Hiring Process Analytics

Created By:-

Sanjay Singh

Table of Content
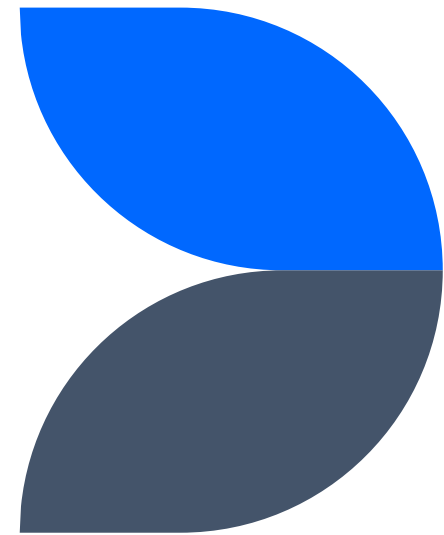
Project Description

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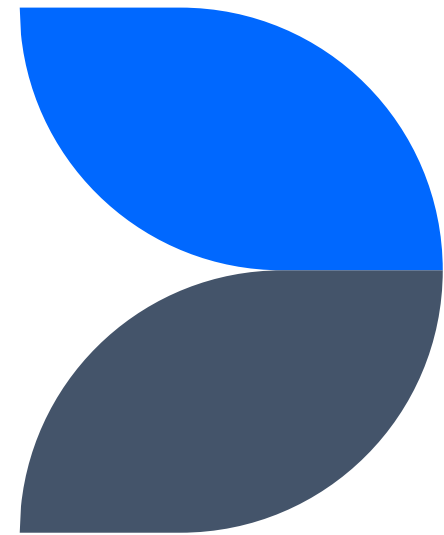
Approach

Using Built in formulas of Google Sheets for analyzing data.
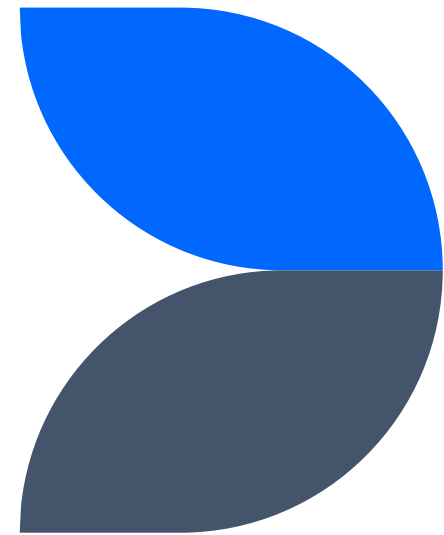
Tech Stack Used

1. Google Sheets
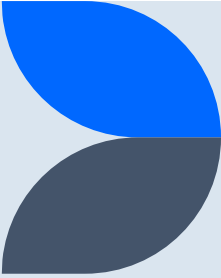2. Microsoft Power Point

Dataset

The Dataset is having 7168 Rows and 7 Columns. The Columns are;-

1. Application_Id
2. Interview taken on
3. Status
4. Event Name
5. Department
6. Post Name
7. Offered Salary

Exploratory Data Analysis

1

Understanding

Understanding Datasets alongwith Column Types

2

Missing Values

Finding Missing values and correcting it.

3

Clubbing Data

Finding columns to merge and consolidate

4

Outliers

Checking Outliers and removing it

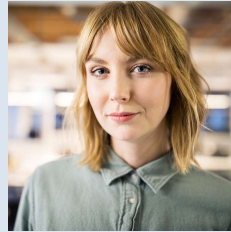**5**

Summarize

Drawing data summary

A. <u>**Hiring:**</u> Process of intaking of people into an organization for different kinds of positions.

<u>**Insights:-**</u>There is Total of 4085 Males and 2675 Females .It is found using COUNTIF function

Males

4085

Females

2675

(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.
Unique department is found using UNIQUE function and average using AVERAGEIF ?

