

Hiring Process Analytics

Data Analytics Tasks: [Hiring Process Analytics Drive link](#)

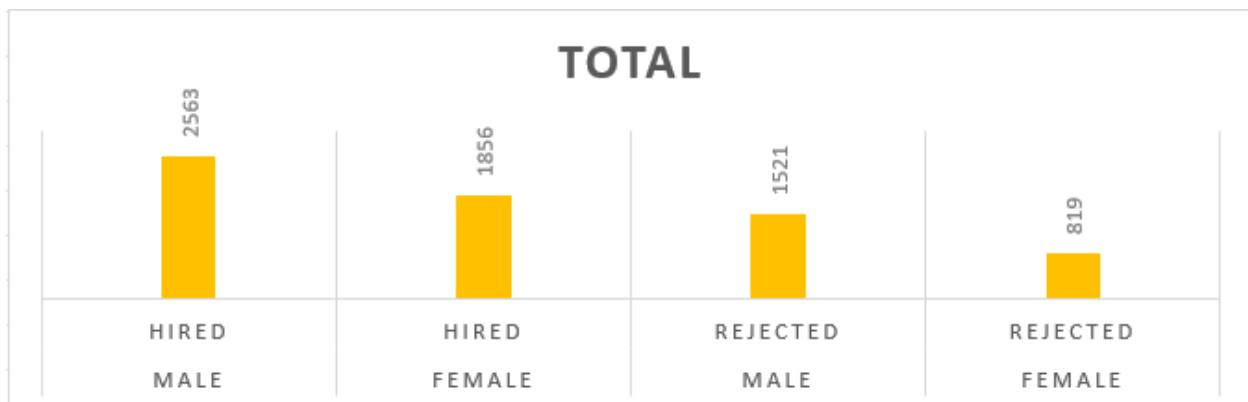
A. Hiring Analysis:

Task: Determine the gender distribution of hires. How many males and females have been hired by the company?

Output:

	event_name	Status	Total	Formula
Hired	Male	Hired	2563	{=COUNTIFS(data!D:D,Sheet2!B10,data!C:C,Sheet2!C10)}
	Female	Hired	1856	{=COUNTIFS(data!D:D,Sheet2!B11,data!C:C,Sheet2!C11)}
Rejected	Male	Rejected	1521	{=COUNTIFS(data!D:D,Sheet2!B12,data!C:C,Sheet2!C12)}
	Female	Rejected	819	{=COUNTIFS(data!D:D,Sheet2!B13,data!C:C,Sheet2!C13)}

Chart:



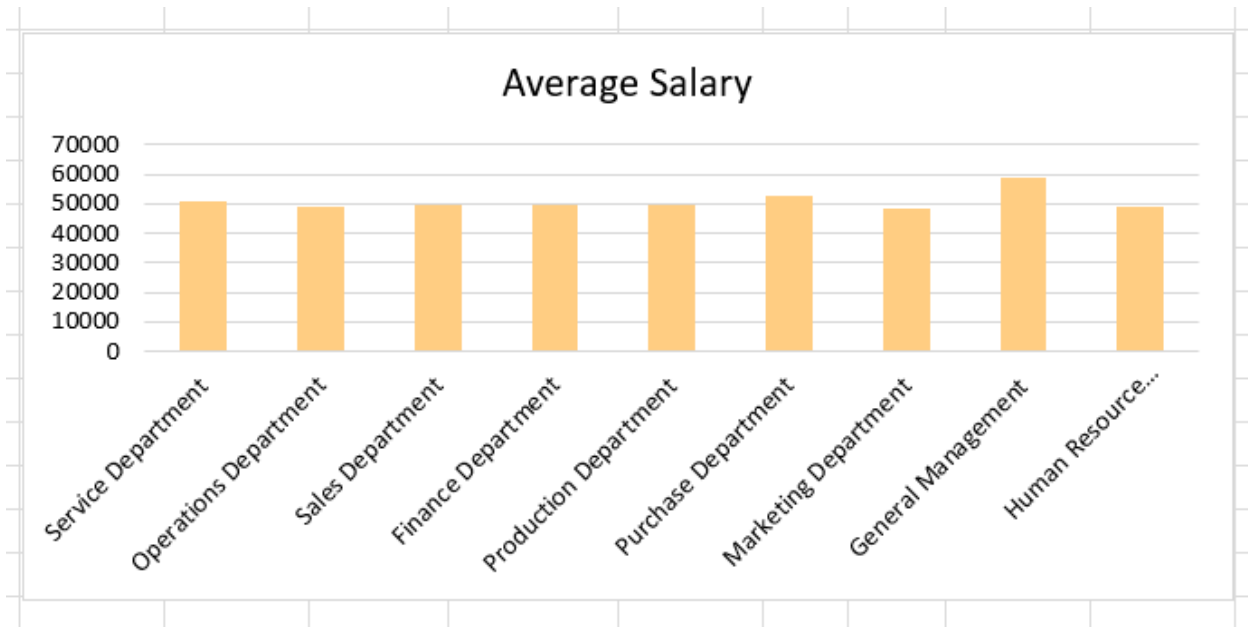
B. Salary Analysis:

