

Hiring Process Analytics

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Introduction



In this project, we will be analyzing the hiring process of a company, using their previous hiring data records. As a Data Analyst, we will be answering questions such as the number of males and females hired, the average salary offered in the company, the proportion of people working in different departments, and the representation of different post tiers using charts and graphs. Our analysis will help us understand the company's hiring trends and how data analysis plays a crucial role in decision-making.

A. Hiring

How many males and females are Hired ?

Gender	Hired
Male	2563
Female	1856

- Created a pivot table on a newsheet using the given sheet to find the number of males and females who were hired.



B. Average Salary

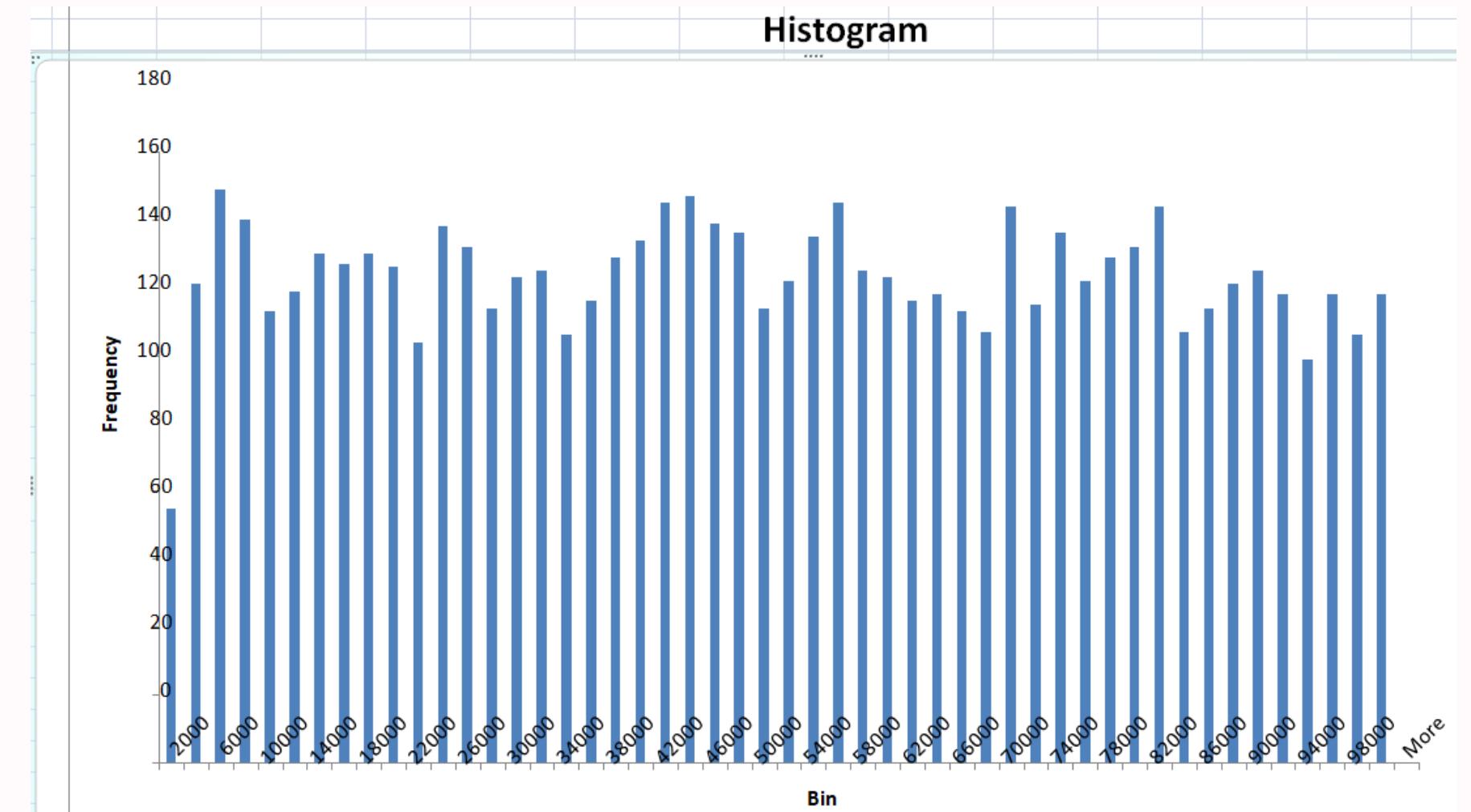
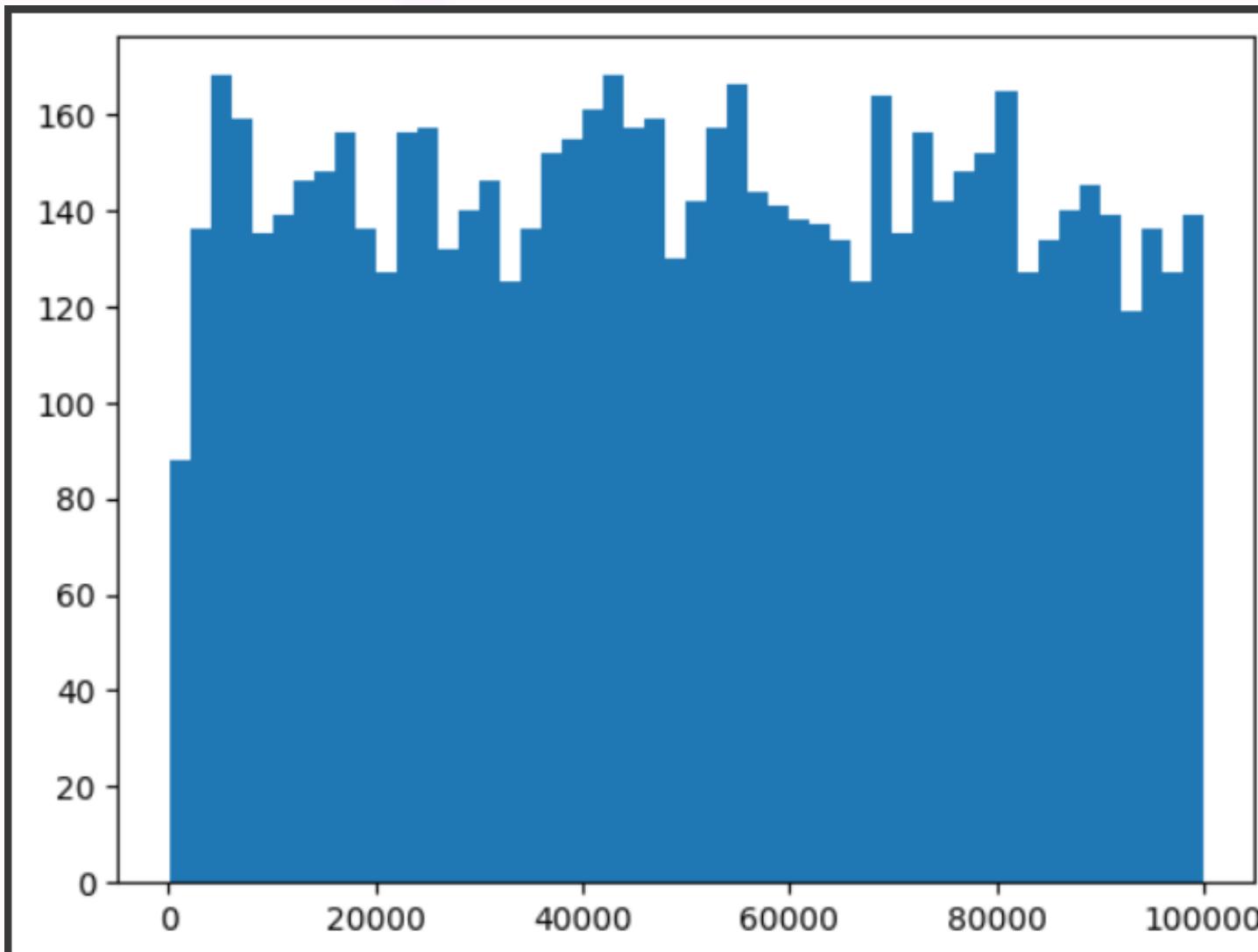
What is the average salary offered ?

49983.02902

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- This is average salary of all the offered employees.
 - I also found the average salary of each job post. I will give the link below to the solution googlesheets since it is easily shared. I did the analysis both in Excel and google sheets.