Department wise Average Salary

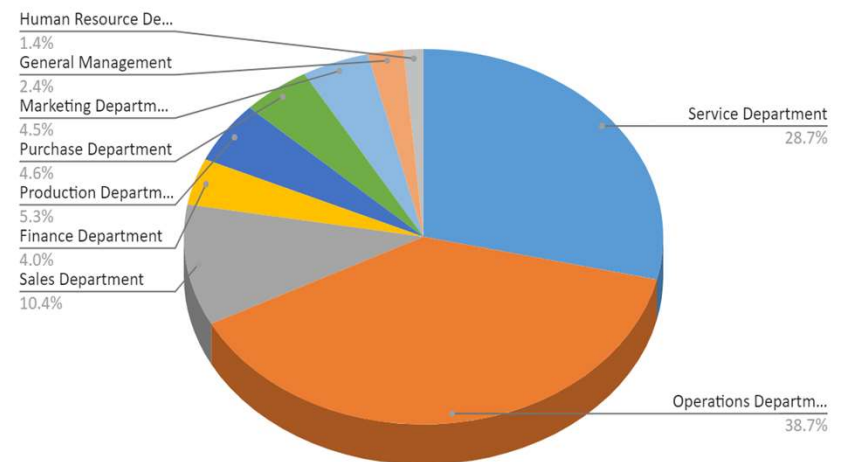| Department name	Average Salary (INR)
Service Department	50629.88
Operations Department	49151.35
Sales Department	49310.38
Finance Department	49628.01
Production Department	49448.48
Purchase Department	52564.77
Marketing Department	48489.94
General Management	58722.09
Human Resource Department	49002.28
Total Average	49983.03

❑

(C):-Class Intervals: The class interval is the difference between the upper class   limit and the lower class limit.

Insights:- Minimum salary is 100 and maximum is 400000. Divided into 9 Ranges of 39900. Function used are COUNTIFS, ROW, SEARCH

Salary Interval	Number of Employees
100-40090	2838
40090-80080	2961
80080-120070	1365
120070-160060	0
160060-200050	1
200050-240040	0
240040-280030	0
280030-320020	1
320020-360010	0
360010-400000	1

- **(D):- Charts and Plots:** This is one of the most important part of analysis to visualize the data.

- **Insights:-** There are total of 9 Different departments in dataset. Operations is on top followed by Service Department. It is found using COUNTIFS and UNIQUE function.

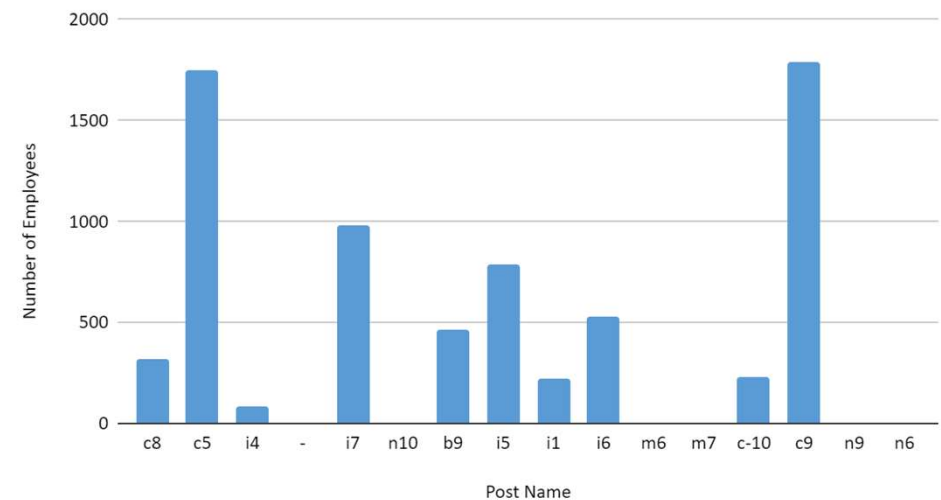|	
Service Department	2055
Operations Department	2771
Sales Department	747
Finance Department	288
Production Department	380
Purchase Department	333
Marketing Department	325
General Management	172
Human Resource Department	97
Total Employees	7168

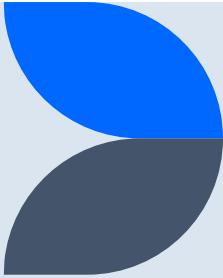**(E):- Charts:** Use different charts and graphs to perform the task representing the data.
Insights:- c5 and c9 is having highest designations. It is found using UNIQUE and COUNTIFS function

Post Name	Number of Employees
c8	320
c5	1747
i4	88
-	1
i7	982
n10	1
b9	463
i5	787
i1	222
i6	527
m6	3
m7	1
c-10	232
c9	1792
n9	1
n6	1

Number of Employees vs. Post Name

Conclusion

1. Number of Males is more as compared to Females.

2. Department Wise average salary is in constant range of 50000

3. Approx 99.9 % employees Salary is less than 120000.

4. Operations Department has highest number of Employees Followed by Services Department. These two department constitute Two Third of Employees Strength.

5. C9 and C5 post has highest Strenght crossing 1500 number. Followed by i7 and i5.

Thank you