Hiring Process Analytics

Project :4
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Project Description :-

Hiring process is the fundamental and the most important function of a company. Here in this project we get to learn about the hiring trends of the company and draw insights from them.

A brief description of the case study and output required is given below :-

1. How many males and females are Hired ?
2. What is the average salary offered in this company ?
3. Draw the class intervals for salary in the company ?
4. Draw Pie Chart / Bar Graph (or any other graph) to show proportion of people working different department ?
5. Represent different post tiers using chart/graph?

Approach –

First , I carried out Exploratory Data Analysis using excel tool. Calculated descriptive statistics on salary offered column. Checked for missing values and outliers using quartile function in excel. After removing the outliers further insights were carried out using excel formulas and graphs.

Tech-Stack used –

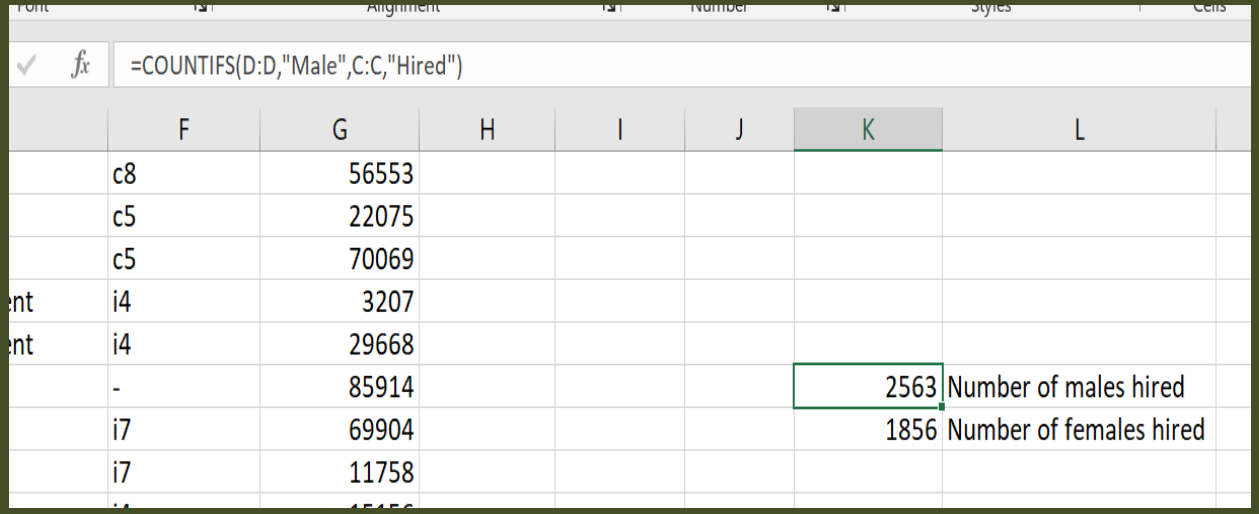
We used below mentioned tools to perform the analysis :-

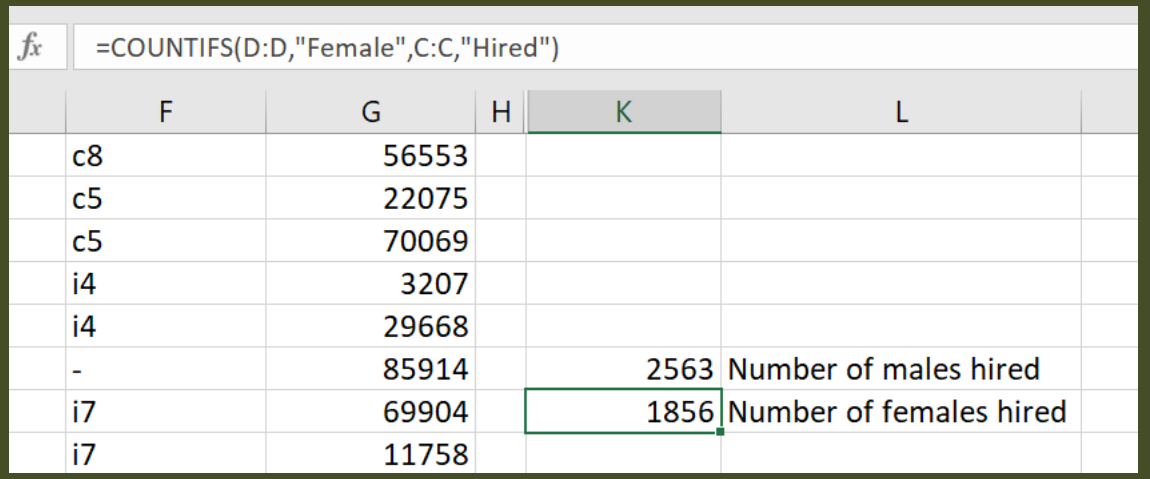
- PPT – To prepare a detailed report on the observations based on the data received.
- EXCEL – Excel was used to perform entire analysis and the questions asked were answered.