C. Class Intervals

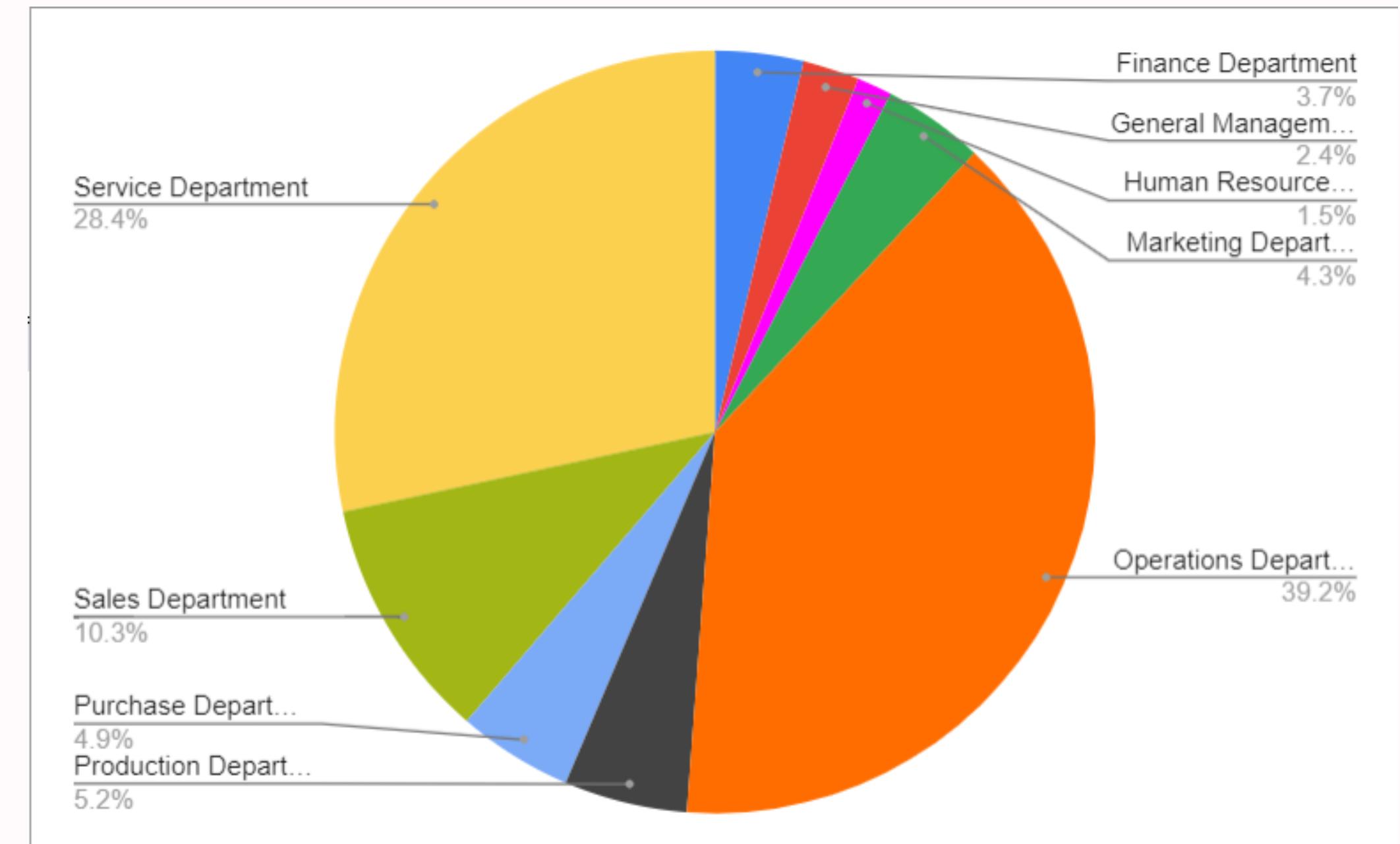
- Class Interval is 2000
- Bin range is 1 to 100000



- I created the above histogram chart using Data Analysis Add-ins in Excel 2007
- I got the beside plot from Google colab using Matplotlib and pandas library of python using the 'Offered Salary' as variable with 50 bins.

