

Hiring Process Analytics

PROJECT DESCRIPTION:

- Provided dataset of an company
- Data is about people who registered for a particular post in a department of this company.
- As an analyst I am required to use my knowledge in statistics and use different formulas in excel and draw necessary conclusions about the hiring process.
- Draw insights out of it for hiring department to work upon.
- Attributes of data
 - application_id
 - Interview Taken on
 - Status event name
 - Department
 - Post Name
 - Offered Salary

APPROACH:

- Open data in Excel
- Try to understand the problem and given questions
- In the table use count , min, max , avg. and other statistical formulas.
- Analyzed data by using pivot table and pivot chart.
- Solved the given problems step by step and create interactive graphs

TECH STACK USED:

- MICROSOFT OFFICE:
 - To open the dataset and analyze the data MS EXCEL is used
 - To prepare presentation MS POWERPOINT is used
- GOOGLE DRIVE: To upload the prepared presentation.

Insights & Results:

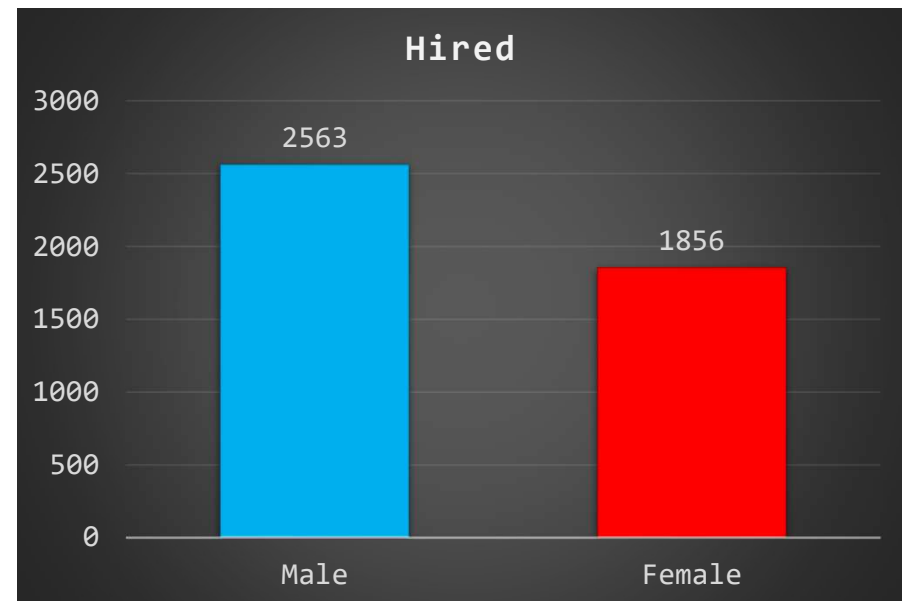


A. Hiring: Process of intaking of people into an organization for different kinds of positions.

Your task: How many males and females are Hired ?

Gender	Hired	Rejected	Total
Male	2563	1522	4085
Female	1856	819	2675
Don't want to say	268	125	393
-	10	5	15
Grand Total	4697	2471	7168

- A total of 7168 candidates have applied for various positions & 4697 candidates were hired & 2471 candidates were rejected.
- Out of 4697 candidates, 2563 are male & 1856 candidates are female.
- Hiring rate for male candidates is 63% & for female candidates is 69%.