Task: What is the average salary offered by this company? Use Excel functions to calculate this.

Output:

Department	Average Salary	Formula
Service Department	50629.88418	{=AVERAGEIF(data!E:E,Sheet2!A22,data!G:G)}
Operations Department	49151.35438	{=AVERAGEIF(data!E:E,Sheet2!A23,data!G:G)}
Sales Department	49310.3807	{=AVERAGEIF(data!E:E,Sheet2!A24,data!G:G)}
Finance Department	49628.00694	{=AVERAGEIF(data!E:E,Sheet2!A25,data!G:G)}
Production Department	49448.48421	{=AVERAGEIF(data!E:E,Sheet2!A26,data!G:G)}
Purchase Department	52564.77477	{=AVERAGEIF(data!E:E,Sheet2!A27,data!G:G)}
Marketing Department	48489.93538	{=AVERAGEIF(data!E:E,Sheet2!A28,data!G:G)}
General Management	58722.09302	{=AVERAGEIF(data!E:E,Sheet2!A29,data!G:G)}
Human Resource Department	49002.27835	{=AVERAGEIF(data!E:E,Sheet2!A30,data!G:G)}

Chart:



In the above output, we can find the average salary in individual departments. But if we need the average salary for the whole company the average would be **Average/Mean = 49983.02902** (Formula=AVERAGE(Data!G:G)).

C. Salary Distribution:

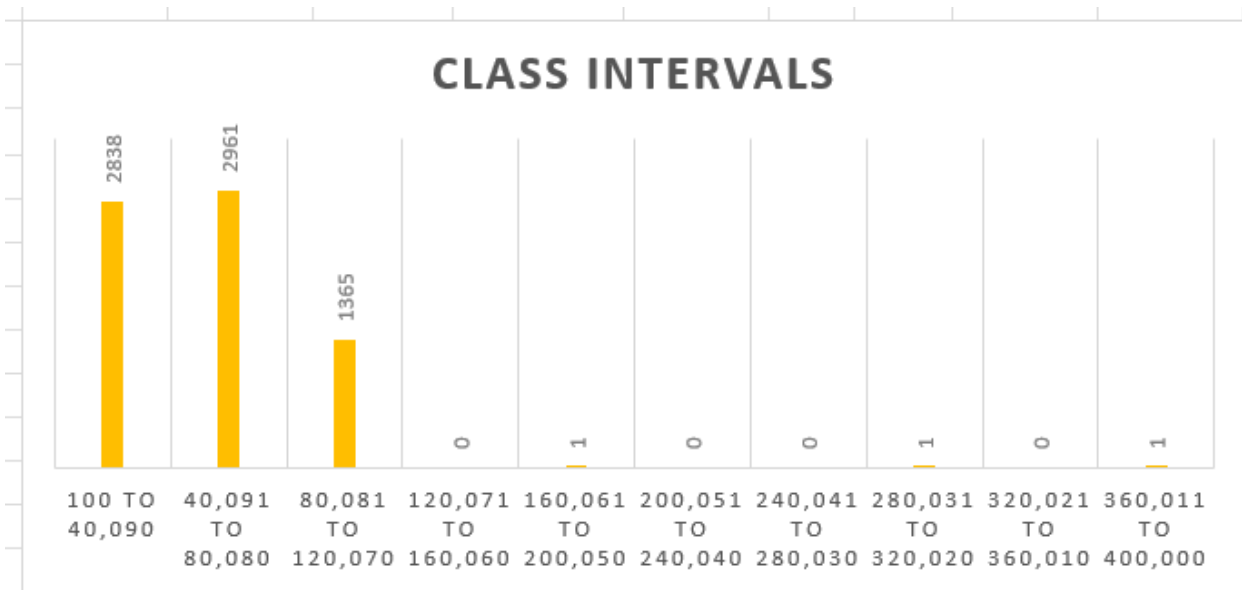
Task: Create class intervals for the salaries in the company. This will help you understand the salary distribution.

