts, which post is in demand more.

Post Name	count
-	1
b9	308
c-10	105
c5	1182
c8	193
c9	1239
i1	151
i4	32
i5	511
i6	337
i7	635
m6	2
n6	1







## **RESULTS:**

We understand analytics functions, how to make charts and graphs in excel and google sheet, and how it can make our job easier.

In the conclusion part, I would like to conclude that Hiring Process Analytics plays an important part for all the companies to decide the job openings for the near future. Hiring Process Analytics is done on monthly, quarterly or yearly basis as per the needs and policies of the companies. In a company there will be some employees who have high salary packages compared to other employees, and this is due to the fact that they have some special skills and years of experience in their particular field of work. Hiring Process Analytics helps the company to decide the salaries for new freshers joining the company, also it tells the requirement of workforce by each department; it also helps the company decide the appraisals and increments for its employees.