

Hiring Process Analytics

Presented To : Trainity

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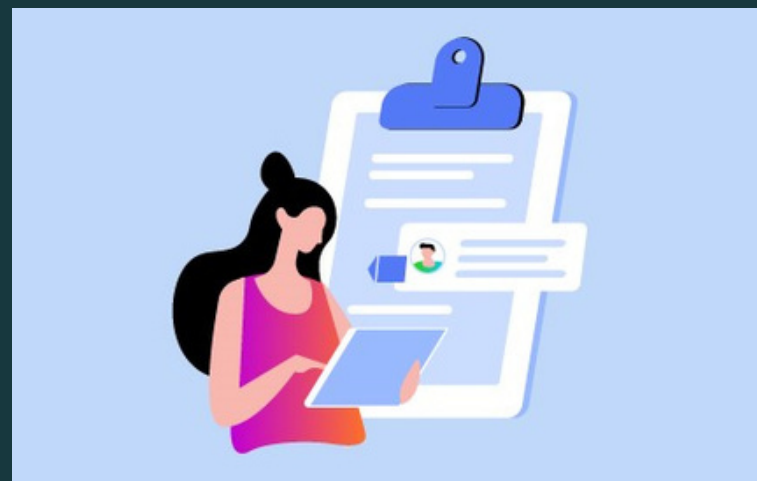
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Agenda

- Project Description
- Approach
- Tech Stack Used
- Insights
- Result
- Drive Link