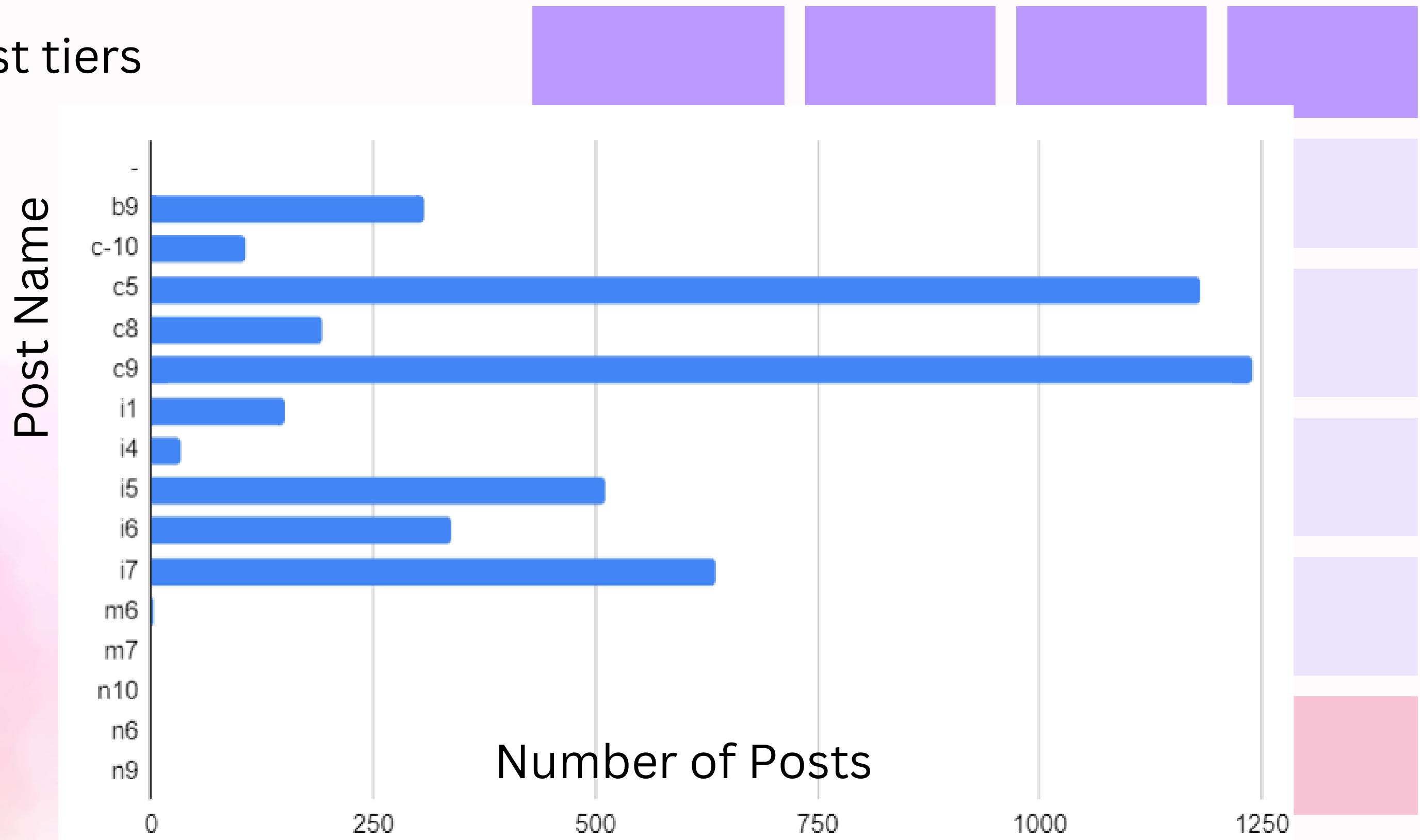
D. Charts and Plots

- Created pivot tables in Excel sheets to find the proportion of people working in each Department(only hired) and used charts to visualize.



E. Charts

- Different post tiers



Insights

I explored the data using Excel, Google sheets and also Python.

I learned how to use Data Analysis Add-ins from Excel through the Data Exploration process while working with Class Intervals.

This completes my EDA. ([view](#))

I used MS Excel 2007, Google sheets and Google Colab (Python cloud Jupyter notebooks) for the Analytics process throughout.

