

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 analyze before hiring fresher's or any other individual.

Being a Data Analyst, your job is to go through these trends and draw insights out of it for hiring department to work upon. You are working for a MNC such as Google as a lead Data Analyst and the company has provided with the data records of their previous hiring's and have asked you to answer certain questions making sense out of that data.

You are given a dataset of a company where the details about people who registered for a particular post in a department of this company. You are required to use your knowledge in statistics and use different formulas in excel and draw necessary conclusions about the company.

Approach:

- Firstly, go through the Excel datasheet to know more about the data, columns and the rows.
- Analyze the data and check for missing data
- Checking for outliers
- Removing outliers
- Drawing Data Summary

Tech-Stack Used:

MS Excel 2016 – for analyzing and manipulating data

Excel Dataset:

<https://docs.google.com/spreadsheets/d/10D7cX0LPJqltxhpoDZ8LUFVngLGQRrjs/edit?usp=sharing&oid=115977276322304781744&rtpof=true&sd=true>

Insights:

While doing this project of hiring process analytics I learned how to use different formula function to extract and manipulate data I also learned how to draw class interval using pivot table and countifs function. During this project I learned how to use suitable graph to represent the data column.

Result:

Task 1: How many males and females are hired?

Gender	Hired
-	10
Don't want to say	268
Female	1856
Male	2563
Grand Total	4697

Task 2: What is the average salary offered in this company?

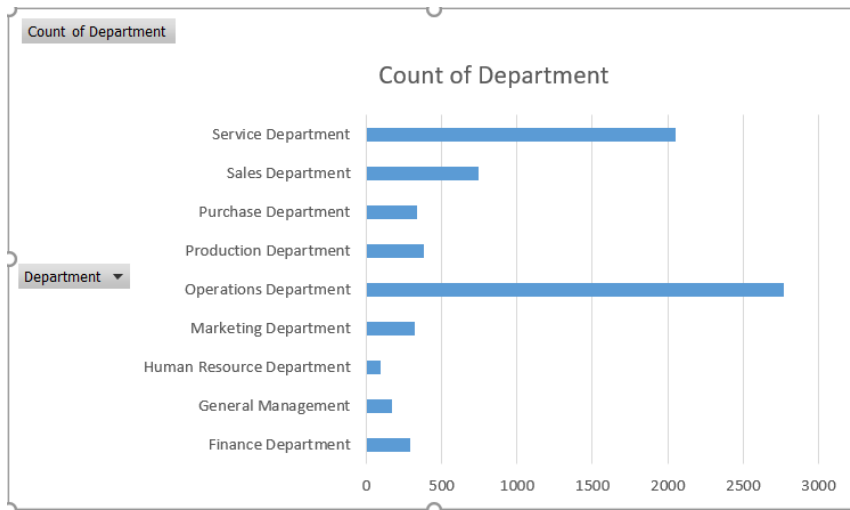
Department	Sum of Offered Salary	Count of Department	Average Salary
Finance Department	14292866	288	49628.00694
General Management	10100200	172	58722.09302
Human Resource Department	4753221	97	49002.27835
Marketing Department	15759229	325	48489.93538
Operations Department	136198403	2771	49151.35438
Production Department	18790424	380	49448.48421
Purchase Department	17504070	333	52564.77477
Sales Department	36785544	747	49244.36948
Service Department	104044412	2055	50629.88418
Total Average Salary			49976.05594

Task 3: Draw the class intervals for salary in the company?

Salary Range	Count
100-10099	686
10100-20099	728
20100-30099	711
30100-40099	713
40100-50099	776
50100-60099	754
60100-70099	698
70100-80099	733
80100-90099	716
90100-100099	649
>100100	3

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

Department	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



Task 5: Represent different post tiers using chart/graph?

Post Name	Count of Post Name
-	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