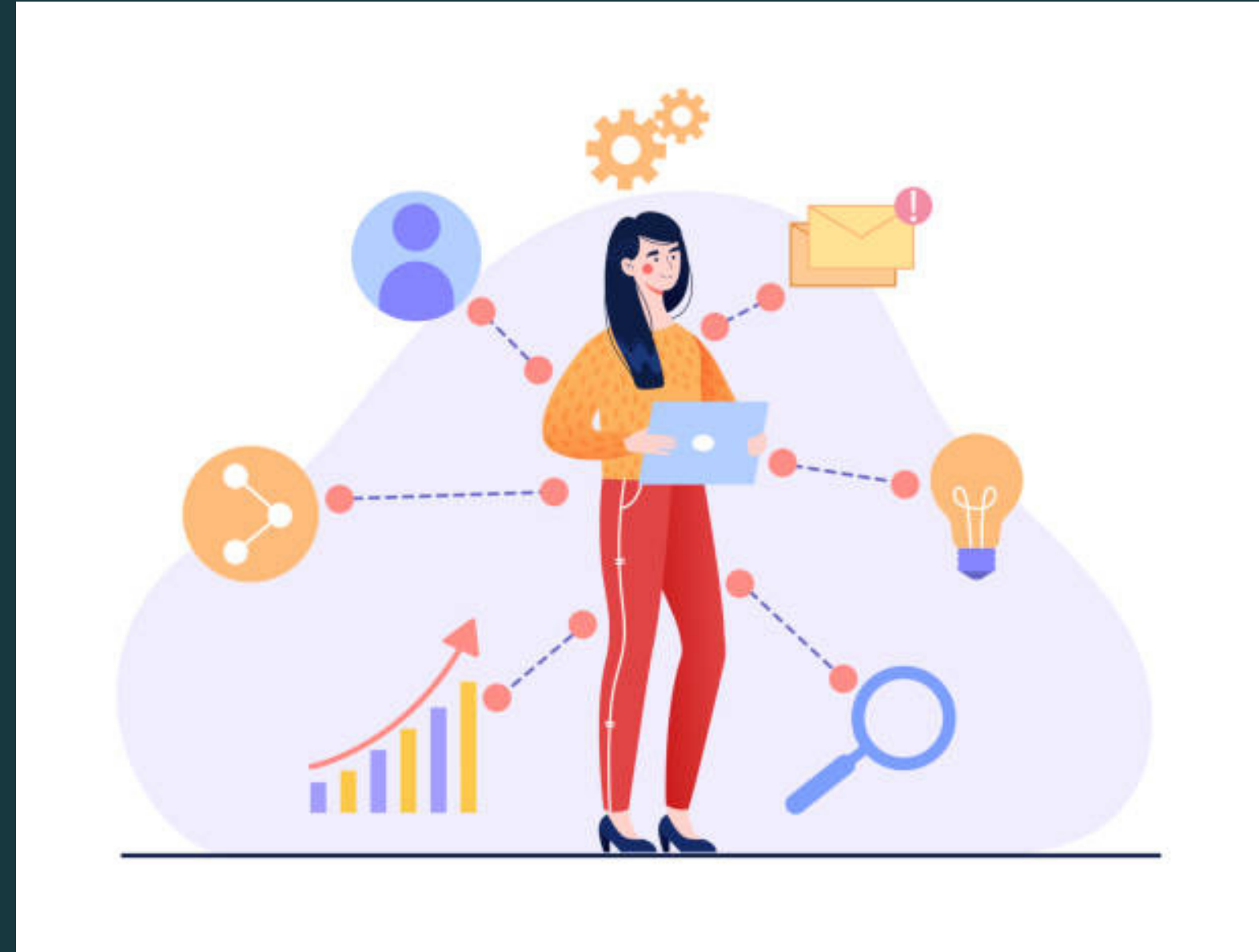
Project Description



- 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 analyse before hiring freshers or any other individual.
- Being a Data Analyst, the job is to go through these trends and draw insights out of it for hiring department to work upon.
- Here the company has provided with the data records of their previous hirings and have asked to answer certain questions making sense out of that data.
- We are required to provide a detailed report for the data record mentioning the answers of the questions by using the knowledge in statistics and use different formulas in excel and draw necessary conclusions about the company.

Approach

- The project was carried out using MS Excel.
- The dataset was first thoroughly examined in order to understand the data.
- The data was further examined to check the missing values. The missing value in Salary Column was filled with '0'.
- The tasks were carried on one by one by creating Pivot tables and the insights were obtained through charts.
- Finally a dashboard was creayed by combining all the graphs.



Tech Stack Used



MS Excel

Version : 2019

Purpose Of Usage :

