Name:
DEBANJAN BHATTACHARJEE
Email id:
debanianbhattacharya2015@gm

debanjanbhattacharya2015@gm ail.com

Data analytics Trainee
Task 4: Hiring Process Analytics

### **Description:**

The hiring process is the fundamental and most important function of a company. Here, the MNCs get to know about the major underlying trends in the hiring process. Trends such as-the 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. Thus, making an opportunity for a Data Analyst job here too!

Being a Data Analyst, My job is to go through these trends and draw insights out of them for the hiring department to work upon.

I am working for an MNC such as Google as a lead Data Analyst and the company has provided with the data records of their previous hirings and has asked me to answer certain questions making sense of that data.

I have to required to provide a detailed report for the below data record mentioning the answers to the questions that follow:

There are given a dataset by the company where the details about people who registered for a particular post in a department of this company. I have to use my knowledge of statistics and use different formulas in Excel and draw necessary conclusions about the company.

Use the below Steps for EDA

- 1.Understanding data columns and data
- 2.Checking for missing data
- 3.Clubbing columns with multiple categories
- 4. Checking for outliers
- 5.Removing outliers
- 6.Drawing Data Summary

# REQUIRED DATA SET FOR THE OBSERVATION OF THE RESULT:

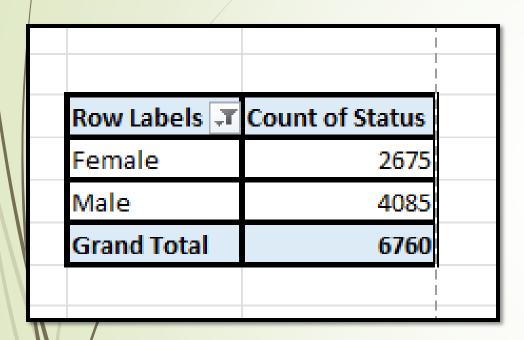
https://docs.google.com/spreadsh eets/d/1FdvuPTc64lqHvCKCiGQ-LohfSB2wyqg/edit?usp=sharing &ouid=106708946504615593219&r tpof=true&sd=true

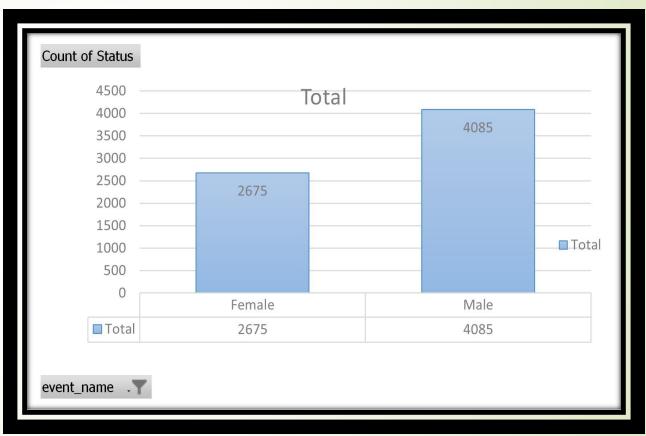
Analysis done on the following points:-

TASK = 1: Hiring: Process of intaking people into an organization for different kinds of positions.

My task: How many males and females are Hired?

### RESULT OF TASK 1: SO THERE ARE 2675 FEMALE AND 4085 MALE CANDIDATES WHO HAVE BEEN HIRED.





TASK 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.

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

RESULT FOR TASK 2: So the average salary offered in this company is 49983.02902

Formula used Ms-EXCEL is: =AVERAGE(G2:G7169)

TASK 3: Class Intervals: The class interval is the difference between the upper-class limit and the lower-class limit.

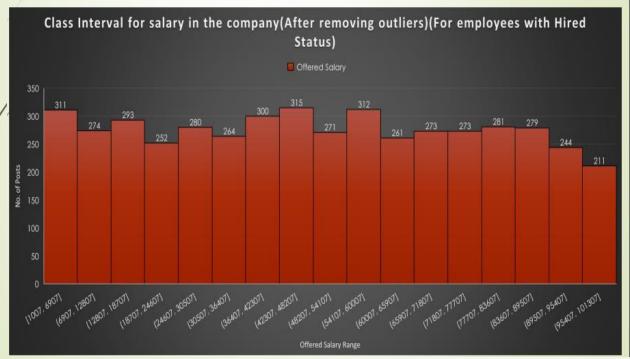
My task: Draw the class intervals for salary in the company.

