Project Report on Hiring Process Analytics

Description

In this project, our primary goal is to examine the supplied dataset in order to learn more about the hiring process. We will summarize and visualize the data using exploratory data analysis (EDA), find missing values, and reach meaningful conclusions. We will use our study to examine the gender distribution of new hires and the average compensation the company offers. Additionally, we will look into the wage distribution class intervals and display the percentage of employees in each department using graphs or charts.

Approach

In this project, a dataset is analysed using Microsoft Excel for hiring process analytics. I performed an accuracy check on the data, dealt with duplicates and missing data, visualised outliers, computed significant statistics, and created visualisations. I want to learn more about the gender distribution, average income, compensation ranges, department proportions, and post tiers in order to make wise hiring decisions.

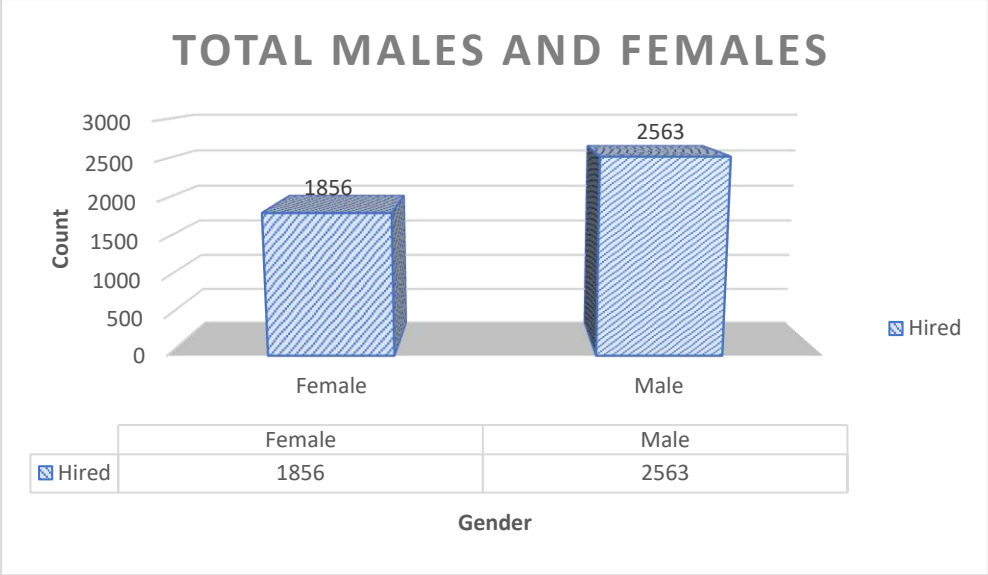
Tech-Stack Used

- Microsoft Excel is the primary element of the project's tech stack for data analysis.
- Microsoft Word is next primary element of the project's tech stack for documentation.
- Google Docs

Insights

1. How many males and females are Hired ?

Classification Gender	total Hired	Grand Total
Female	1856	1856
Male	2563	2563
Grand Total	**4419**	**4419**