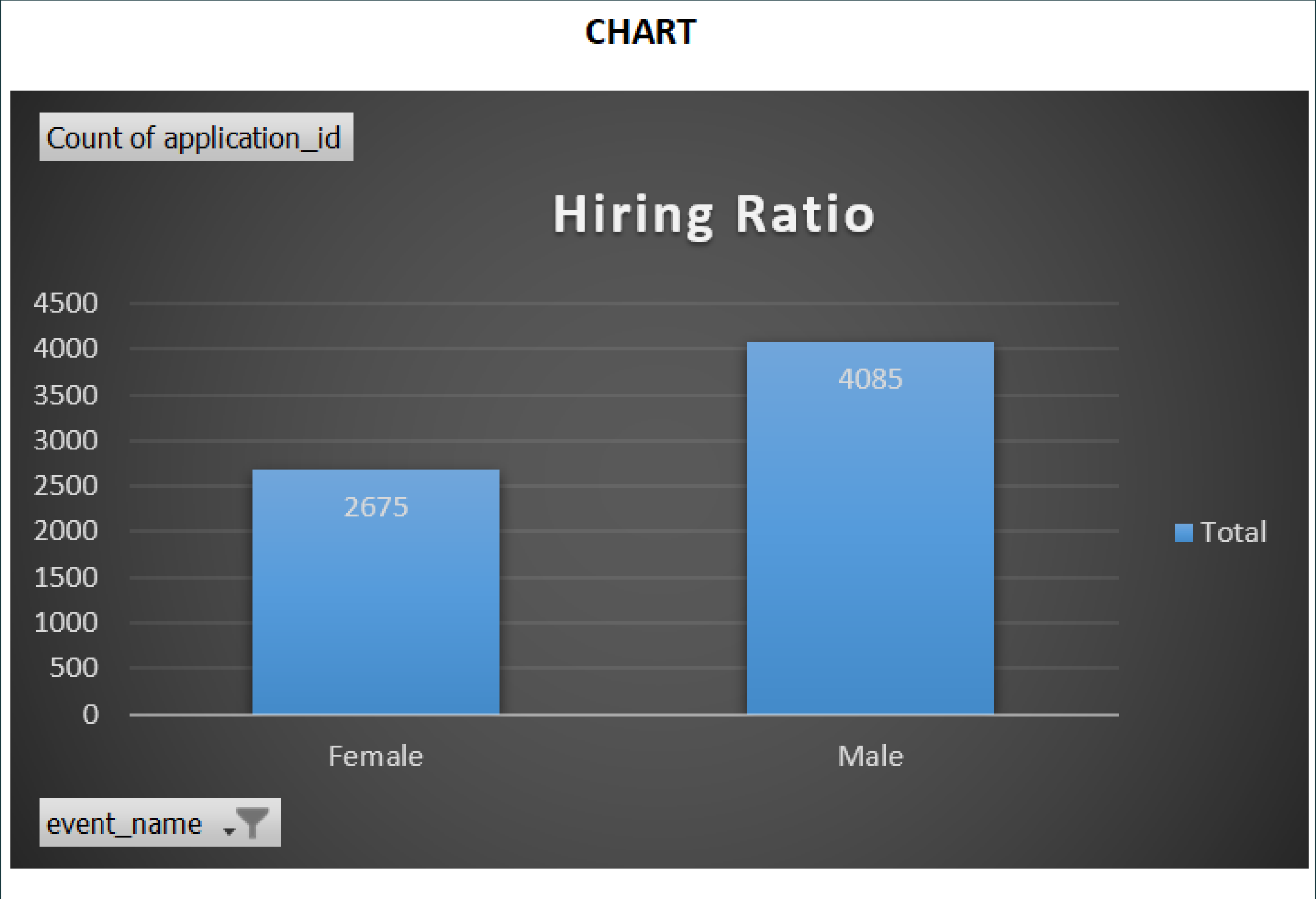
- Best way to store data
- You can perform calculations
- All the tools for data analysis
- Easy to data visualizations with charts
- You can print reports easily
- So many free templates to use
- You can code to automate
- Transform and clean data
- Store data with millions of rows
- You can work with Excel online + mobile app

Insights



A. Hiring : Process of intaking of people into an organization for different kinds of positions.The task is to find how many males and females are Hired .

Pivot Table	
Row Labels	Count of application_id
Female	2675
Male	4085
Grand Total	6760