B. 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 ?

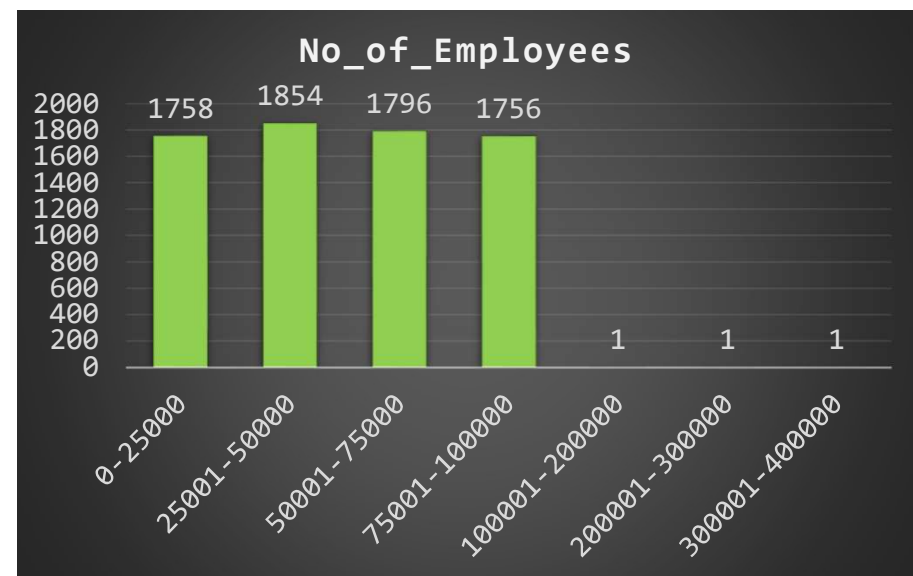
Department	No_of_Employees	Total_Salary	Avg_Sal
Finance	288	14292866	49628
General Management	172	10100200	58722
HR	97	4753221	49002
Marketing	325	15759229	48490
Operation	2771	136111327	49120
Production	380	18790424	49448
Purchase	333	17504070	52565
Sales	747	36785544	49244
Service	2055	104044412	50630

- Total no of employees working in the company is 7168.
- Total salary offered is ₹ 35,81,41,293.
- The average salary offered in this company is ₹ 49964.

C. 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 ?

Salary_Range	Total_Salary	No_of_Employees
0-25000	22597680	1758
25001-50000	69909907	1854
50001-75000	111937300	1796
75001-100000	152883482	1756
100001-200000	200000	1
200001-300000	300000	1
300001-400000	400000	1
Total	358228369	7167

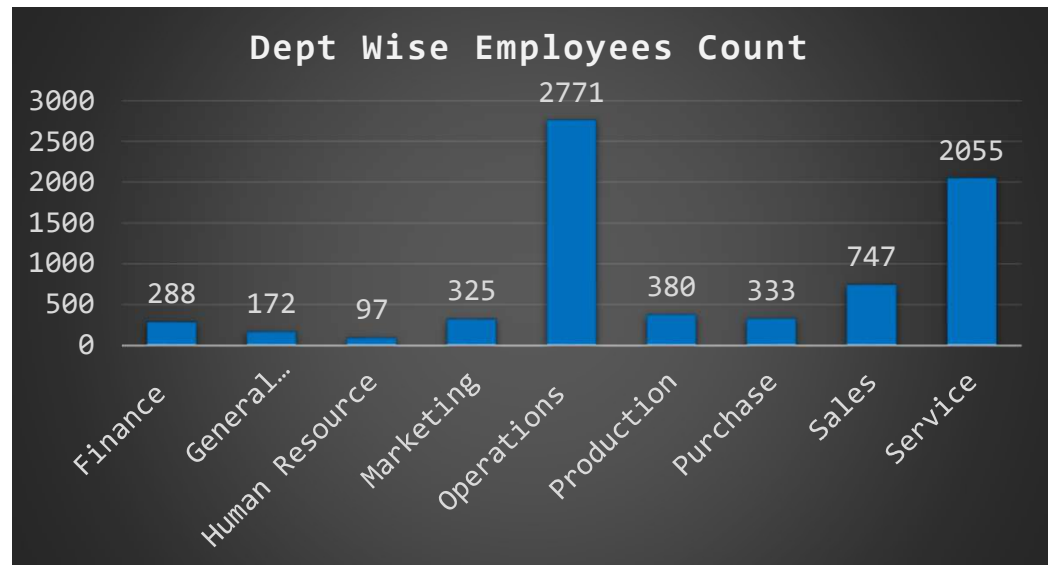


- The most no of employees(3612) gets a salary in the range of 50,000 followed by 3552 employees gets a salary in the range of 50,001 to 1,00,000.
- There are 3 employees who gets a salary above 1,00,000.