RESULT OF TASK 3(PART 1)



## RESULT OF TASK 3(PART 2)





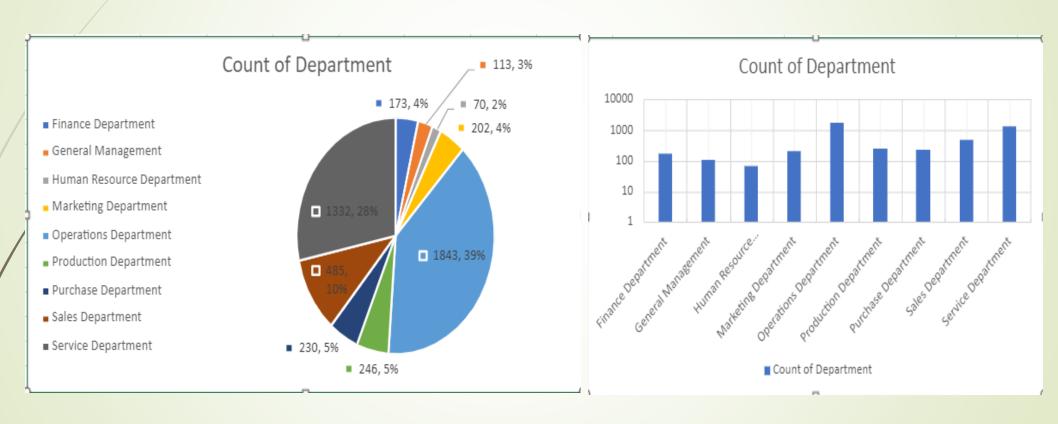
TASK 4 - Charts and Plots: This is one of the most important part of analysis to visualize the data.

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

### RESULTS(IN TABLE FORMAT):

Department	Count of Department
Finance Department	173
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

## RESULTS IN CHART AND BAR GRAPH FORMAT:



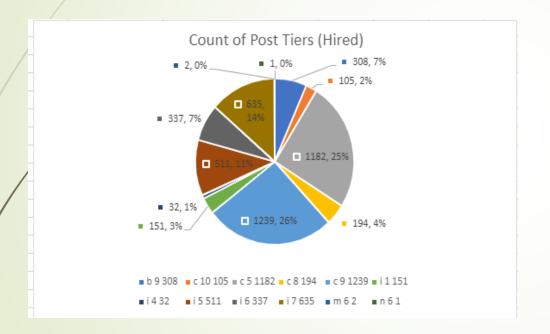
TASK 5 - Charts: Use different charts and graphs to perform the task representing the data.

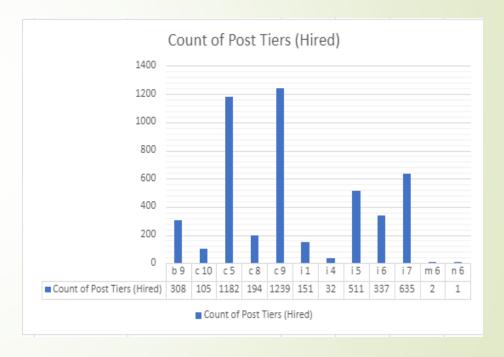
My task: Represent different post tiers using chart/graph?

**RESULTS IN TABLE FORMAT:** 

Post Name	Count of Post Tiers (Hired)
b 9	308
c 10	105
c 5	1182
c 8	194
c 9	1239
i 1	151
i 4	32
i 5	511
i 6	337
i 7	635
m 6	2
n 6	1

## RESULTS IN CHART AND BAR GRAPH FORMAT:

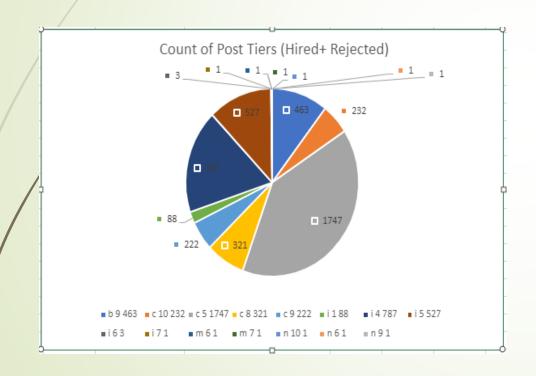


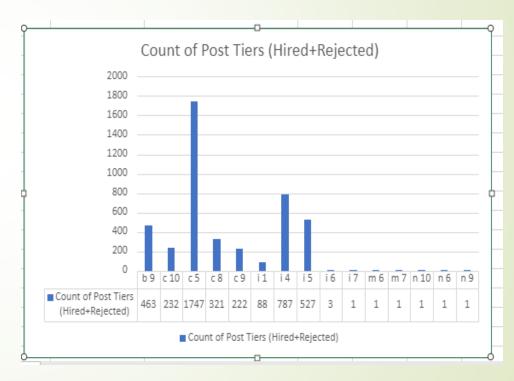


#### **RESULTS IN TABLE FORMAT:**

Post Name	Count of Post Tiers (Hired+Rejected)
b 9	463
c 10	232
c 5	1747
c 8	321
c 9	222
i 1	88
i 4	787
i 5	527
i 6	3
i 7	1
m 6	1
m 7	1
n 10	1
n 6	1
n 9	1

## RESULTS IN CHART AND BAR GRAPH FORMAT:





### THANK YOU

THIS PRTOJECT HAS MADE

BY

DEBANJAN
BHATTACHARJEE.