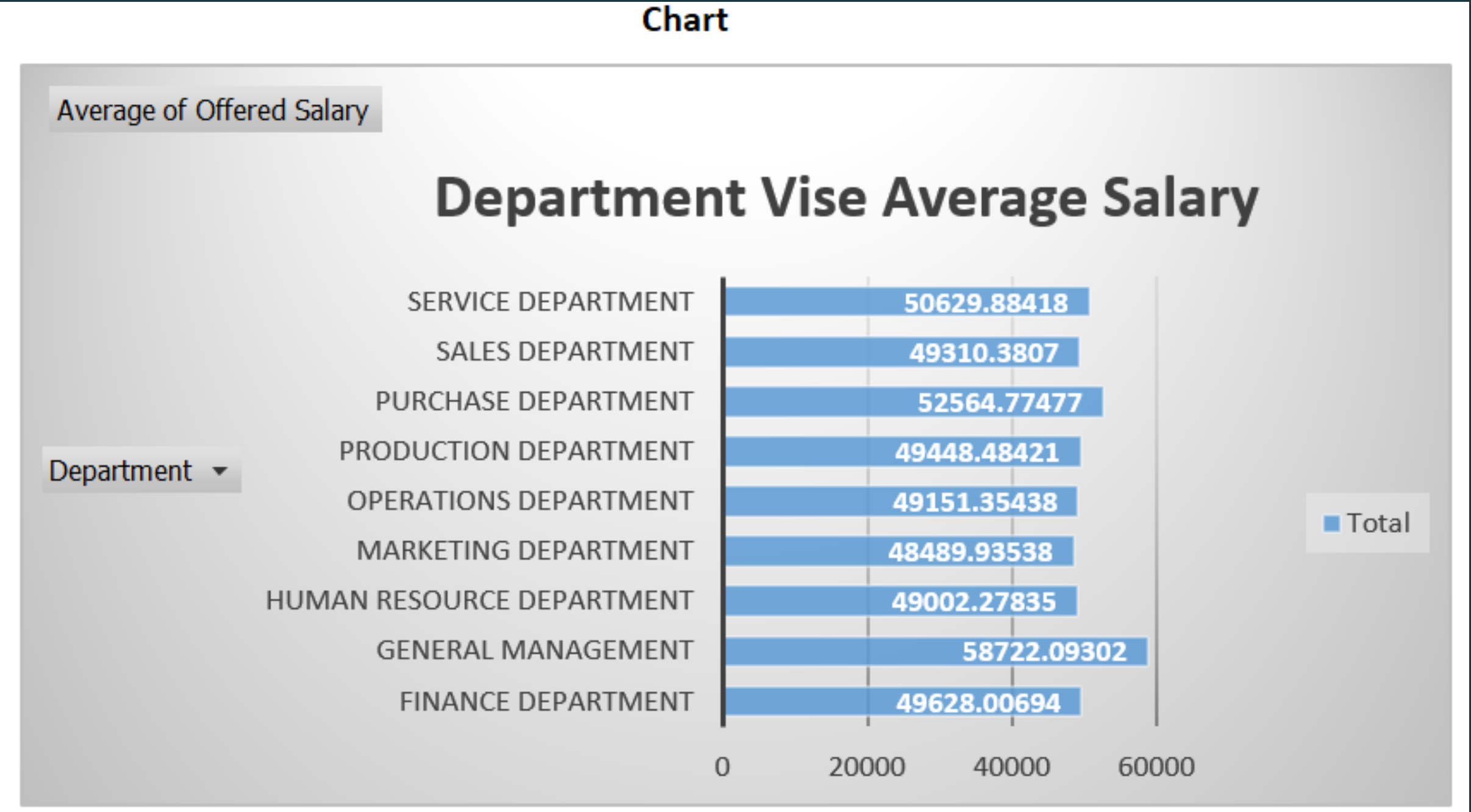


Conclusion: 2675 Females and 4085 Males were hired in total.

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. The task is to calculate the average salary offered in the company.