INSIGHTS-

1. How many males and females are Hired?

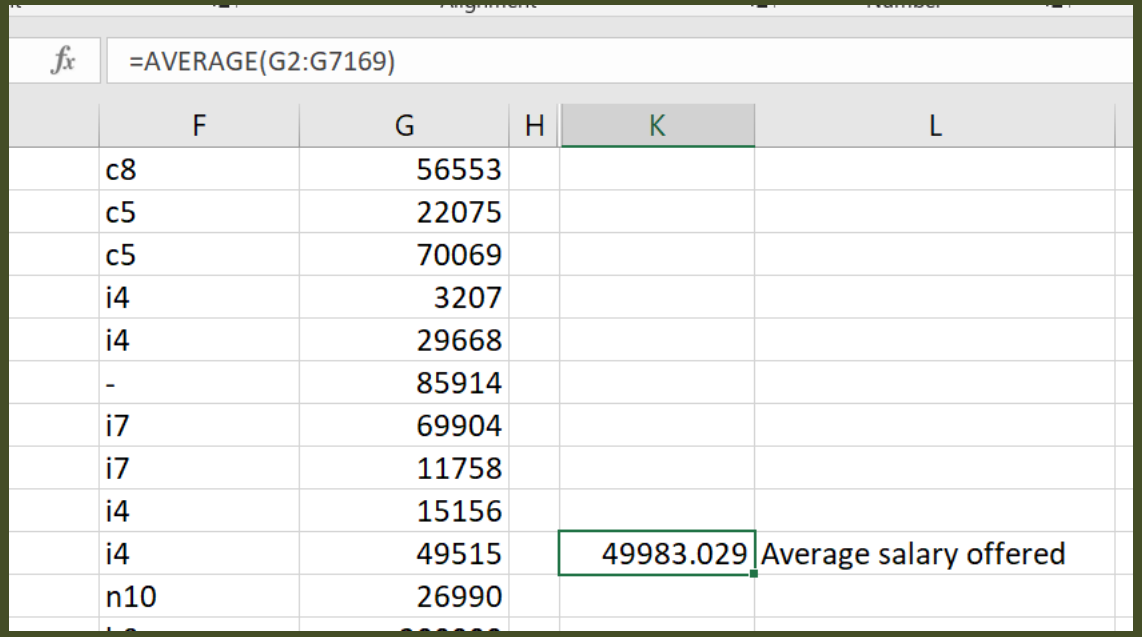
The formula used in excel was as follows :-
=COUNTIFS(D:D,"Male",C:C,"Hired")
=COUNTIFS(D:D,"Female",C:C,"Hired")





