Hiring Process Analytics

<u>PROJECT DESCRIPTION</u>

Here we are trying to build a system through which we will be able to track the number of employees we have hired in the company . Through this hiring analytics we will measure certain parameters which in turn will help us grow as a company and also most certainly help in understanding our flaws. By this way the MNCs get to know about the major underlying trends about the hiring process. These Hiring analytics are the foundation pillar of the success of any organisation. 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.

I have been given a dataset of a company where the details about people who registered for a particular post in a department of this company. Knowledge in statistics and different formulas in excel are used to draw necessary conclusions about the company.

APPROACH

 I have tried to understand the dataset before trying to execute any of the requirements. I related each given data with what exactly I require to derive e.g. If I have been given the hiring dataset and asked to find out the number of male hired, so I segregated the total number of males hired from the total applicants by first using the filter male and then using the filter hired for respective columns. So over in all my approach was quite simple I just kept on connecting the dots to build these graphs and charts.

TECH-STACK

I had used MS-Excel provide by Microsoft. I have used the office home and student version of 2019.

       The reason for using it is that it has very user friendly interface and it is also hassle free with all the provided services such as creating visual illustrations, administering it, modifying it etc. I have particulary used it to create several reuired charts and graphs to perfectly understand the data then I have used multiple pivot tables to derive the outcome I required out of the given dataset.

RESULT

A.) Process of intaking of people into an organization for different kinds of positions
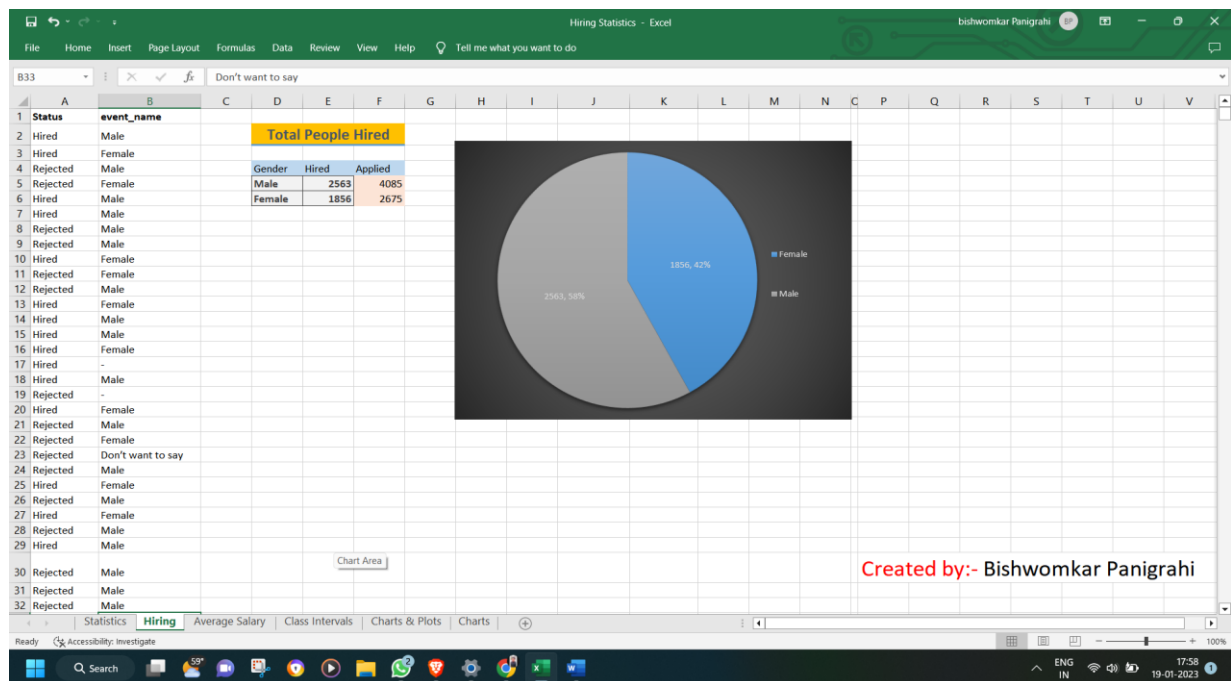
INSIGHT:-

1. Number of males hired = 2563
2. Number of females hired = 1856
3. Formula Used (Male) =COUNTIFS(B:B,"Male",A:A,"Hired")
4. Formula Used(Female)=COUNTIFS(B:B,"Female",A:A,"Hired")