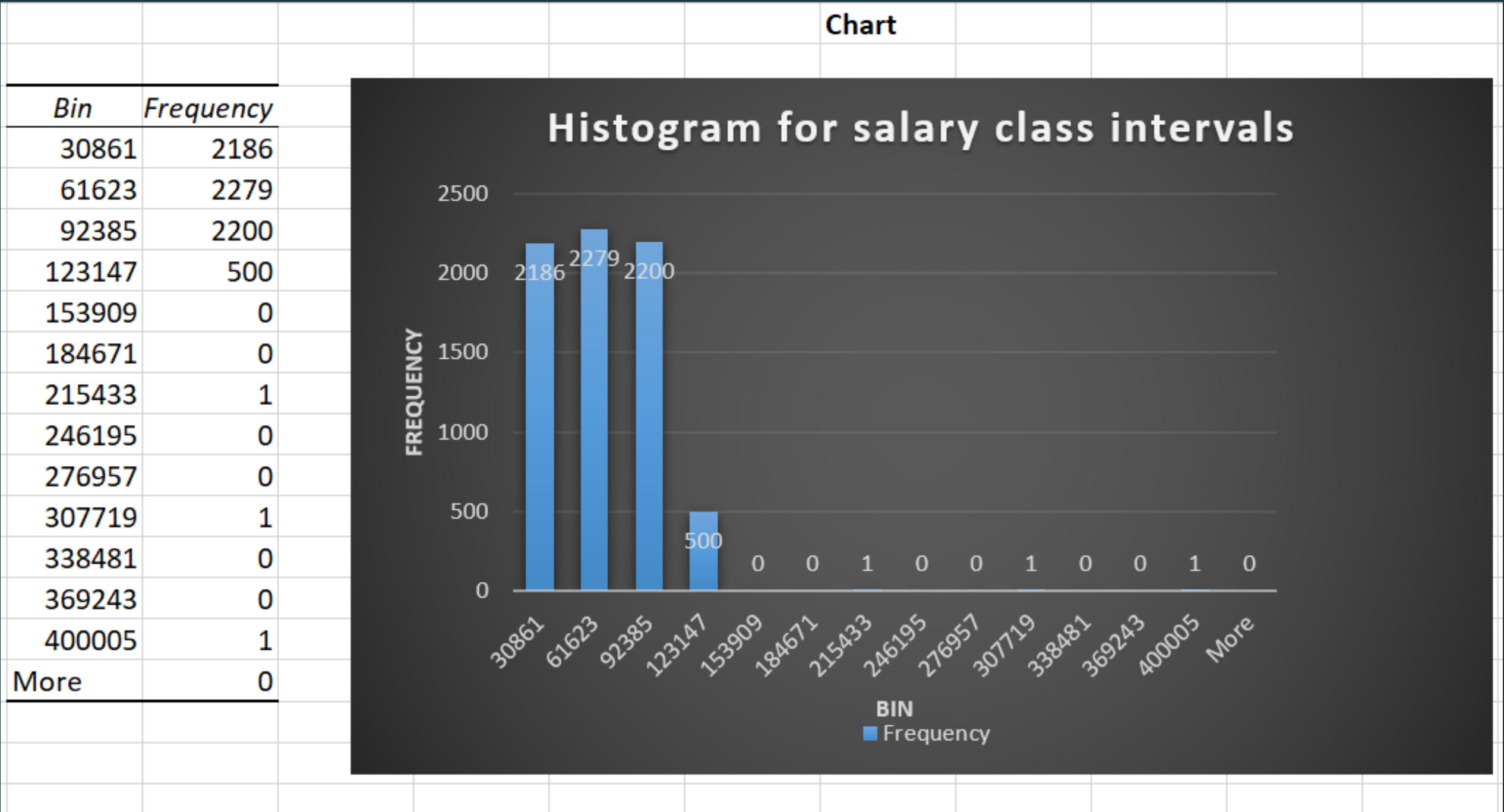
Pivot Table

Row Labels	Average of Offered Salary
Finance Department	49628.00694
General Management	58722.09302
Human Resource Department	49002.27835
Marketing Department	48489.93538
Operations Department	49151.35438
Production Department	49448.48421
Purchase Department	52564.77477
Sales Department	49310.3807
Service Department	50629.88418
Grand Total	49983.02902



Conclusion: Department vise average salary is shown in the pivot table and the total average salary is 49983.02902

