HIRING PROCESS ANALYTICS

STATISTICS

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DESCRIPTION

This project involves analyzing data related to the hiring process of a multinational corporation, specifically Google. As the lead data analyst, my job is to study the hiring trends from previous hiring cycles and draw insights to help the hiring department make better decisions.

The data provided includes information such as the number of rejections, number of interviews conducted, types of jobs, and vacancies. By analyzing this data, we can gain a deeper understanding of the hiring process and identify areas for improvement.

Through this project, we aim to provide valuable insights that will help Google optimize their hiring process, reduce costs, and improve the quality of their hires. This is an important project for the company as it has the potential to make a significant impact on their overall recruitment strategy.

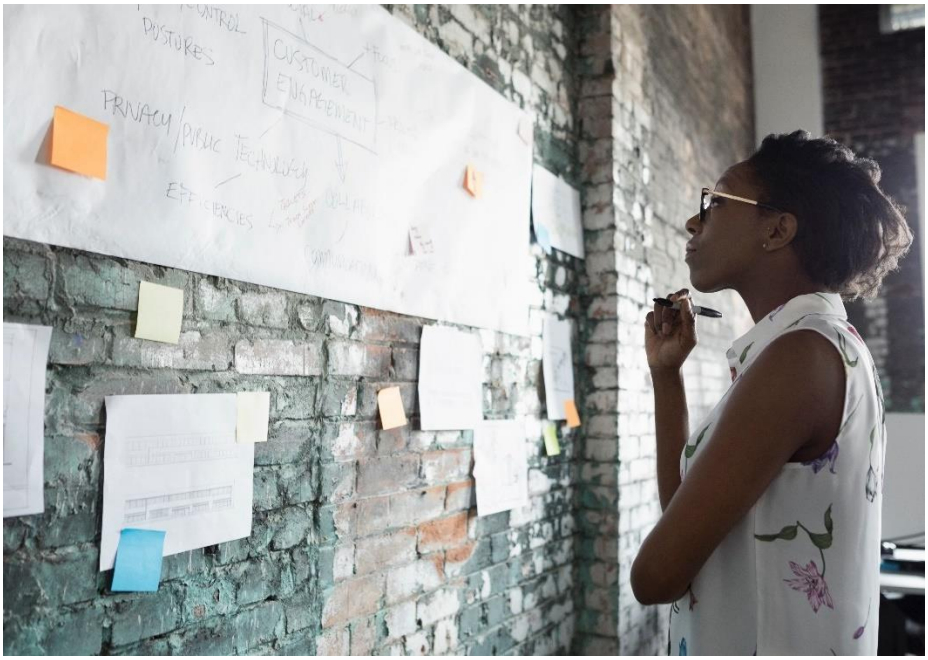
TECH-STACK USED

M S . E X C E L

Excel is an important tool for data analysts in this project as it can help us to organize and analyze the large amounts of data provided, and ultimately draw insights that will inform the hiring department's decision-making process

T A B L E A U

Tableau is an important tool for data analysts in this project as it can help us to visualize complex data sets in a way that is easy to understand and interpret, and ultimately help to inform the hiring department's decision-making process.



TASKS

BUSINESS PRIORITIES

- **Hiring**

ADDED PRIORITIES

- Draw the class intervals for salary in the company

EMPLOYEE OPPORTUNITIES

- Interns begin
- Indoor rec leagues
- Chess tournaments

A. **Hiring:** Process of intaking of people into an organization for different kinds of positions.
   Your task: How many males and females are Hired ?
B. **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 ?
C. **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 ?
D. **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 ?
E. **Charts:** Use different charts and graphs to perform the task representing the data.
   Your task: Represent different post tiers using chart/graph

EXCEL TABLES

Excel is a powerful tool that can be very useful in this project for organizing and analyzing the data provided. Excel can be used to create spreadsheets that can help to summarize and visualize the data, making it easier to draw insights and identify trends.