Output:

Stastics of offered salary	
Average/Mean	49983.02902
Median	49625
Mode	72843
Minimum	100
Maximum	400000
Sum	358228369
Count	7167
let's say we want to create 10 intervals.	
Interval width	= (400,000 - 100) / 10
	39990

Class Intervals	Lower Bound	Upper Bound	Total	Formula
100 to 40,090	100	40,090	2838	{=COUNTIFS(data!G1:G7168, ">="&B50, data!G1:G7168, "<="&C50)}
40,091 to 80,080	40,091	80,080	2961	{=COUNTIFS(data!G1:G7168, ">="&B51, data!G1:G7168, "<="&C51)}
80,081 to 120,070	80,081	1,20,070	1365	{=COUNTIFS(data!G1:G7168, ">="&B52, data!G1:G7168, "<="&C52)}
120,071 to 160,060	1,20,071	1,60,060	0	{=COUNTIFS(data!G1:G7168, ">="&B53, data!G1:G7168, "<="&C53)}
160,061 to 200,050	1,60,061	2,00,050	1	{=COUNTIFS(data!G1:G7168, ">="&B54, data!G1:G7168, "<="&C54)}
200,051 to 240,040	2,00,051	2,40,040	0	{=COUNTIFS(data!G1:G7168, ">="&B55, data!G1:G7168, "<="&C55)}
240,041 to 280,030	2,40,041	2,80,030	0	{=COUNTIFS(data!G1:G7168, ">="&B56, data!G1:G7168, "<="&C56)}
280,031 to 320,020	2,80,031	3,20,020	1	{=COUNTIFS(data!G1:G7168, ">="&B57, data!G1:G7168, "<="&C57)}
320,021 to 360,010	3,20,021	3,60,010	0	{=COUNTIFS(data!G1:G7168, ">="&B58, data!G1:G7168, "<="&C58)}
360,011 to 400,000	3,60,011	4,00,000	1	{=COUNTIFS(data!G1:G7168, ">="&B59, data!G1:G7168, "<="&C59)}

Chart:



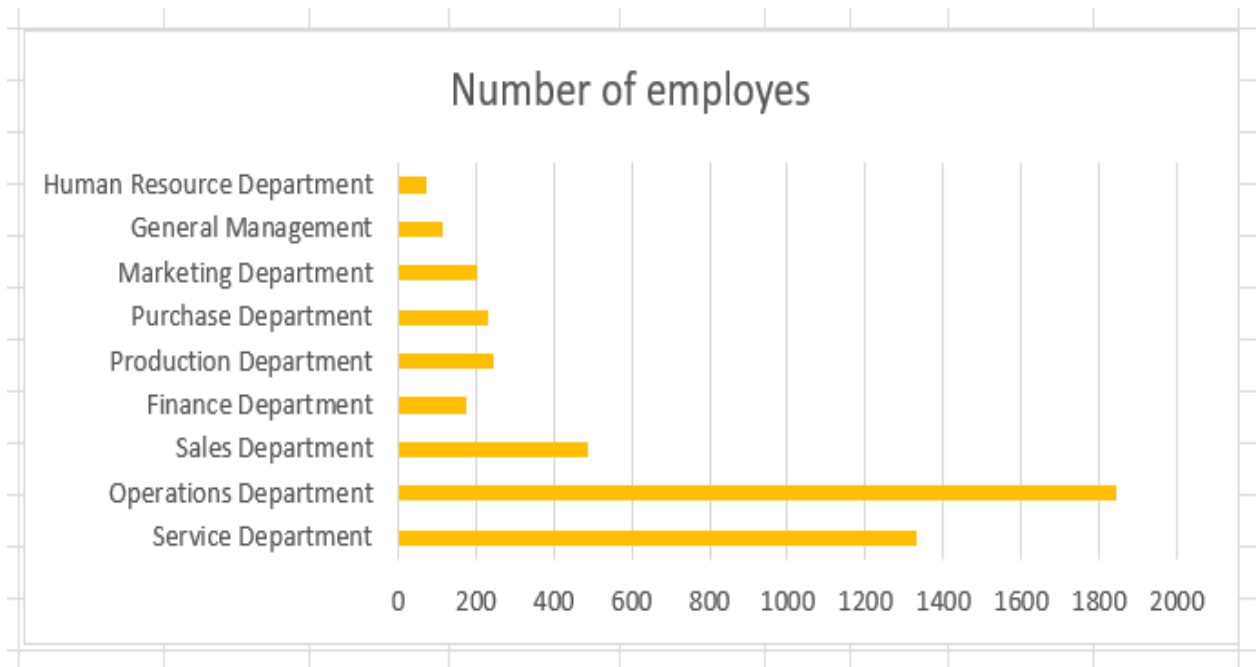
D. Departmental Analysis:

Task: Use a pie chart, bar graph, or any other suitable visualization to show the proportion of people working in different departments.

Output:

Department	Number of employees	Formula
Service Department	1332	{=COUNTIFS(data!E:E,Sheet2!A64,data!C:C,"Hired")}
Operations Department	1843	{=COUNTIFS(data!E:E,Sheet2!A65,data!C:C,"Hired")}
Sales Department	485	{=COUNTIFS(data!E:E,Sheet2!A66,data!C:C,"Hired")}
Finance Department	176	{=COUNTIFS(data!E:E,Sheet2!A67,data!C:C,"Hired")}
Production Department	246	{=COUNTIFS(data!E:E,Sheet2!A68,data!C:C,"Hired")}
Purchase Department	230	{=COUNTIFS(data!E:E,Sheet2!A69,data!C:C,"Hired")}
Marketing Department	202	{=COUNTIFS(data!E:E,Sheet2!A70,data!C:C,"Hired")}
General Management	113	{=COUNTIFS(data!E:E,Sheet2!A71,data!C:C,"Hired")}
Human Resource Department	70	{=COUNTIFS(data!E:E,Sheet2!A72,data!C:C,"Hired")}

Chart:



E. Position Tier Analysis:

Task: Use a chart or graph to represent the different position tiers within the company. This will help you understand the distribution of positions across different tiers.

Output:

Post Name		Number Of Posts	Formula
c8		320	{=COUNTIFS(data!F1:F7168,Sheet2!A79)}
c5		1747	{=COUNTIFS(data!F1:F7168,Sheet2!A80)}
i4		88	{=COUNTIFS(data!F1:F7168,Sheet2!A81)}
-		1	{=COUNTIFS(data!F1:F7168,Sheet2!A82)}
i7		981	{=COUNTIFS(data!F1:F7168,Sheet2!A83)}
n10		1	{=COUNTIFS(data!F1:F7168,Sheet2!A84)}
b9		463	{=COUNTIFS(data!F1:F7168,Sheet2!A85)}
i5		787	{=COUNTIFS(data!F1:F7168,Sheet2!A86)}
i1		222	{=COUNTIFS(data!F1:F7168,Sheet2!A87)}
i6		527	{=COUNTIFS(data!F1:F7168,Sheet2!A88)}
m6		3	{=COUNTIFS(data!F1:F7168,Sheet2!A89)}
m7		1	{=COUNTIFS(data!F1:F7168,Sheet2!A90)}
c-10		232	{=COUNTIFS(data!F1:F7168,Sheet2!A91)}
c9		1792	{=COUNTIFS(data!F1:F7168,Sheet2!A92)}
n9		1	{=COUNTIFS(data!F1:F7168,Sheet2!A93)}
n6		1	{=COUNTIFS(data!F1:F7168,Sheet2!A94)}

Chart:

