

PROJECT 4

Project Description:

Hiring process refers to the process of finding, selecting and hiring new employees to a company. Since the process requires strategic and pragmatic thinking while staying humane there are certain steps to follow to make it successful. The MNC want to analyze the company hiring process and the trends from the data . It want to know about the no. of females and males working in an organisation. We need to build a beautiful insights of the data from it .

Approach:

- I downloaded the dataset.
- Then cleaned and formatted the data.
- cleared all the outliers from the data.
- And created data insights.

Tech-Stack Used:

- Microsoft Excel 365

Insights:

A. Hiring Analysis: The hiring process involves bringing new individuals into the organization for various roles.

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

Answer:

No. of Females	1856
No. of Male	2563

B. Salary Analysis: The average salary is calculated by adding up the salaries of a group of employees and then dividing the total by the number of employees.

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

Answer:

Departments	Average of Offered Salary
Finance Department	48748.3
General Management	60810.2
Human Resource Department	49014.4
Marketing Department	47843.4
Operations Department	48914.2
Production Department	49350.9
Purchase Department	52086.6
Sales Department	48539.6
Service Department	50549.5
Grand Total	49752.9

C. Salary Distribution: Class intervals represent ranges of values, in this case, salary ranges. The class interval is the difference between the upper and lower limits of a class.

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

Answer:

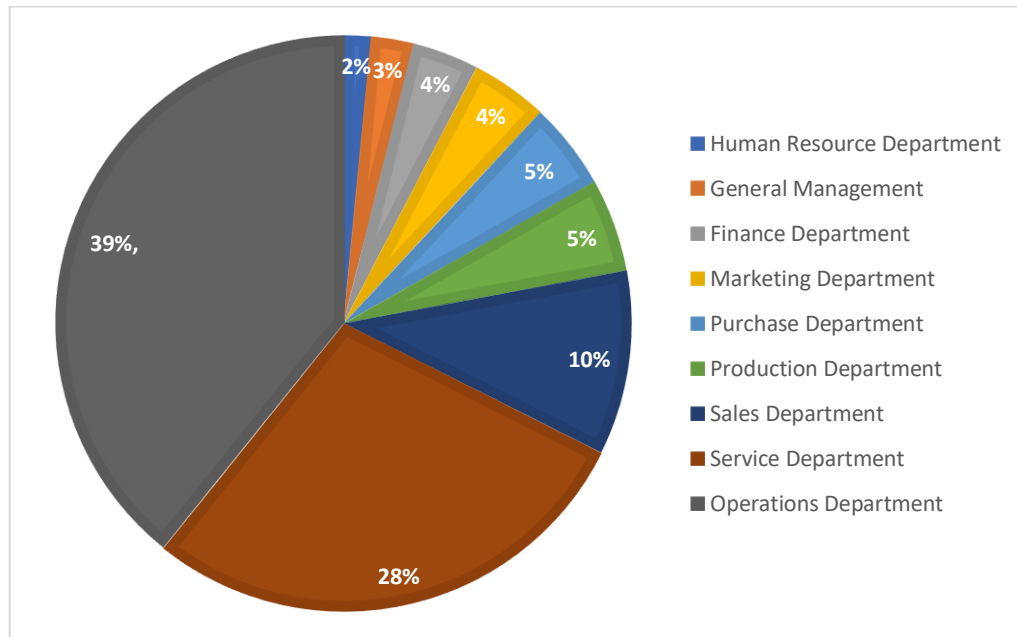
Class Intervals for Salary	No. of Employees
1-10000	439
10001-20000	489
20001-30000	457
30001-40000	486
40001-50000	527
50001-60000	494
60001-70000	450
70001-80000	479
80001-90000	459
90001-100000	414
190001-200000	1
290001-300000	1
390001-400000	1
Grand Total	4697

D. Departmental Analysis: Visualizing data through charts and plots is a crucial part of data analysis.

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

Answer:

Departments	No.of Employees	percentage of application_id
Human Resource Department	70	1%
General Management	113	2%
Finance Department	176	4%
Marketing Department	202	4%
Purchase Department	230	5%
Production Department	246	5%
Sales Department	485	10%
Service Department	1332	28%
Operations Department	1843	39%

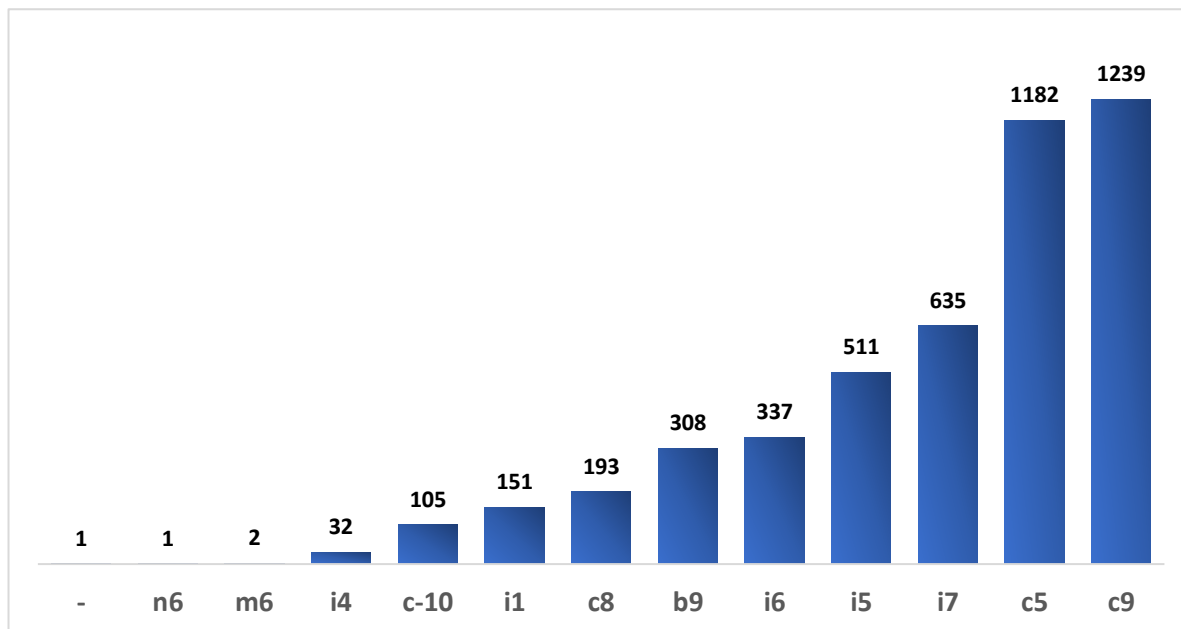


E. Position Tier Analysis: Different positions within a company often have different tiers or levels.

Your 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.

Answer:

POSTS	Count of application_id
-	1
n6	1
m6	2
i4	32
c-10	105
i1	151
c8	193
b9	308
i6	337
i5	511
i7	635
c5	1182
c9	1239
Grand Total	4697



Result:

- ❖ In a company we have 54.68 % male members , we have 39.60% of females and 5.72 are not specified their gender.
- ❖ We can see that we have General Management Department with highest average salary of 60810.2 and the lowest we have Marketing Department with lowest average salary of 47843.4.
- ❖ We can see that we have most of the salaried people lies between 40001-50000 interval.
- ❖ Operations Department has highest no. of Employees working in this department And the lowest no. of people we have in Human Resource Department .
- ❖ Majority of the People work in c9 positions in our company ,around 1239 employees.