For example, we can use Excel to create charts and graphs that represent the data in a clear and concise way. This can help us to quickly identify patterns and trends in the hiring process, such as the most common reasons for candidate rejections, or which types of jobs are most difficult to fill.

Excel can also be used to perform calculations, such as calculating the average number of interviews conducted per candidate, or the percentage of candidates who were hired for a particular job. This can help us to make data-driven decisions and identify areas where improvements can be made.

Overall, Excel is an important tool for data analysts in this project as it can help us to organize and analyze the large amounts of data provided, and ultimately draw insights that will inform the hiring department's decision-making process.

Excel pivot tables used in this analysis and Tableau is used for data visualization

TABLEAU

Tableau is a powerful data visualization tool that can be very useful in this project for creating interactive and informative visualizations of the hiring process data. Tableau allows us to create dynamic and engaging visualizations that can help to identify patterns and trends in the data, and to communicate those insights to stakeholders in a clear and compelling way.

For example, we can use Tableau to create a dashboard that shows key metrics such as the number of rejections, the number of interviews conducted, and the percentage of hires by job type. These visualizations can be interactive, allowing users to filter and drill down into the data to explore specific areas of interest.

Tableau also allows us to create more advanced visualizations, such as heat maps or geographic maps, which can help to highlight trends or patterns that may not be immediately apparent in a spreadsheet or table. These visualizations can be especially useful for identifying regional or industry-specific trends in the hiring process.

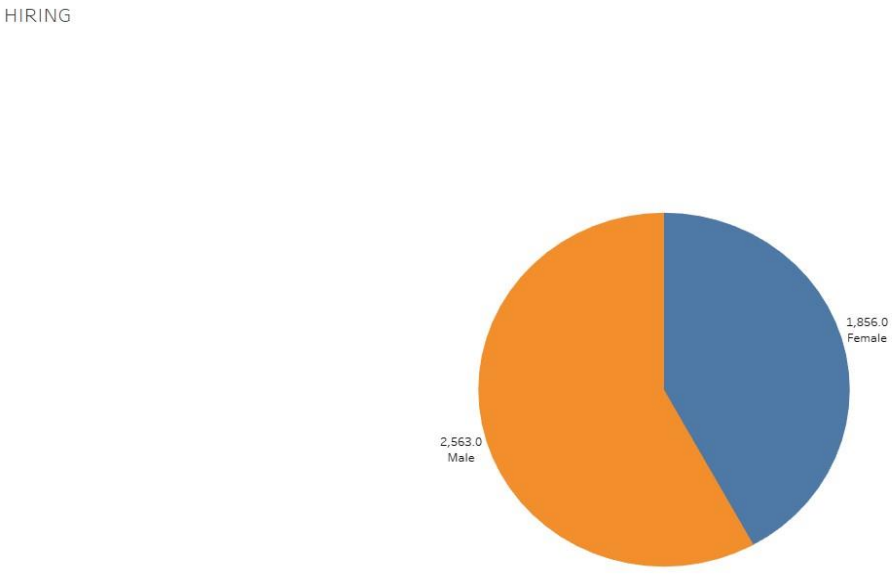
Overall, Tableau is an important tool for data analysts in this project as it can help us to visualize complex data sets in a way that is easy to understand and interpret, and ultimately help to inform the hiring department's decision-making process.

PIVOT TABLES USED

QUESTIONS POSED:

1. **Hiring:**
   task: How many males and females are Hired ?
   solution: in this we created the pivot table using the given table and used the count of event name by applying hiring status as the filter.

Status	Hired
event_name	Count of event_name
Male	2563
Female	1856
Grand Total	4419

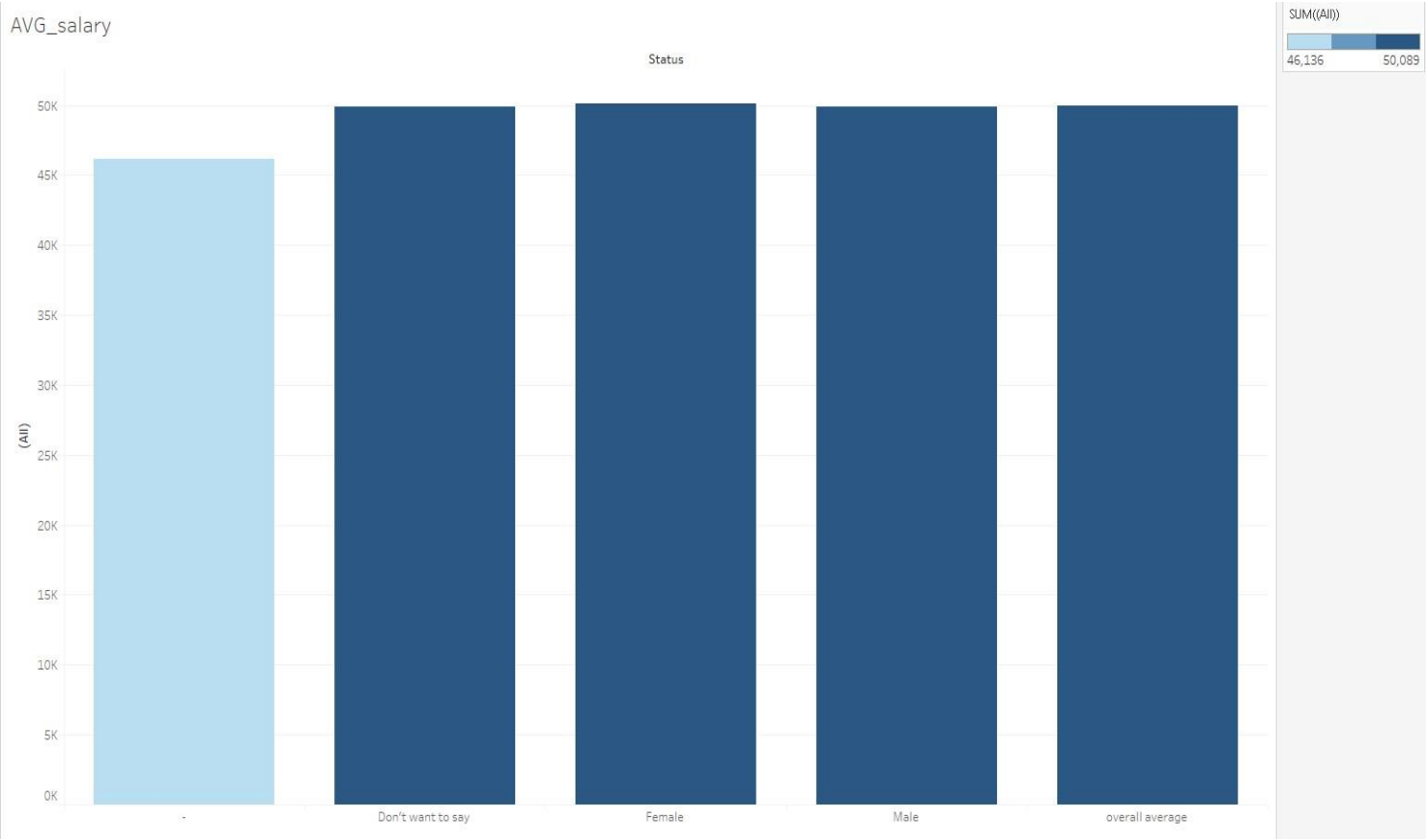


2. **Average Salary:**

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

solution: in this we created the pivot table using the given table and used the count of event name row and avg of salary

Status	(All)
Row Labels	Average of Offered Salary
-	46136.26667
Don’t want to say	49906.79135
Female	50088.50729
Male	49935.40622
overall average	49983.02902