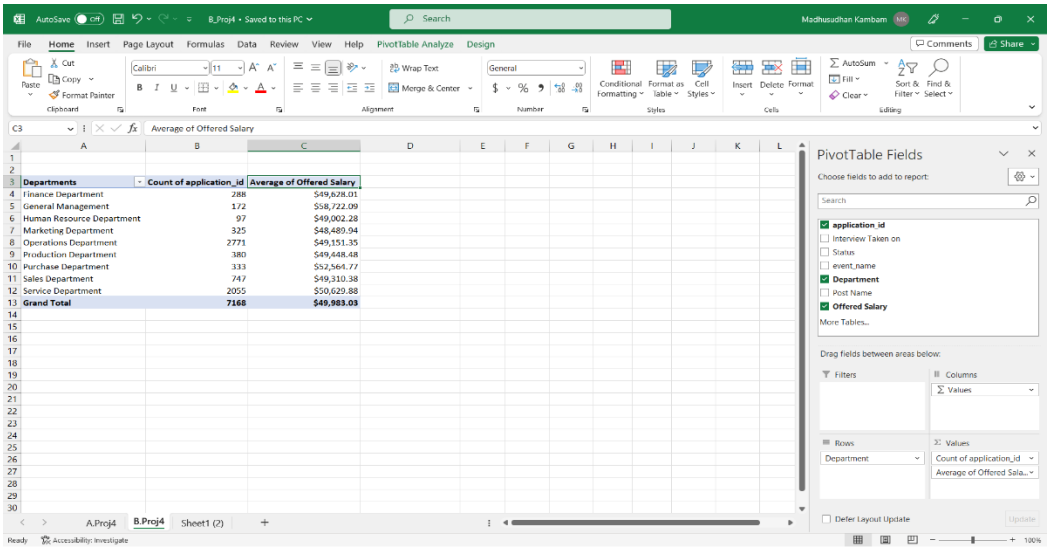


2. What is the average salary offered in this company ?

Ans:- **Average salary Offered = $49,983.03**

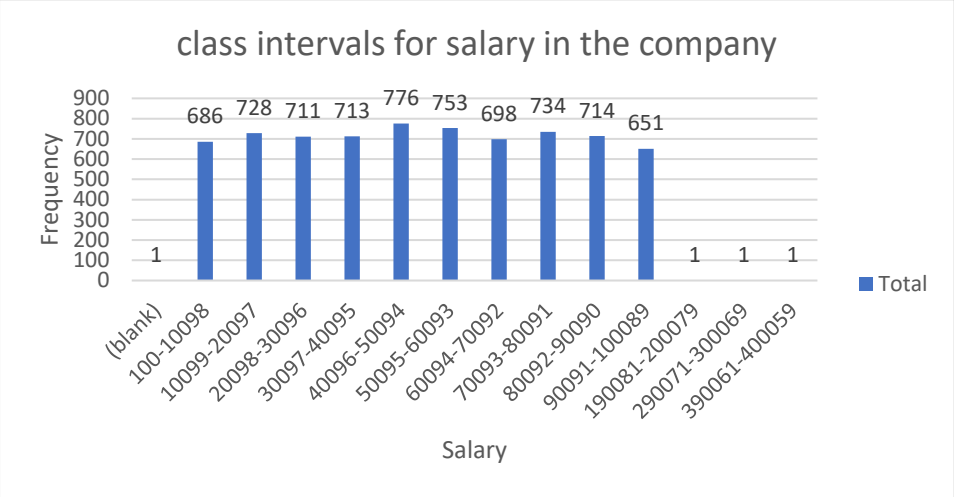
Departments	Count of application_id	Average of Offered Salary
Finance Department	288	$49,628.01
General Management	172	$58,722.09
Human Resource Department	97	$49,002.28
Marketing Department	325	$48,489.94
Operations Department	2771	$49,151.35
Production Department	380	$49,448.48
Purchase Department	333	$52,564.77
Sales Department	747	$49,310.38
Service Department	2055	$50,629.88
Grand Total	**7168**	**$49,983.03**

Note :- Directly copied from my Excel file and pasted as image

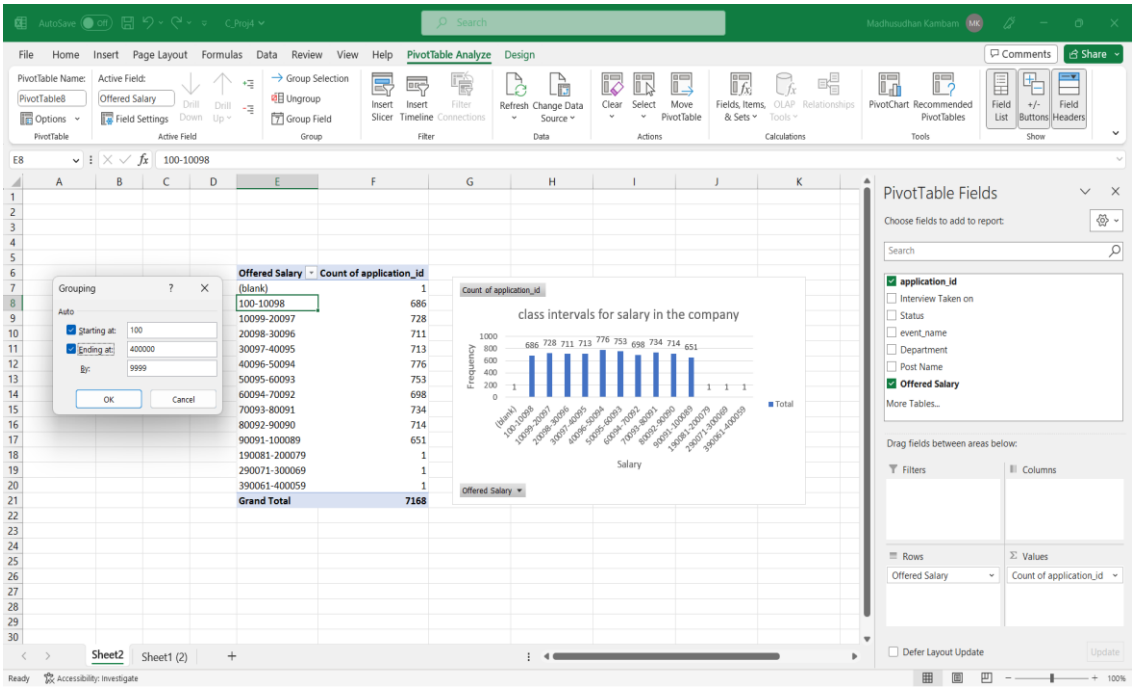


3. Draw the class intervals for salary in the company ?

Offered Salary	Count of application_id
(blank)	1
100-10098	686
10099-20097	728
20098-30096	711
30097-40095	713
40096-50094	776
50095-60093	753
60094-70092	698
70093-80091	734
80092-90090	714
90091-100089	651
190081-200079	1
290071-300069	1
390061-400059	1
Grand Total	**7168**



