

# Hiring Process Analytics



# Hiring Process Analytics

## Project Description:

The project is about finding the insights and graphical visualization needed for the hiring process.

The tools used to answer the question asked by the stakeholders is Excel.



# Approach:

First, the dataset have been loaded in Excel then the dataset have been thoroughly studied to understand the attributes then used multiple functions, and pivot tables, and then a few graphs to find out the answers to the questions asked by the stakeholders.



## Tech -Stack Used:

The software used to solve the problem statement is Excel which is a powerful tool to do EDA on this data and create data visualization

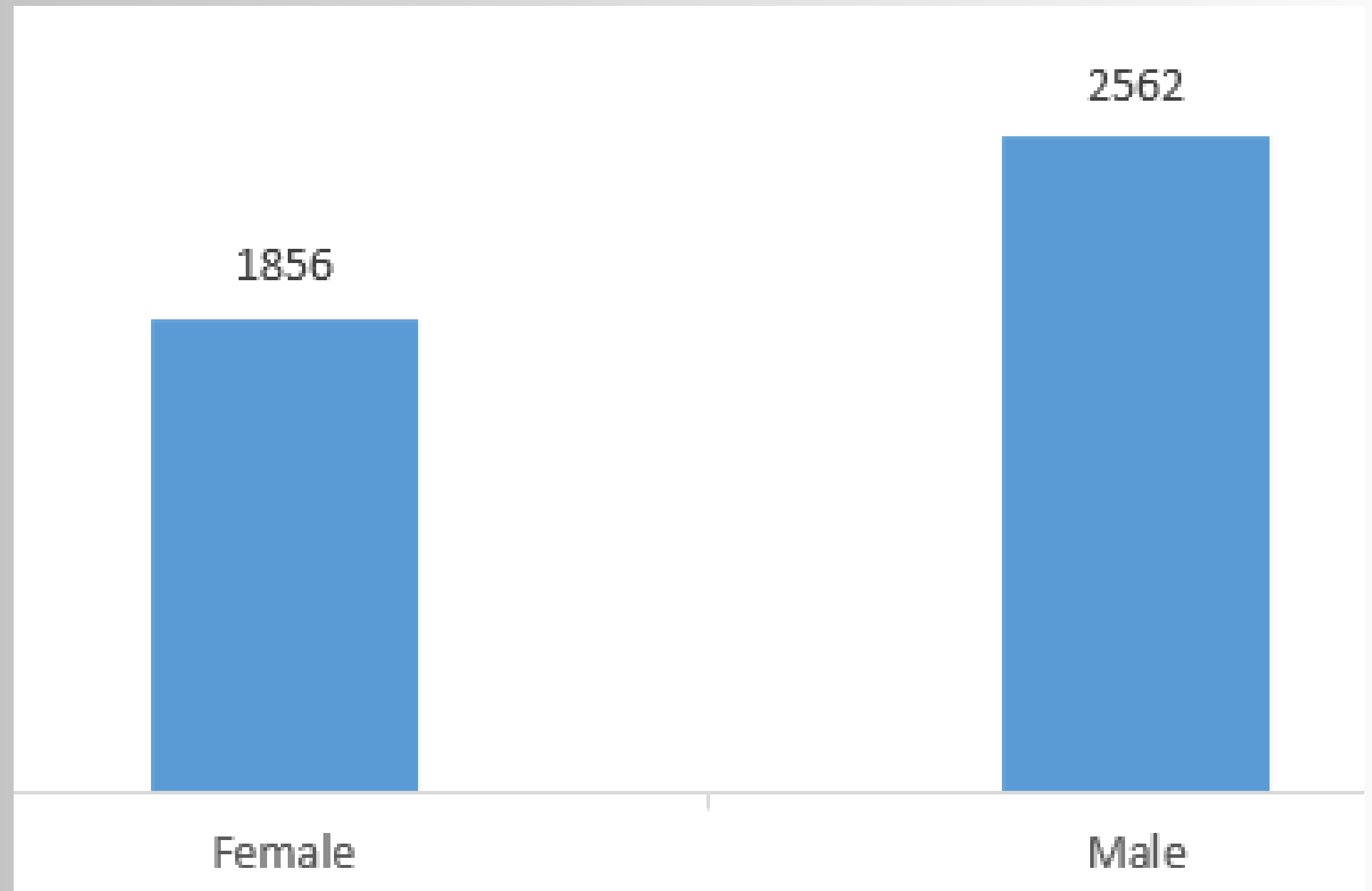


# Insights:

## A. Hiring:

Males : 2562

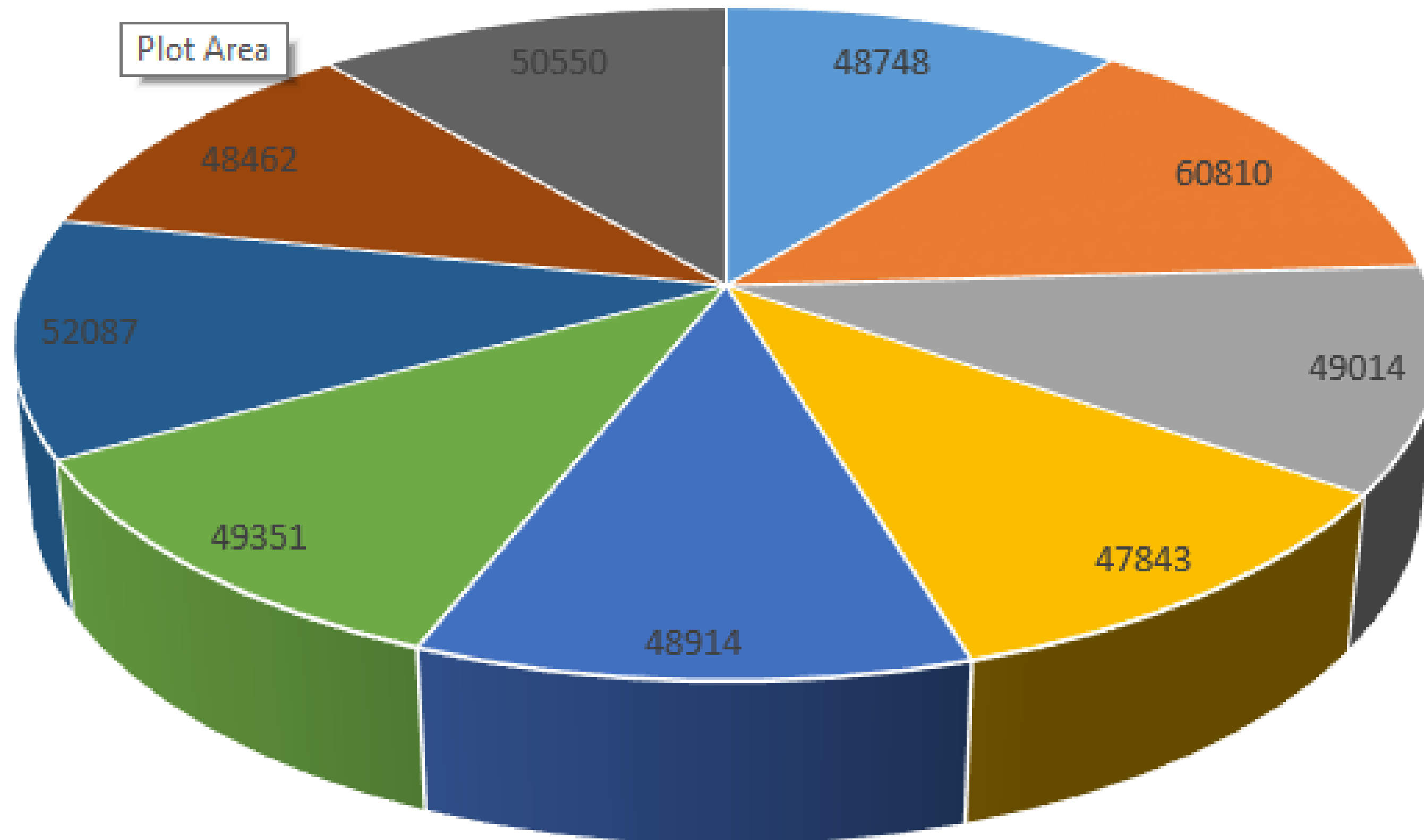
Females : 1856



## B. Average Salary :

Therefore the average salary offered in this company is **49745**

Department	▼ Average Salary
Finance Department	48748
General Management	60810
Human Resource Department	49014
Marketing Department	47843
Operations Department	48914
Production Department	49351
Purchase Department	52087
Sales Department	48462
Service Department	50550
<b>Grand Total</b>	<b>49745</b>