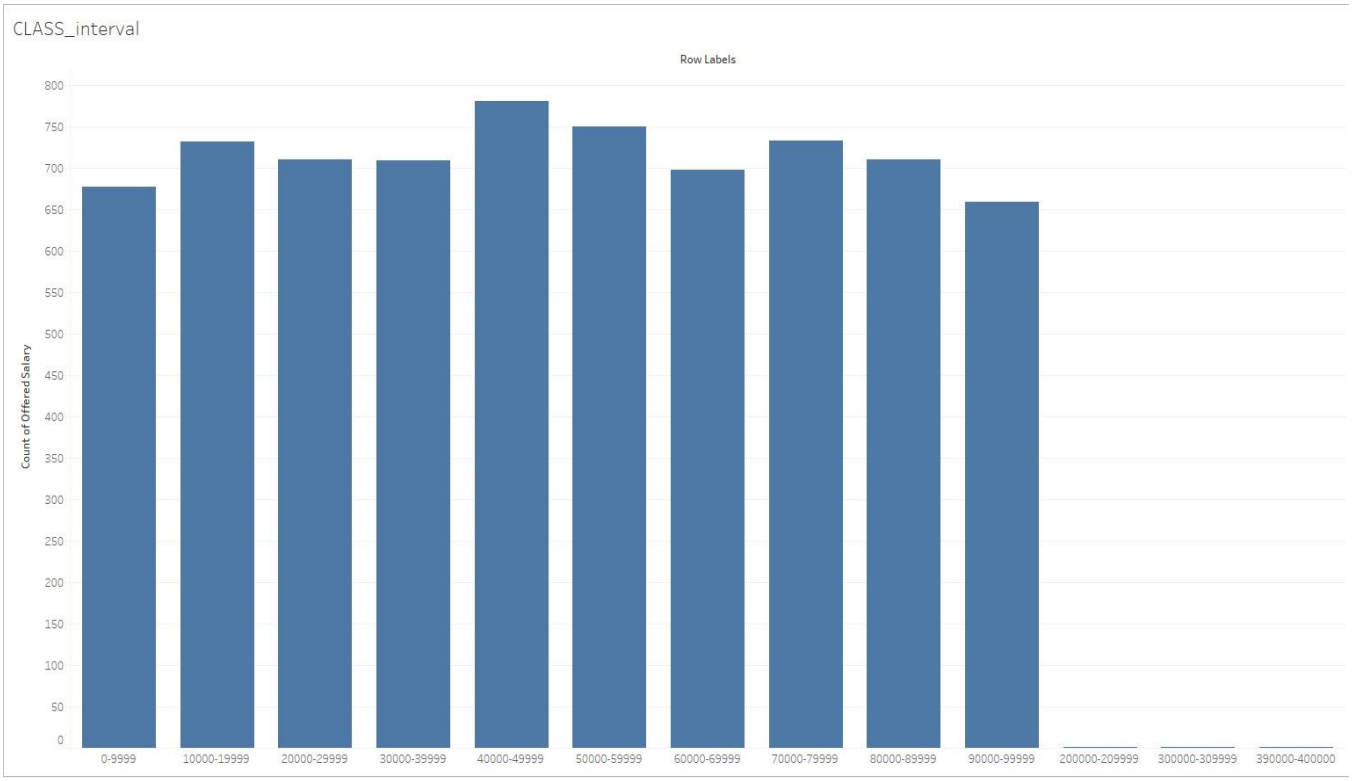


3. **Class Intervals:**

   task: Draw the class intervals for salary in the company

solution: in this we created the pivot table using the given table and used the group function and grouped the salary at intervals of 10000

salary	Count of Offered Salary
0-9999	678
10000-19999	732
20000-29999	711
30000-39999	709
40000-49999	781
50000-59999	751
60000-69999	698
70000-79999	734
80000-89999	711
90000-99999	659
200000-209999	1
300000-309999	1
390000-400000	1