D. 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 ?

Department	Total_Employees
Finance	288
General Management	172
Human Resource	97
Marketing	325
Operations	2771
Production	380
Purchase	333
Sales	747
Service	2055

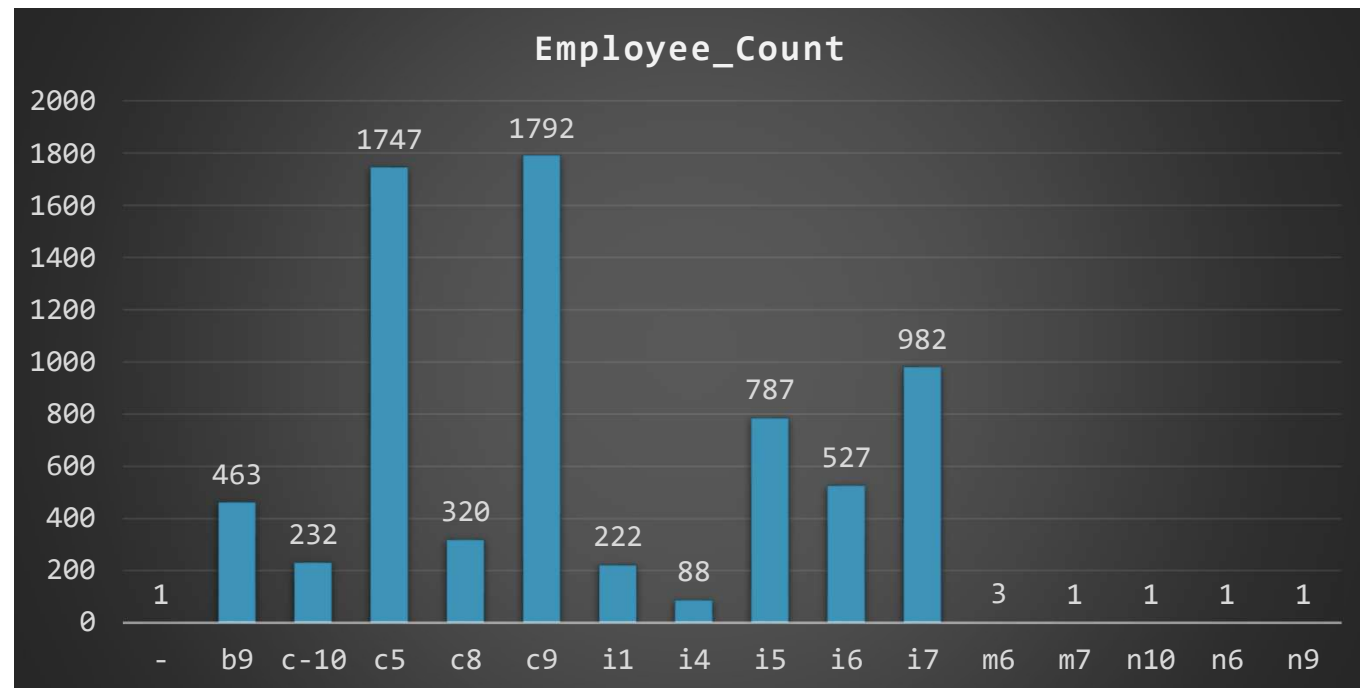


- Highest no of employees are in Operations Department (2771) followed by Service Department (2055).
- Human Resource Department has the least no of employees (97).

E. Charts: Use different charts and graphs to perform the task representing the data.

Your task: Represent different post tiers using chart/graph?

Post Name	Employee_Count
-	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



➤ Employee count for the post c9 is highest (1792) followed by c5(1747).

Thank You