## Department

- Finance Department
- General Management
- Human Resource Department
- Marketing Department
- Operations Department
- Production Department
- Purchase Department
- Sales Department
- Service Department

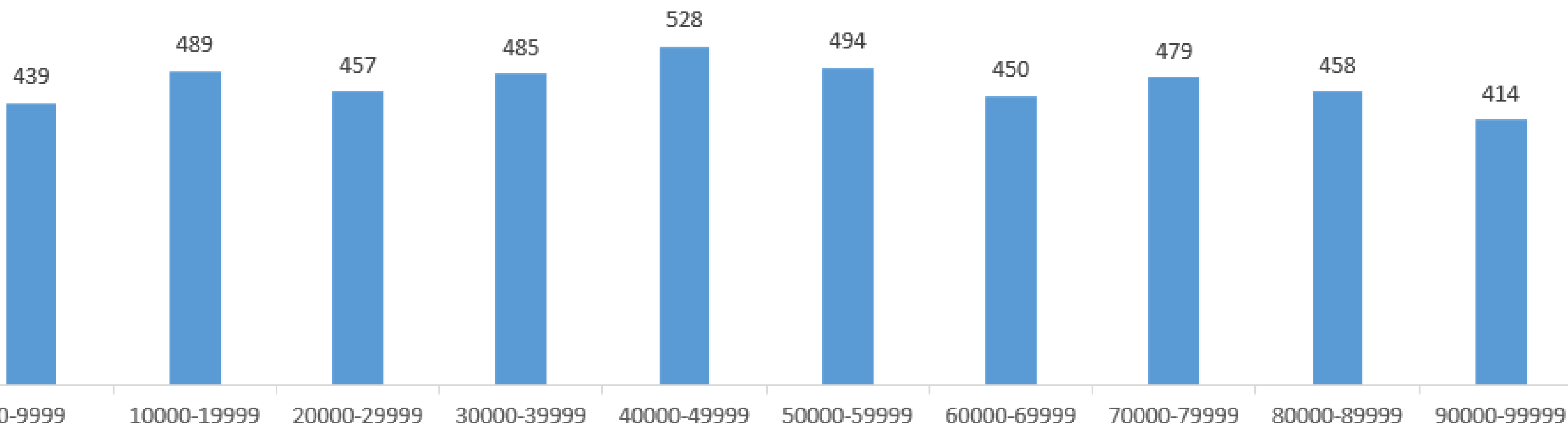


## C. Class intervals :

The data shows that the majority of company's salary ranges between **10000 to 100000**

Salary Bins	Frequency
0-9999	439
10000-19999	489
20000-29999	457
30000-39999	485
40000-49999	528
50000-59999	494
60000-69999	450
70000-79999	479
80000-89999	458
90000-99999	414
200000-209999	1
300000-309999	1
390000-400000	1
Grand Total	4696