<u>B.)</u>   Average Salary offered in this company

<mark>INSIGHT:-</mark>

1. The average salary given by this company is Rs. 49983.
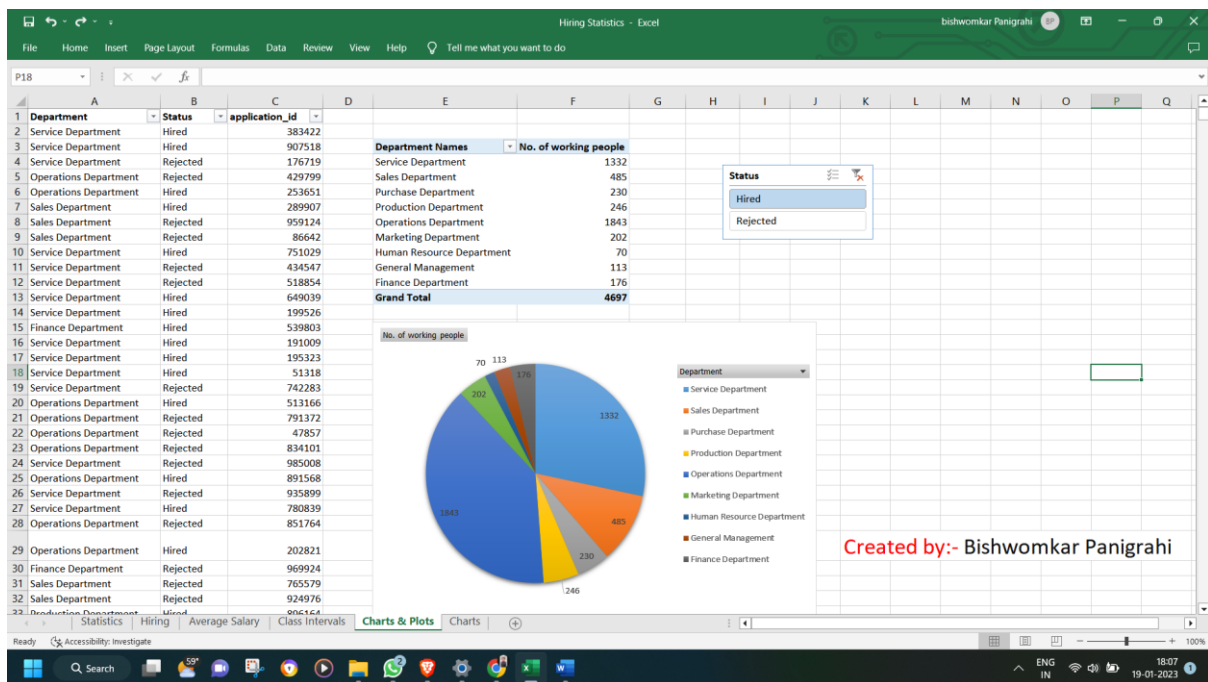
2. Formula Used(Average Salary) = AVERAGE(A:A)

C.) Class intervals for salary in the company
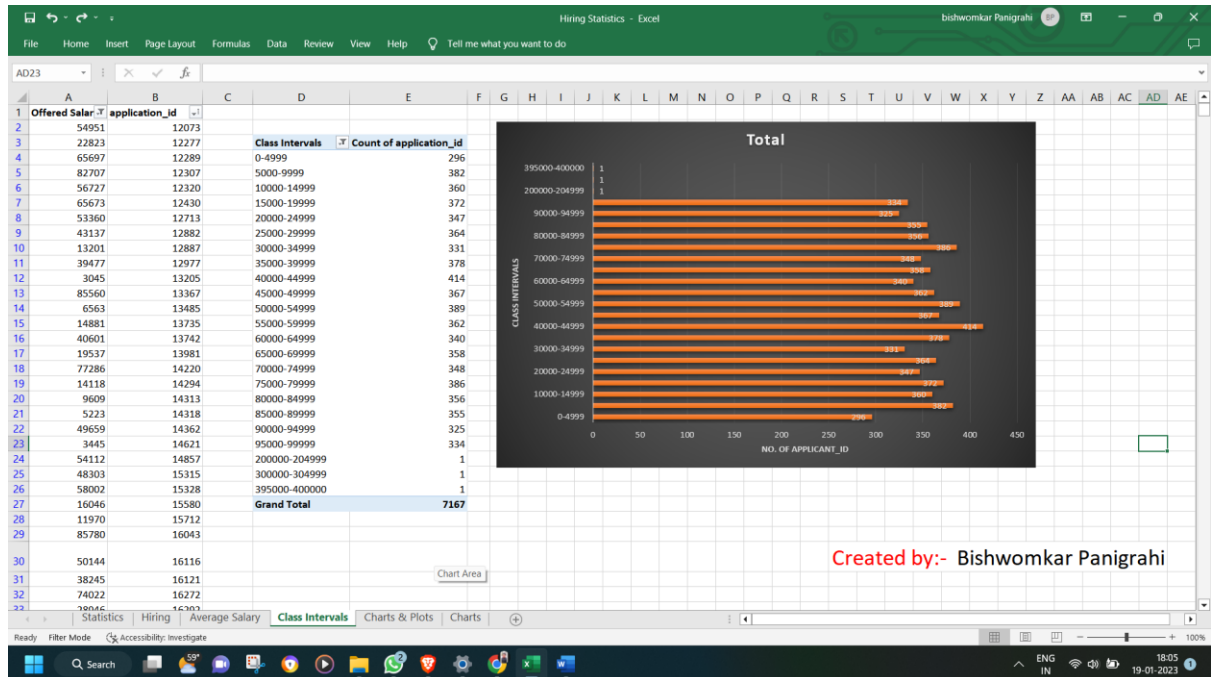
INSIGHT:-