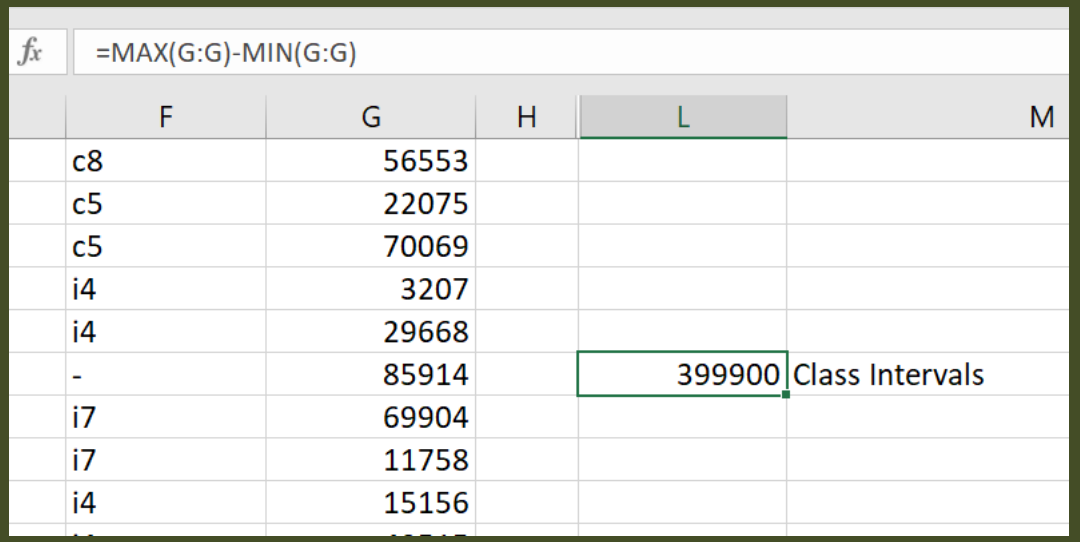
2. What is the average salary offered in this company ?

The formula used in excel was as follows :-
=AVERAGE(G2:G7169)



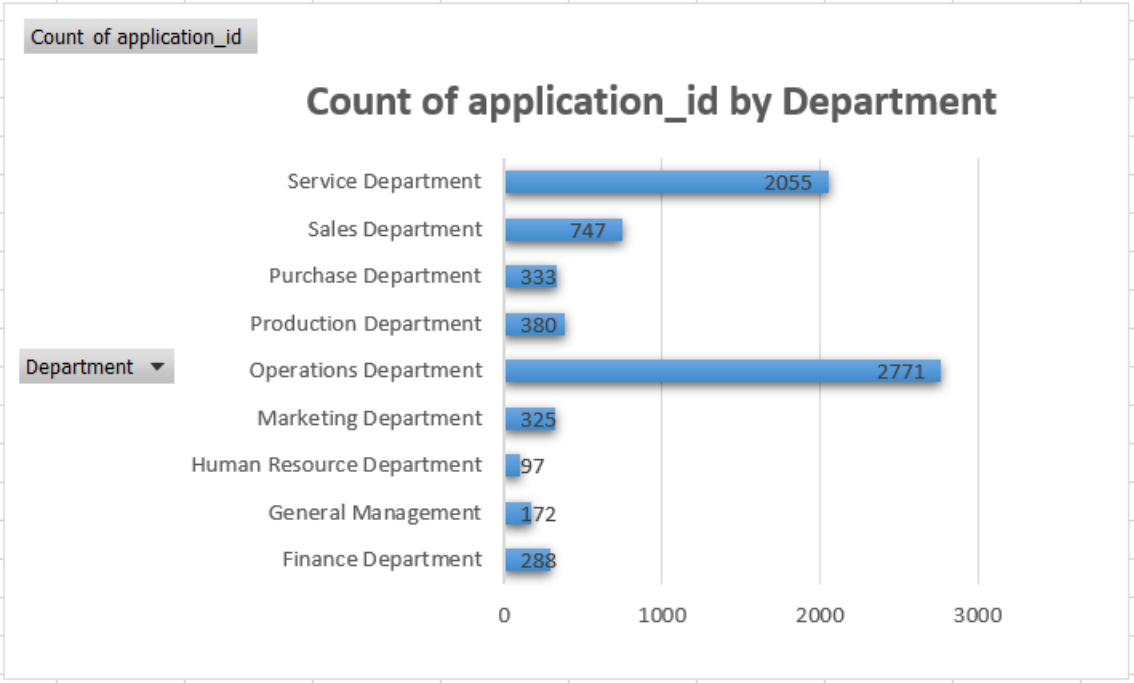
3. Draw the class intervals for salary in the company ?