Frequency

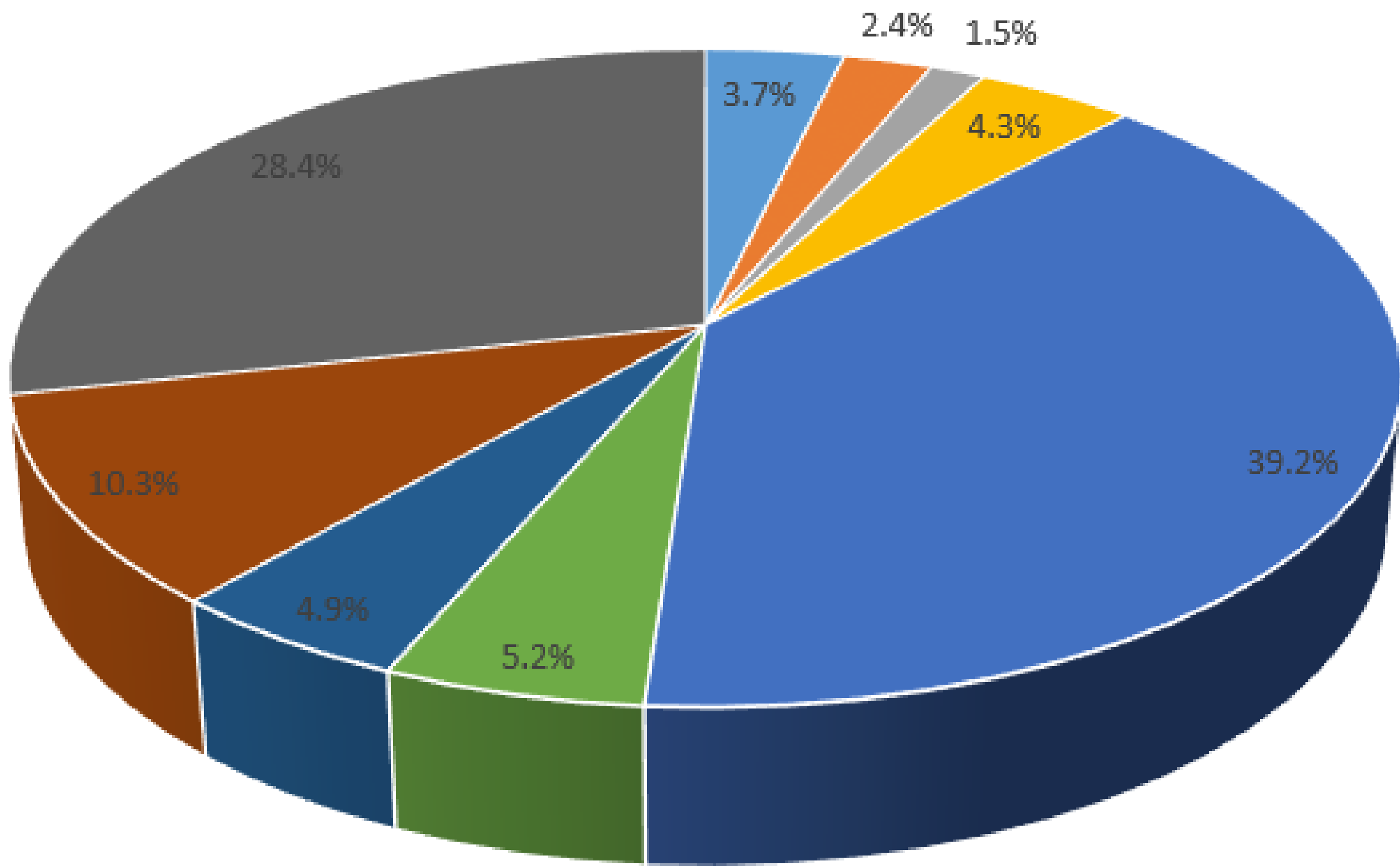


Offered Salary ▼

## D. Charts and Plots :

The proportion of people working in each department to total people working in the company

Department	Percentage
Finance Department	3.7%
General Management	2.4%
Human Resource Department	1.5%
Marketing Department	4.3%
Operations Department	39.2%
Production Department	5.2%
Purchase Department	4.9%
Sales Department	10.3%
Service Department	28.4%



