

HIRING PROCESS ANALYTICS.

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. Thus, making an opportunity for a Data Analyst job here too!

Presented By,
Lohith Kumar .A

1a.Hiring: Process of intaking of people into an organization for different kinds of positions.
Your task: How many males and females are Hired ?

application_id	Interview Taken on	Status	Gender	Department	Post Name	Offered Salary
383422	01-05-2014 11:40	Hired	Male	Service Department	c8	56553
253651	02-05-2014 16:32	Hired	Male	Operations Department	i4	29668
199526	07-05-2014 10:50	Hired	Male	Service Department	b9	86787
202821	01-05-2014 16:01	Hired	Male	Operations Department	i6	52176
692533	02-05-2014 18:23	Hired	Male	Service Department	c5	72843
94068	10-05-2014 17:34	Hired	Male	Operations Department	i4	67434
453498	08-05-2014 03:12	Hired	Male	Sales Department	i4	62937
692080	08-05-2014 03:16	Hired	Male	Sales Department	i4	79230
272804	13-05-2014 18:41	Hired	Male	Marketing Department	i1	28445
26472	13-05-2014 19:57	Hired	Male	Purchase Department	i6	43261
382645	15-05-2014 09:57	Hired	Male	Service Department	c-10	65587
767003	15-05-2014 10:01	Hired	Male	Service Department	c-10	73396
381072	16-05-2014 16:50	Hired	Male	Operations Department	i4	67685
664109	16-05-2014 16:54	Hired	Male	Operations Department	i4	42782
225116	16-05-2014 17:41	Hired	Male	Operations Department	i1	25711
838911	20-05-2014 17:03	Hired	Male	General Management	c-10	98822
350612	20-05-2014 19:45	Hired	Male	Service Department	b9	56549
118533	20-05-2014 16:05	Hired	Male	Purchase Department	i4	68969
337880	21-05-2014 04:03	Hired	Male	Operations Department	c5	50520
806305	21-05-2014 12:46	Hired	Male	Operations Department	i7	97253
256912	22-05-2014 16:46	Hired	Male	Operations Department	i5	95863
200462	27-05-2014 09:57	Hired	Male	Operations Department	i6	42285
216582	28-05-2014 08:19	Hired	Male	Operations Department	i4	36542
13742	28-05-2014 01:42	Hired	Male	Production Department	c-10	40601
714683	28-05-2014 00:33	Hired	Male	Operations Department	i7	33839
630224	28-05-2014 00:34	Hired	Male	Operations Department	i7	29298
445539	13-06-2014 14:30	Hired	Male	Operations Department	i7	52199

1b.

File Home Insert Page Layout Formulas Data Review View Help Tell me what you want to do

Get Data From Text/CSV Recent Sources From Web Existing Connections Refresh All Filter Sort Clear Reapply Advanced Text to Columns Flash Fill Remove Duplicates Data Consolidate Relationships Manage Data Model What-If Analysis Forecast Sheet Group Ungroup Subtotal Outline

Get & Transform Data Queries & Connections Sort & Filter Data Tools Forecast Outline