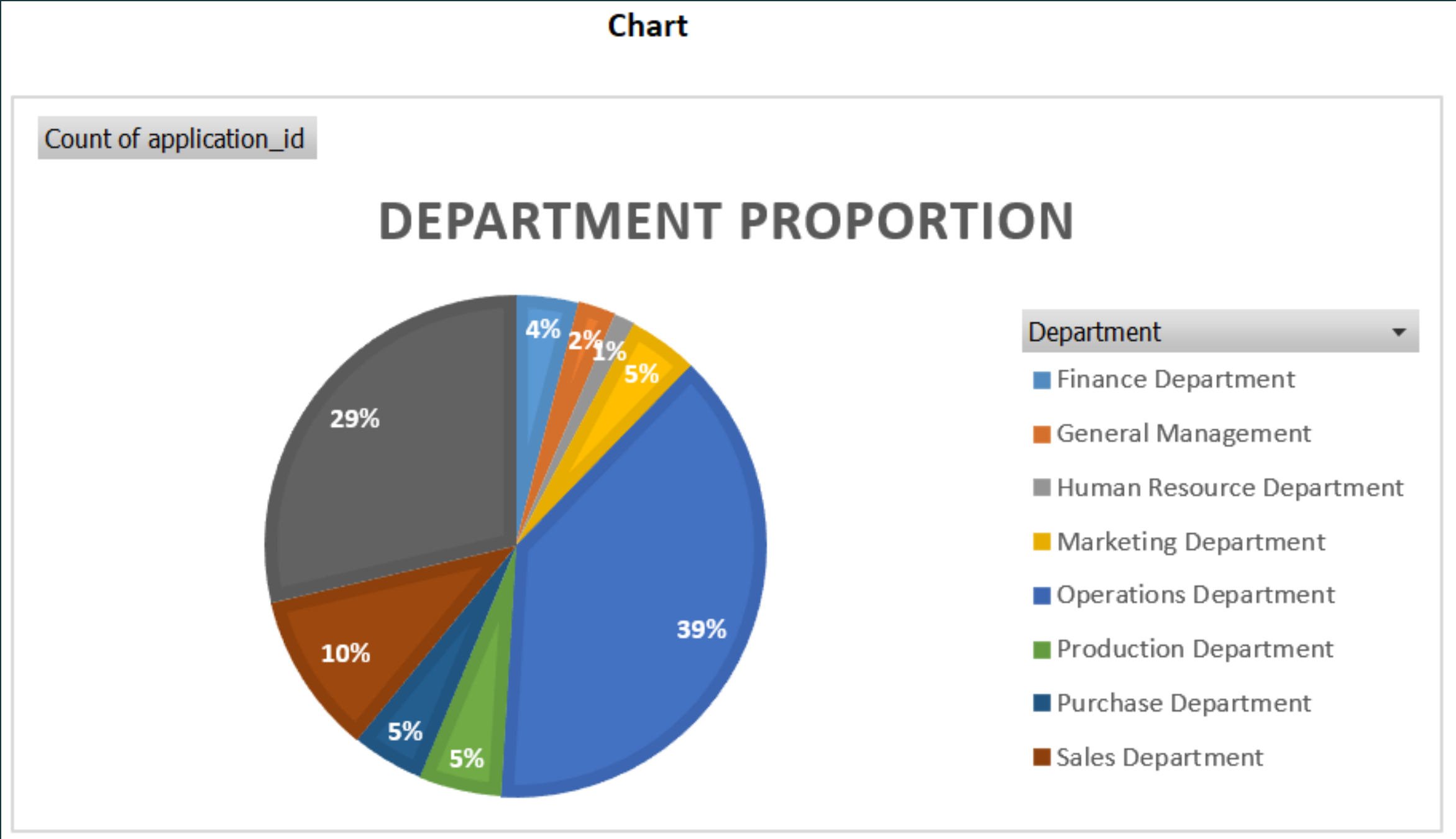
C. Class Intervals : The class interval is the difference between the upper class limit and the lower class limit. The task is to draw the class intervals for salary in the company.



Conclusion: Class intervals of the salary of the company is plotted after binning..

D. Charts and Plots: This is one of the most important part of analysis to visualize the data. The task is to draw a chart to show proportion of people working different department .

