

Hiring Process Analytics

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.

The data set given is of a company where details about the people who registered for a particular post in a department of this company.

Approach:

First, to understand the data set I have performed the EDA on the data set. Checked for the null values and the distribution. Now to answer each question I first understood all the questions. What should be outcome for each of the question and what columns to use. Now to get result I checked all the functions which will be required to perform the operations.

Tech-Stack Used:

For this assignment I have used Microsoft Excel (2016).

Insights:

This assignment helps me to understand how a company use hiring data to track the acceptance and rejection for a particular post. I have used pie chart, histogram, and bar plots. I have learned max, min, and average functions.

Result:

- A. Hiring:** Process of intaking of people into an organization for different kinds of positions.

Your task: How many males and females are Hired?

Male	4085
Female	2675

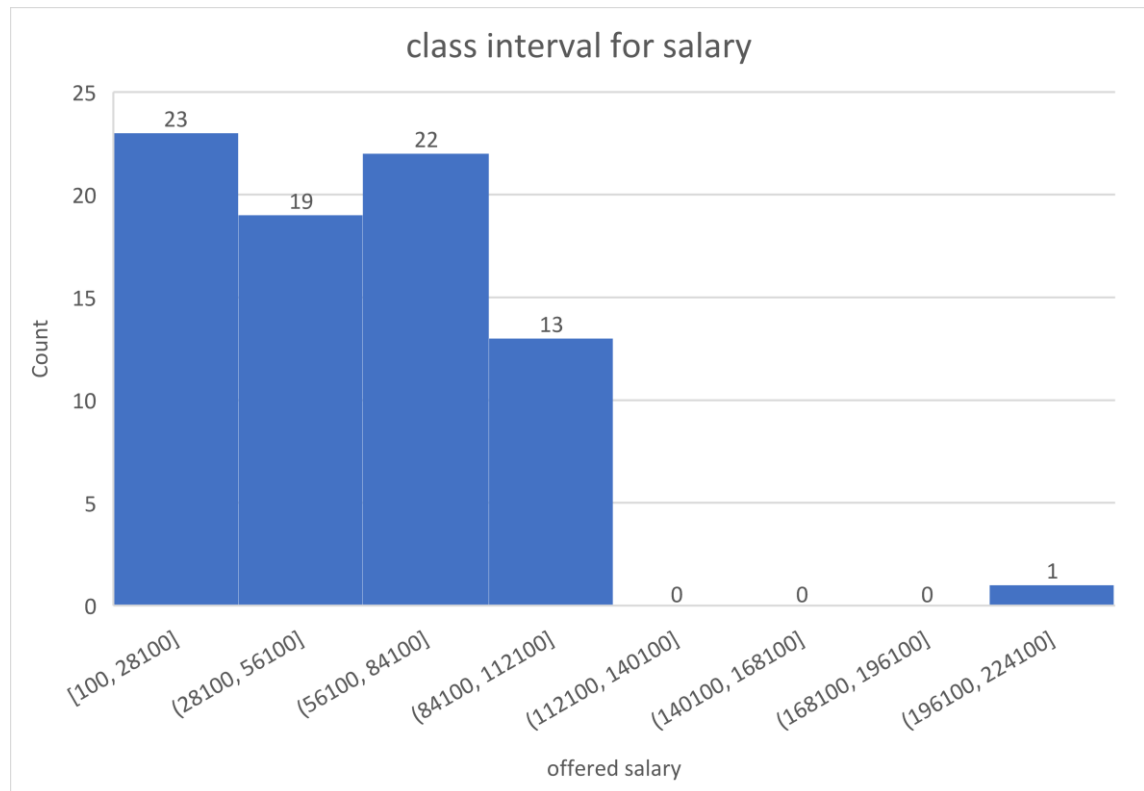
- B. Average Salary:** Adding all the salaries for a select group of employees and then dividing the sum by the number of employees in the group.

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

Avg Salary 49983.02902

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

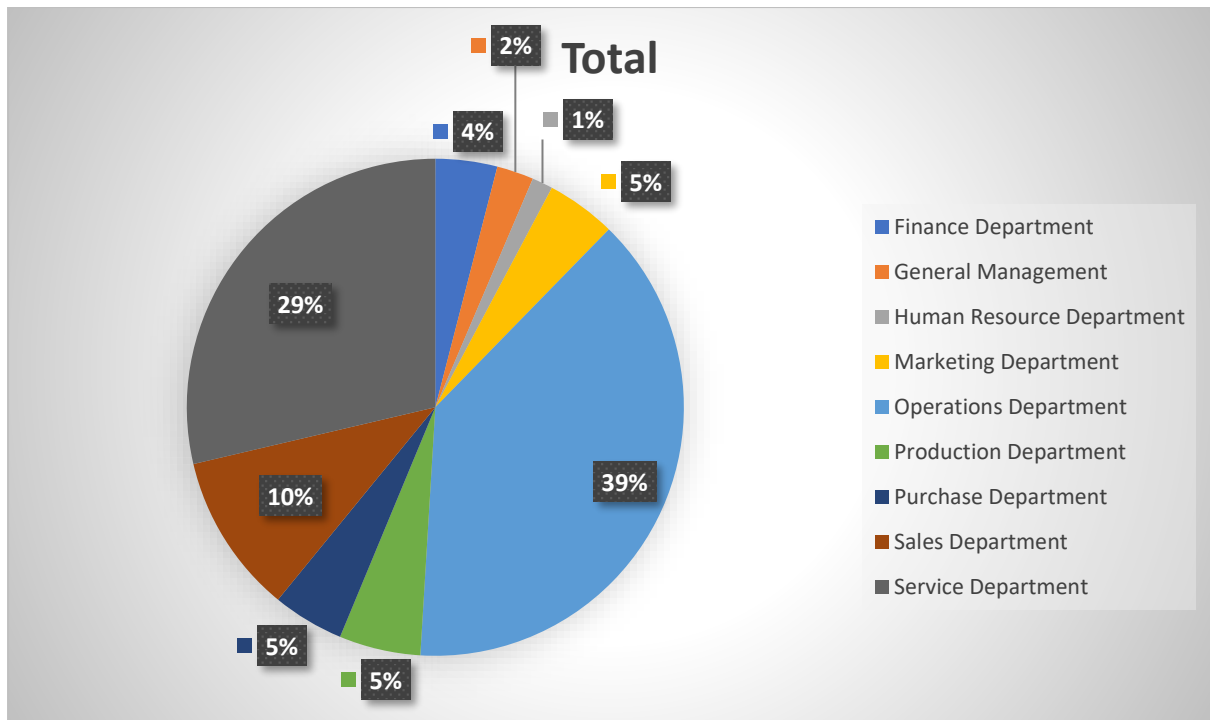
Your task: Draw the class intervals for salary in the company?



D. Charts and Plots: This is one of the most important parts of analysis to visualize the data.

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

Row Labels	Count of Department
Finance Department	288
General Management	172
Human Resource Department	97
Marketing Department	325
Operations Department	2771
Production Department	380
Purchase Department	333
Sales Department	747
Service Department	2055
Grand Total	7168



E. Charts: Use different charts and graphs to perform the task representing the data.

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