G1 X ✓ f Offered Salary

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P
	application_id	Interview Taken on	Status	Gender	Department	Post Name	Offered Salary									
13	649039	07-05-2014 10:48	Hired	Female	Service Department	b9	200000				Condition used: Salary>25000					
16	191009	09-05-2014 12:48	Hired	Female	Service Department	i7	56688				Female candidate hired:1379					
20	513166	01-05-2014 22:53	Hired	Female	Operations Department	i1	73579									
27	780839	10-05-2014 14:18	Hired	Female	Service Department	i1	70979									
49	37073	05-05-2014 19:37	Hired	Female	Purchase Department	i7	51645									
52	116456	05-05-2014 15:44	Hired	Female	Finance Department	c5	52285									
64	964704	29-05-2014 14:44	Hired	Female	Finance Department	c5	39485									
66	288171	06-05-2014 15:37	Hired	Female	Marketing Department	i4	33631									
75	379557	07-05-2014 15:34	Hired	Female	Production Department	i4	61532									
88	37906	08-05-2014 03:16	Hired	Female	Sales Department	i4	95603									
96	566403	09-05-2014 15:05	Hired	Female	Operations Department	c5	85201									
100	455073	09-05-2014 13:53	Hired	Female	Service Department	i4	60370									
102	611809	09-05-2014 17:31	Hired	Female	Operations Department	i4	28473									
109	458216	12-05-2014 08:27	Hired	Female	Operations Department	i6	67976									
115	114169	13-05-2014 18:41	Hired	Female	Marketing Department	i1	42946									
117	576340	13-05-2014 09:18	Hired	Female	Operations Department	i7	55469									
119	305032	13-05-2014 09:19	Hired	Female	Operations Department	i7	90807									
149	881891	15-05-2014 13:51	Hired	Female	Sales Department	i5	41895									
161	482656	29-05-2014 09:19	Hired	Female	Production Department	i7	97814									
171	466709	19-05-2014 13:22	Hired	Female	Production Department	i7	49631									
172	318812	19-05-2014 12:58	Hired	Female	Sales Department	c5	84858									
181	703540	20-05-2014 17:06	Hired	Female	General Management	c-10	77027									
189	272182	20-05-2014 12:28	Hired	Female	Service Department	i6	56534									
194	757514	21-05-2014 04:02	Hired	Female	Operations Department	c5	76575									
112	321721	22-05-2014 14:01	Hired	Female	Production Department	i7	86922									
118	812987	22-05-2014 09:12	Hired	Female	Purchase Department	i7	82746									
119	463120	22-05-2014 09:14	Hired	Female	Purchase Department	i7	87381									

Sheet1

Ready 1378 of 7168 records found Accessibility: Good to go Average: 62008.78084 Count: 1379 Min: 25181 Max: 400000 Sum: 85448100 94%

2.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 ?