1. I have used pivot table to calculate class intervals.
2. Class width is of 5000 units.
3. There are two columns class intervals and number of applicant id.
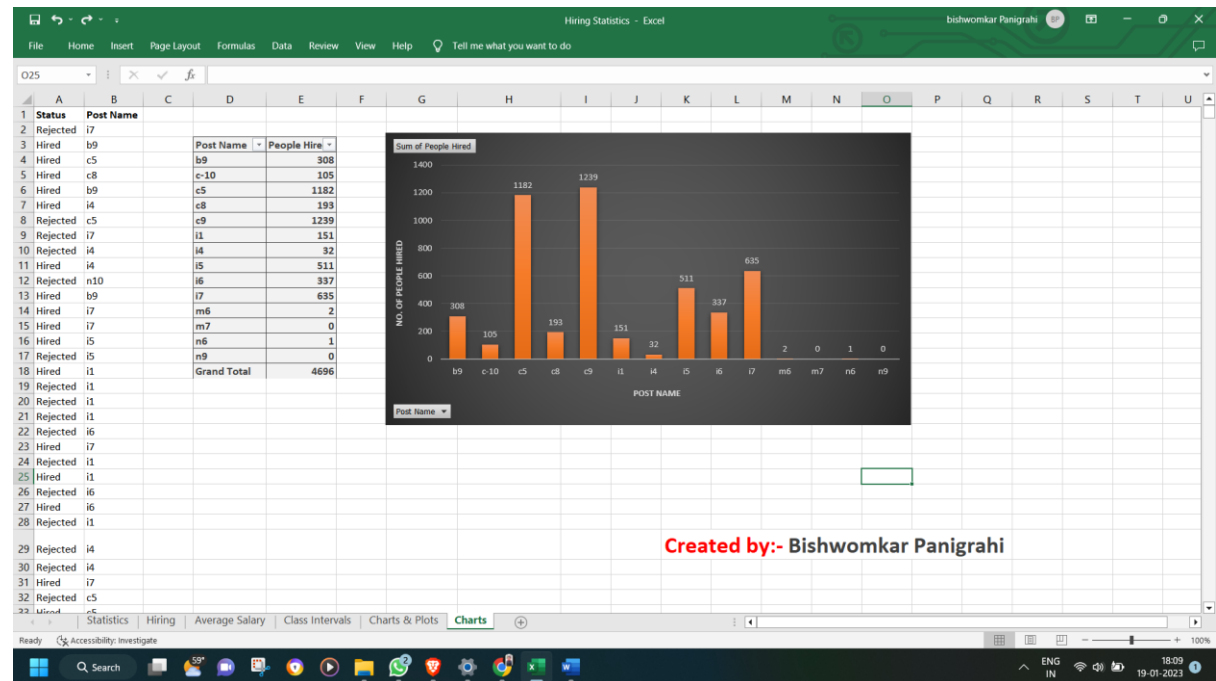4. I used a bar chart to represent it for better understanding.

D.) Proportion of people working in different department

INSIGHT:-

1. I used pivot table and pie chart to visualize the proportion of working in different department.
2. I also used slicer panel for status.
3. Pie chart is used as a pivot chart over here.

E.) Different post tiers using chart

INSIGHT:-

1. In the X-axis we have the name of post and on the Y-axis we have no* of People hired .
2. Before making the graph I have deleted all the application id which had 'null' in the post column and then I selected only the people who were hired .
3. Formula Used to calculate the number of people hired
   =COUNTIFS(B:B,"post name",A:A,"Hired")
4. And then I drag it down for others post by changing the Post Name.
5. In the last column, I measured the Grand Total by using the sum formula.
6. Column is used here to represent the chart.

1.) I have found that the rejection rate of male applicant is 6% higher than female applicant.
2.) HR Department has the least rejection rate.
3.) Maximum applicant are in the Operation Department and after that in the Human Resource Department.
4.) 3 Applicants are getting paid more than 1 lakh.

I have tried to use advance and basic excel concept. This project helps me in how to summarize the data and generate valuable insights with the help of the simple tool. I learnt how a role of data analyst is also important for hiring perspective. I learnt to use Excel in the real-time projects. I used different formulas, functions, pivots, etc to achieve the desired result. Overall, this project gave me an insight about the advanced concepts of Excel.

Here is an attached link to visit My Excel sheet:-

https://1drv.ms/x/s!Arxa-xC1P_LYfQK3C3suTx4l2Jw

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