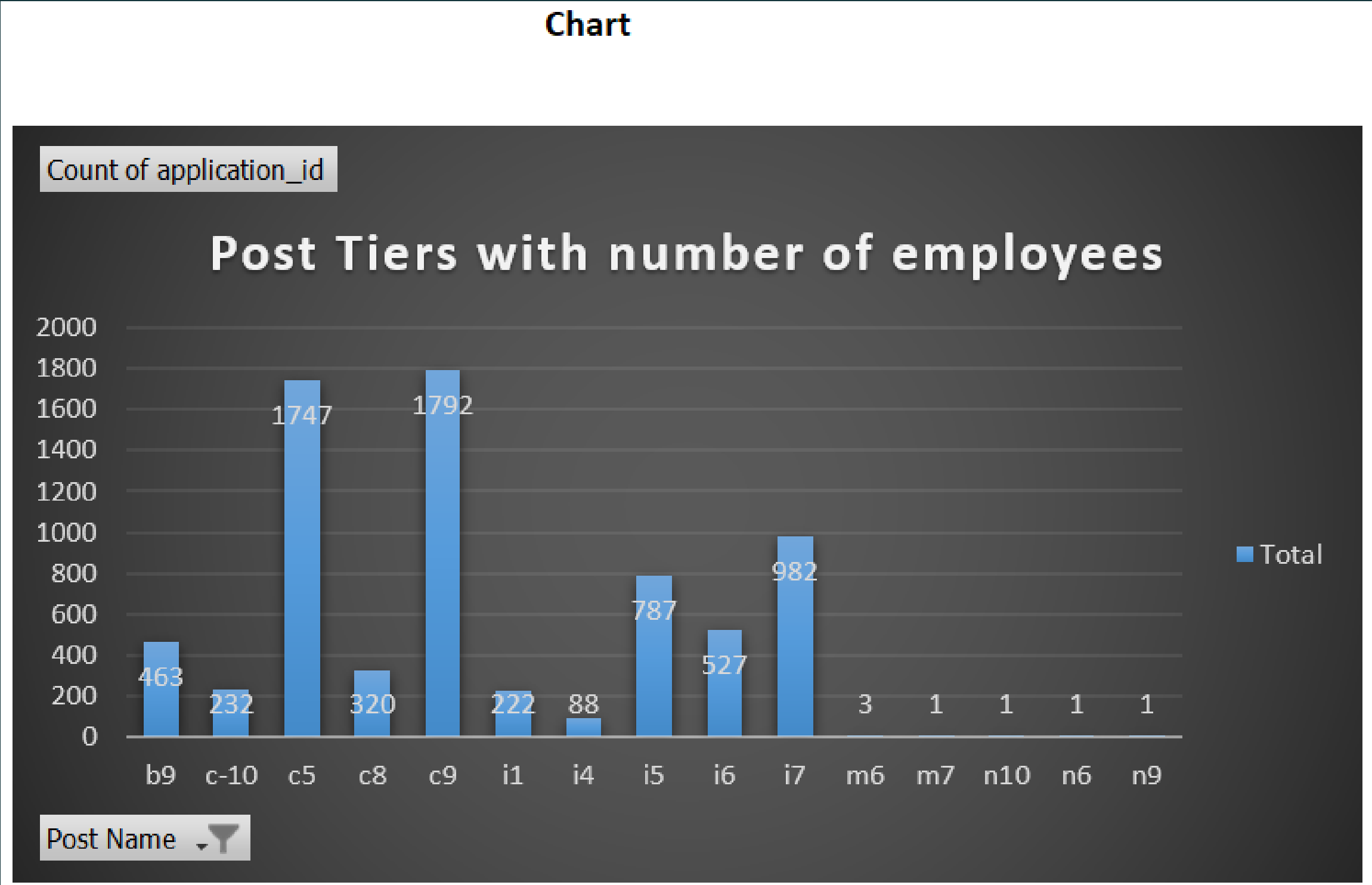
Pivot Table	
Row Labels	Count of application_id
Finance Department	288
General Management	172
Human Resource Department	97
Marketing Department	325
Operations Department	2771
Production Department	380
Purchase Department	333
Sales Department	747
Service Department	2055
Grand Total	7168



Conclusion: Proportion of employees working in different departments is shown in percentage format.

E. Charts: Use different charts and graphs to perform the task representing the data. The task is to represent different post tiers using chart/graph.