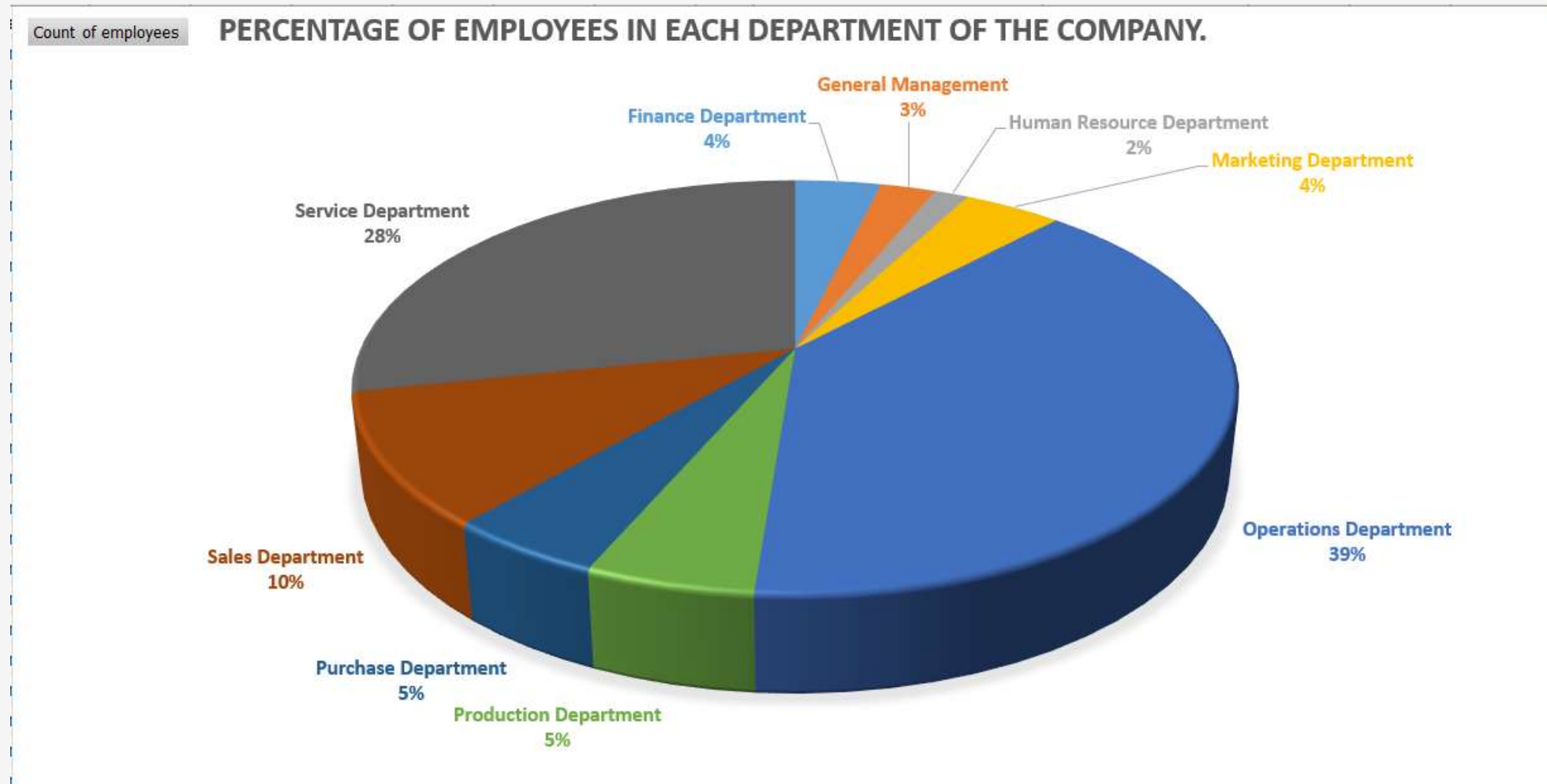
Get & Transform Data						Queries & Connections		Sort & Filter		Data Tools					Forecast		Outline	
<div>Get Data<div>From Text/CSV</div><div>From Web</div><div>From Table/Range</div></div> <div>Recent Sources</div> <div>Existing Connections</div>						<div>Refresh All</div> <div>Queries & Connections</div> <div>Properties</div> <div>Edit Links</div>		<div>Sort</div> <div>Filter</div> <div>Clear</div> <div>Reapply</div> <div>Advanced</div>		<div>Text to Columns</div> <div>Flash Fill</div> <div>Remove Duplicates</div> <div>Data Validation</div> <div>Consolidate</div> <div>Relationships</div> <div>Manage Data Model</div>					<div>What-If Analysis</div> <div>Forecast Sheet</div>		<div>Group</div> <div>Ungroup</div> <div>Subtotal</div>	
G1 <div>Offered Salary</div>																		
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P		
1	application_id	Interview Taken on	Status	Gender	Department	Post Name	Offered Salary											
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16	191009	09-05-2014 12:48	Hired	Female	Service Department	i7	56688											
20	513166	01-05-2014 22:53	Hired	Female	Operations Department	i1	73579											
27	780839	10-05-2014 14:18	Hired	Female	Service Department	i1	70979											
29	202821	01-05-2014 16:01	Hired	Male	Operations Department	i6	52176											
33	896164	01-05-2014 17:21	Hired	Don't want to say	Production Department	i7	37947											
35	692533	02-05-2014 18:23	Hired	Male	Service Department	c5	72843											
49	37073	05-05-2014 19:37	Hired	Female	Purchase Department	i7	51645											
52	116456	05-05-2014 15:44	Hired	Female	Finance Department	c5	52285											
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86	453498	08-05-2014 03:12	Hired	Male	Sales Department	i4	62937											
88	37906	08-05-2014 03:16	Hired	Female	Sales Department	i4	95603											
89	692080	08-05-2014 03:16	Hired	Male	Sales Department	i4	79230											
95	269204	08-05-2014 07:57	Hired	Don't want to say	Purchase Department	i5	43093											
96	566403	09-05-2014 15:05	Hired	Female	Operations Department	c5	85201											
00	455073	09-05-2014 13:53	Hired	Female	Service Department	i4	60370											
02	611809	09-05-2014 17:31	Hired	Female	Operations Department	i4	28473											
09	458216	12-05-2014 08:27	Hired	Female	Operations Department	i6	67976											
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Sheet1																		
Ready 3527 of 7168 records found Accessibility: Good to go																		
Average: 61819.96116 Count: 3528 Min: 25026 Max: 400000 Sum: 218039003																		

3.Class Intervals: 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 ?