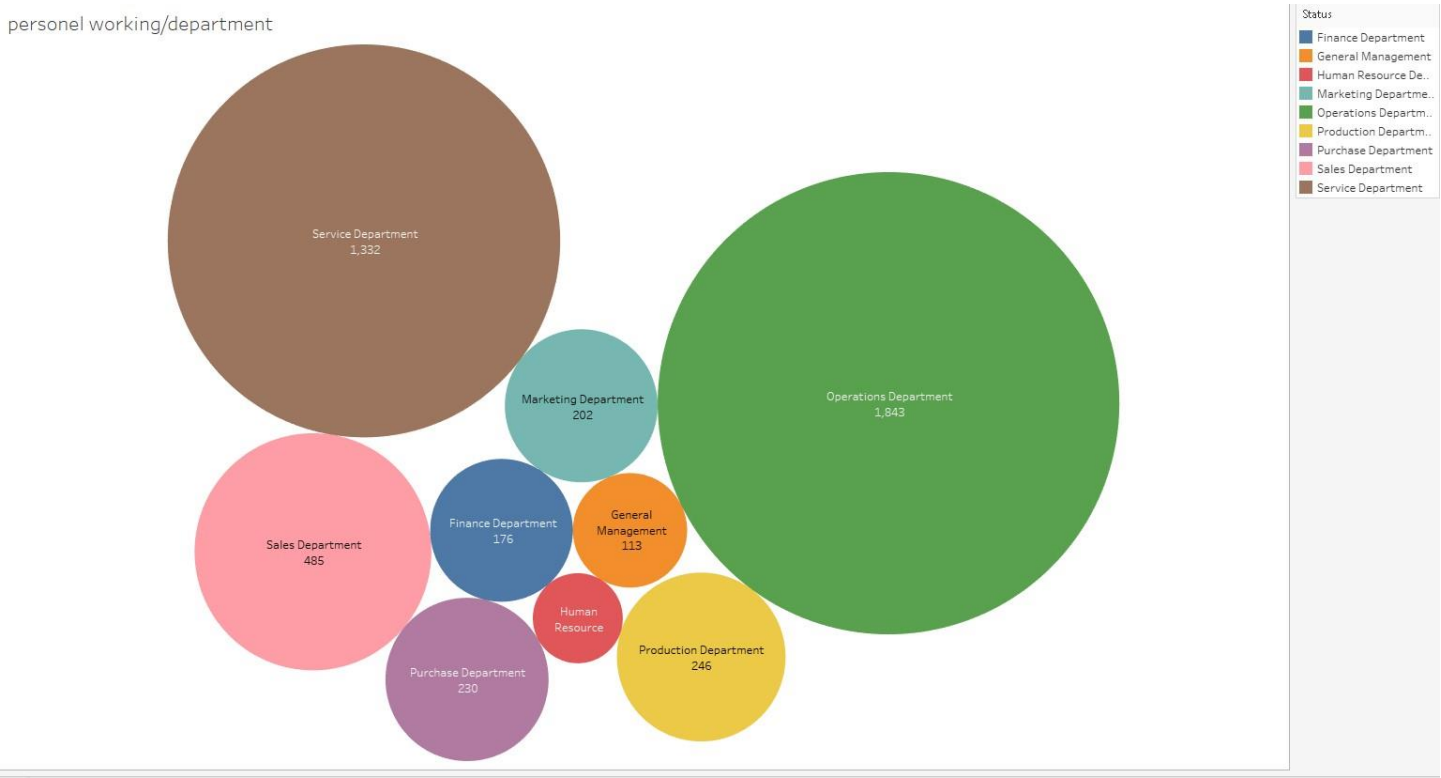


4. **Charts and Plots:**

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

solution: in this we created the pivot table using the given table and counted the count of employees and grouped them on the basis of department

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



5. **Charts:**

task: Represent different post tiers using chart/graph

solution: in this we created the pivot table using the given table and counted the count of employees and grouped them on the basis of post

Status	All
Post	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