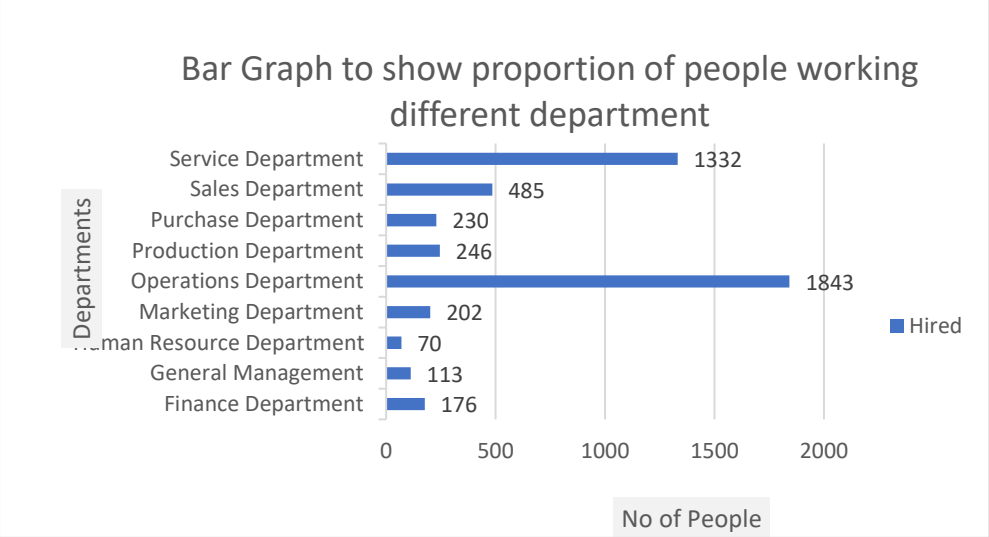
Note:- 9999 is the interval used



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

Total Departments departments	No of People Hired	Grand Total
Finance Department	176	176
General Management	113	113
Human Resource Department	70	70
Marketing Department	202	202
Operations Department	1843	1843
Production Department	246	246
Purchase Department	230	230
Sales Department	485	485
Service Department	1332	1332
Grand Total	**4697**	**4697**

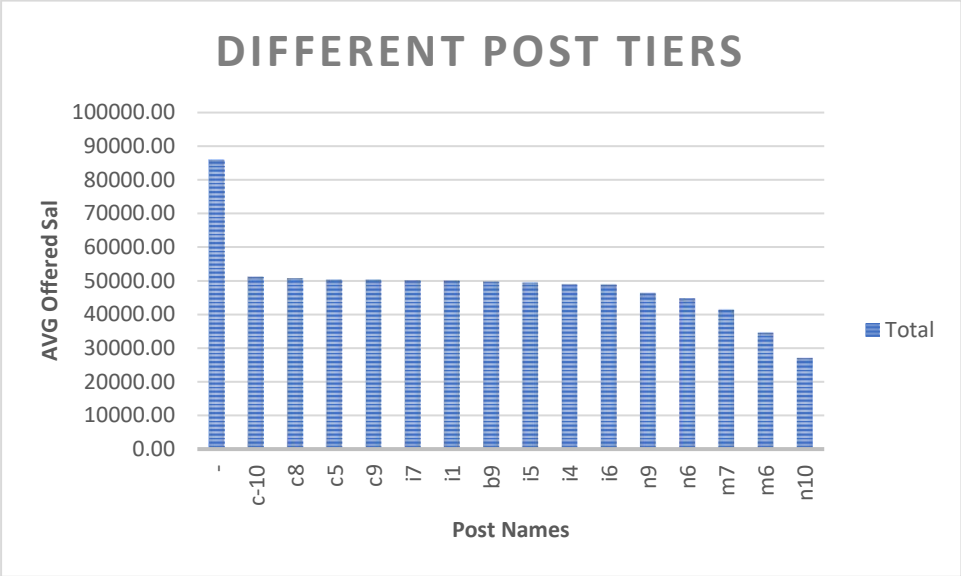
Graph:-



5. Represent different post tiers using chart/graph?

Posts	Average of Offered Salary
-	85914.00
c-10	51134.62
c8	50701.46
c5	50213.50
c9	50201.19
i7	50065.36
i1	49943.94
b9	49666.76
i5	49391.93
i4	48877.84
i6	48839.25
n9	46219.00
n6	44700.00
m7	41402.00
m6	34521.33
n10	26990.00
Grand Total	**49983.03**

Note:- Based on the Average Salary Offered by the different Post Tiers the bar graph was prepared



Result

The data analysis process has been made simpler by the project's usage of pivot tables, slicers, graphs, and conditional formatting. Large datasets can now be summarised and analysed more easily due to these technologies. I now have a deeper understanding of exploratory data analysis and its uses, following the addition of more data. Overall, the study has shown how well Excel's capabilities work for examining and analysing complicated datasets and providing insightful information for making decisions.