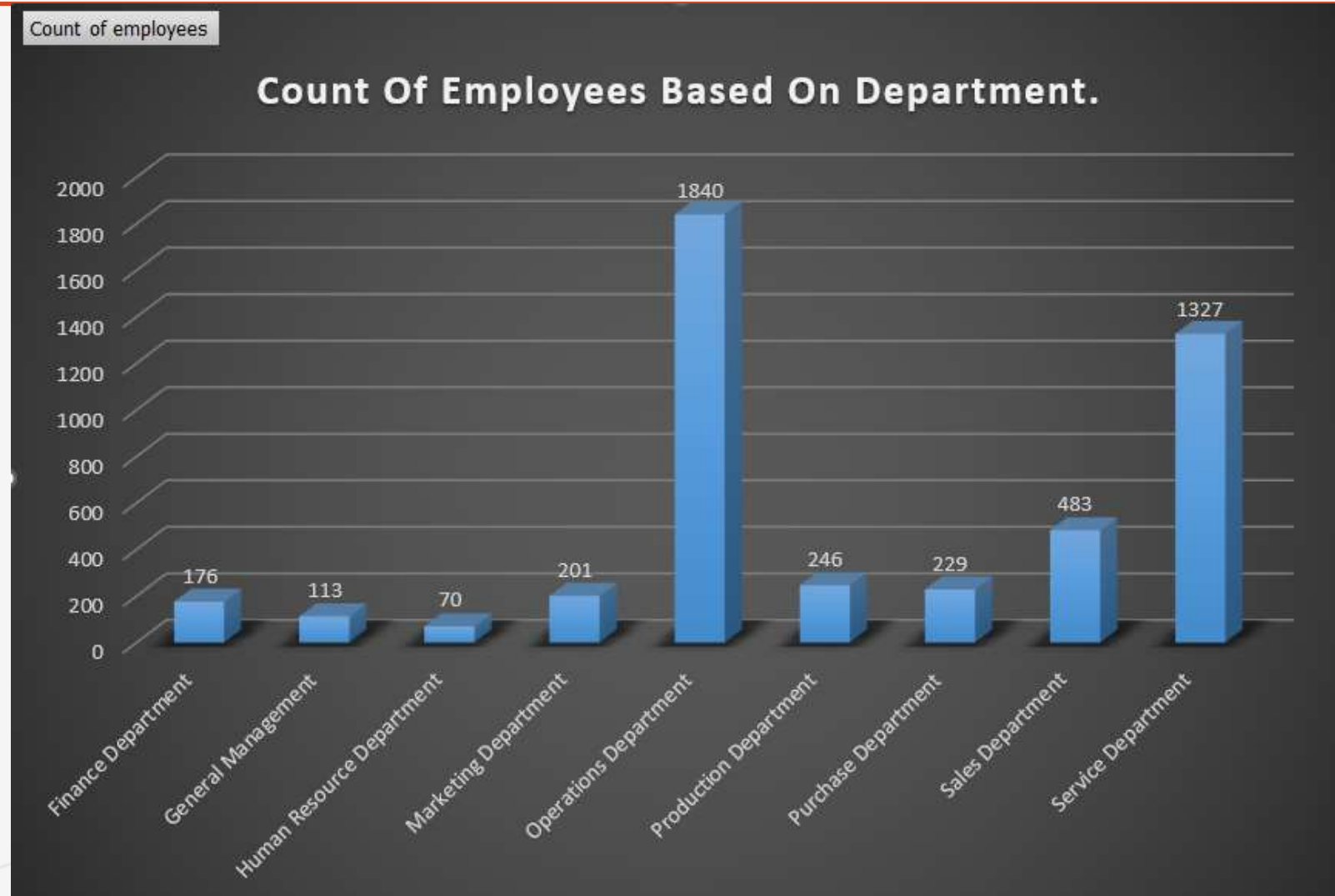
The screenshot shows an Excel spreadsheet with a table of employee salaries. The table is located in the range A10:J36. The first two columns (A and B) contain individual salary values. The next two columns (I and J) show the class intervals and the count of employees for each interval. The table is titled 'Salary range' and 'Count of employees'.

Salary range	Count of employees
0-9999	437
10000-19999	488
20000-29999	456
30000-39999	485
40000-49999	527
50000-59999	494
60000-69999	449
70000-79999	478
80000-89999	456
90000-99999	412
200000-209999	1
300000-309999	1
390000-400000	1
Grand Total	4685

4a.Charts and Plots: This is one of the most important part 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 ?



4b.



5.Charts: Use different charts and graphs to perform the task representing the data.
Your task: Represent different post tiers using chart/graph?