## Department

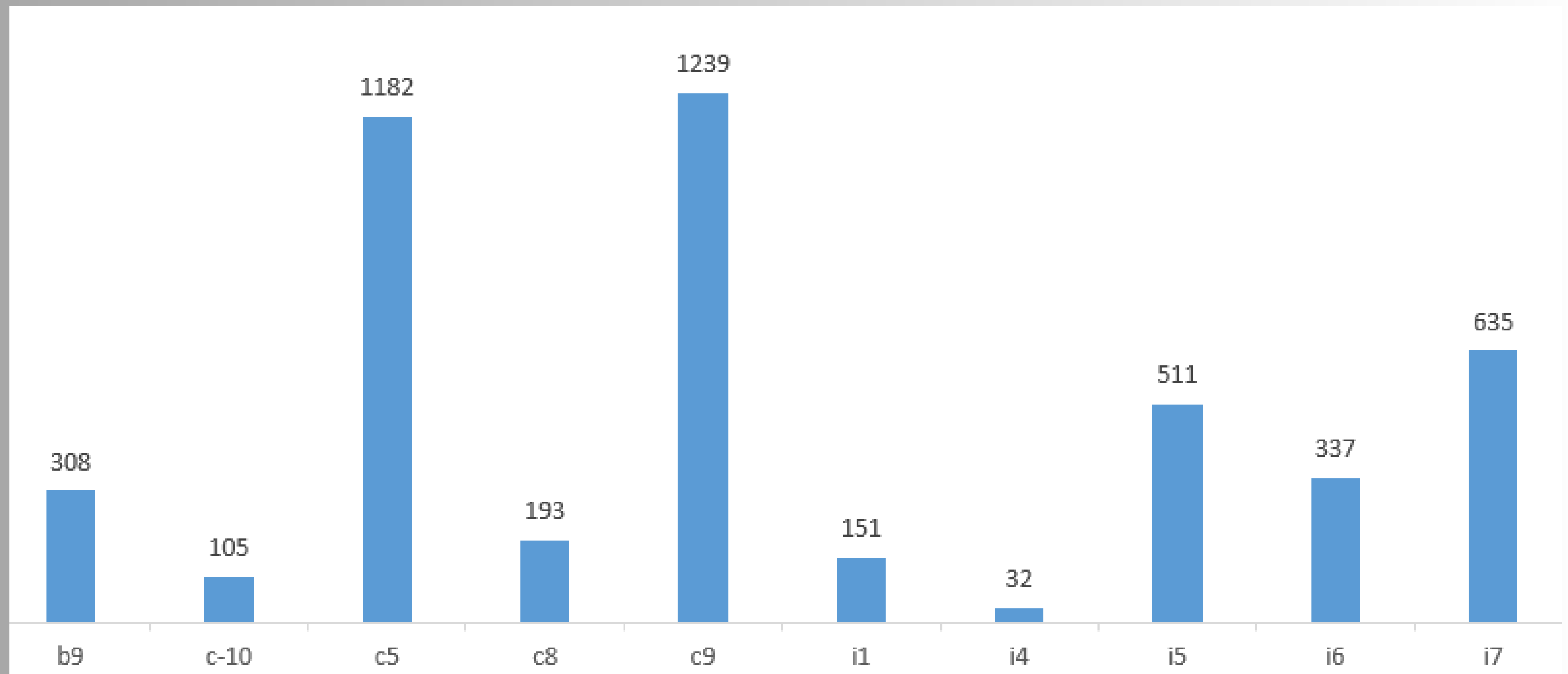


- Finance Department
- General Management
- Human Resource Department
- Marketing Department
- Operations Department
- Production Department
- Purchase Department
- Sales Department
- Service Department

## E. Charts :

Total post count in  
the company

Post Name	Count
b9	308
c-10	105
c5	1182
c8	193
c9	1239
i1	151
i4	32
i5	511
i6	337
i7	635
m6	2
n6	1
Grand Total	4696



## **Result :**

This project helped me to understand how to do EDA using Excel.

I had very little knowledge of Excel but now I have gained a good amount of Excel skills because of this project. The Excel skills I gained because of this project are pivot tables and charts and graphs. And this project helped me to understand the analysis required for hiring process data analysis.