The formula used in excel was as follows :-
=MAX(G:G)-MIN(G:G)



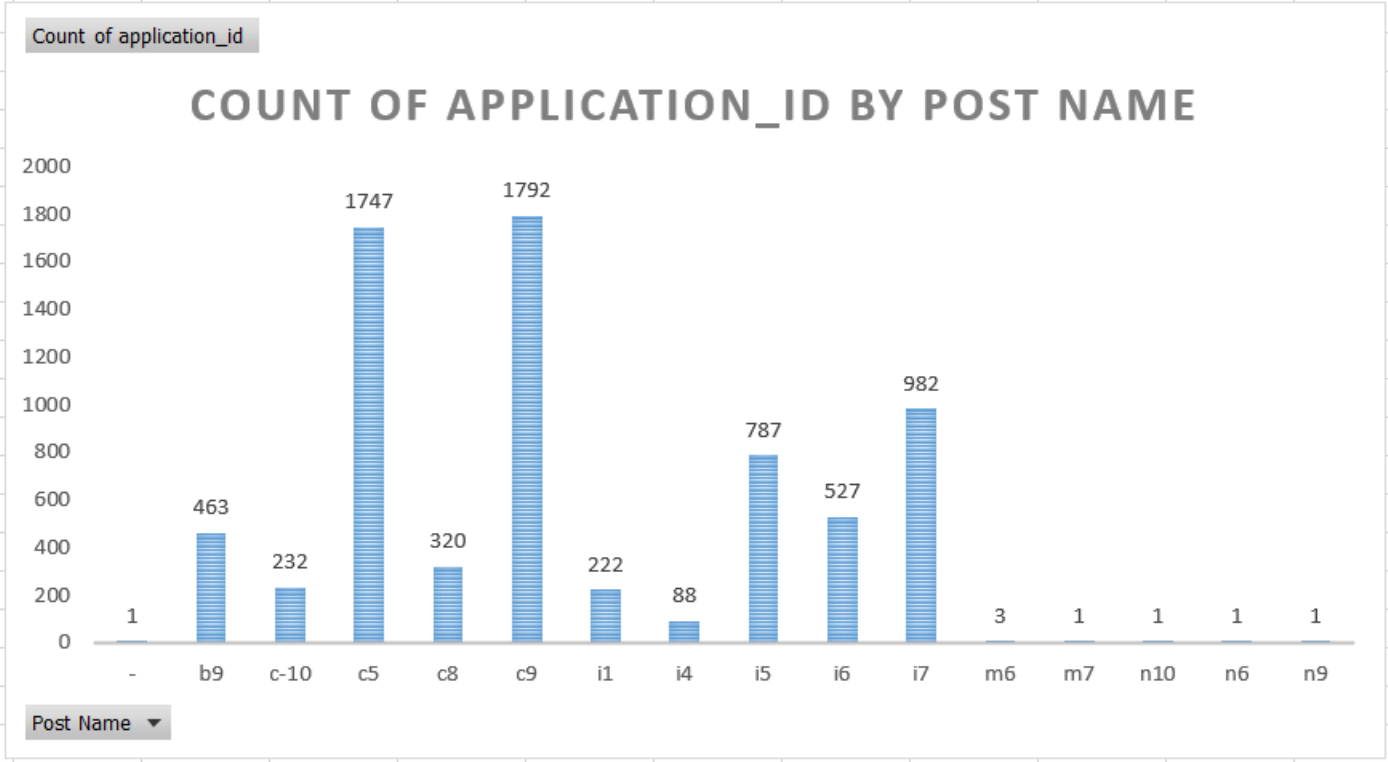
4. Draw Pie Chart / Bar Graph (or any other graph) to show proportion of people working different department ?

Department	Count of application_id
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



5. Represent different post tiers using chart/graph?

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



RESULTS :-

This project helped me in improving my excel skills and also in understanding of how important Data Analytics is for Hiring Process of an organization as it provides valuable insights such as number of rejections, reason for rejections, profile of applicants, vacancies etc. which helps the hiring department to take Data-Driven Decisions.

HYPERLINK FOR THE TRANSFORMED DATASET:-

https://docs.google.com/spreadsheets/d/17g-IC7UphjSfoUs3f1yjiM2NDkbZuh46/edit?usp=drive_link&ouid=104873468157700933746&rtpof=true&sd=true

THANK YOU

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