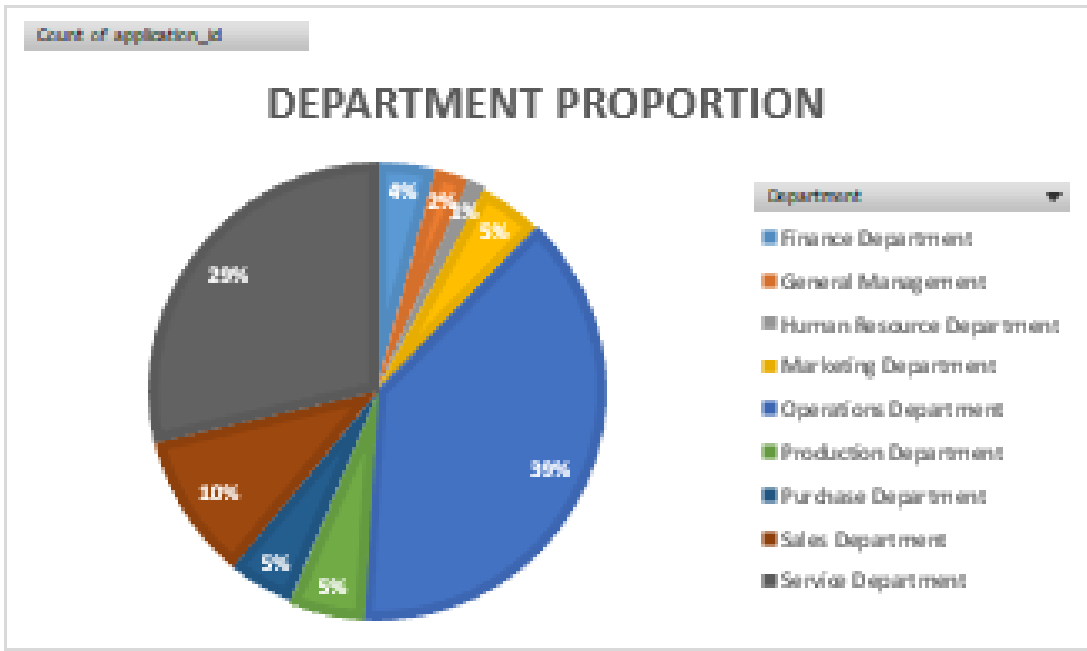
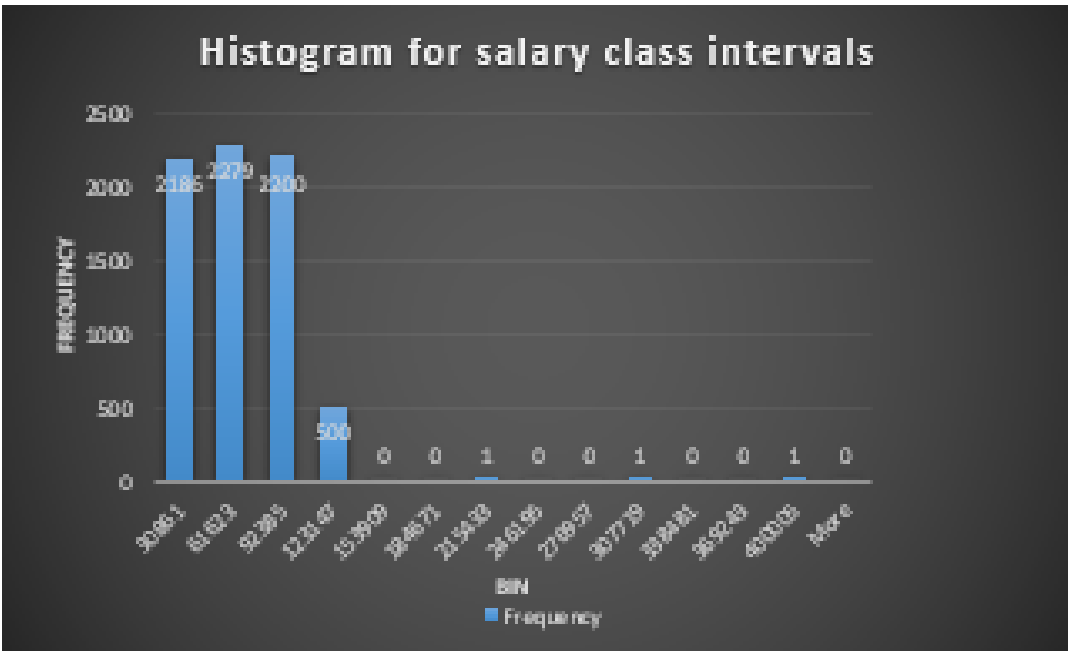
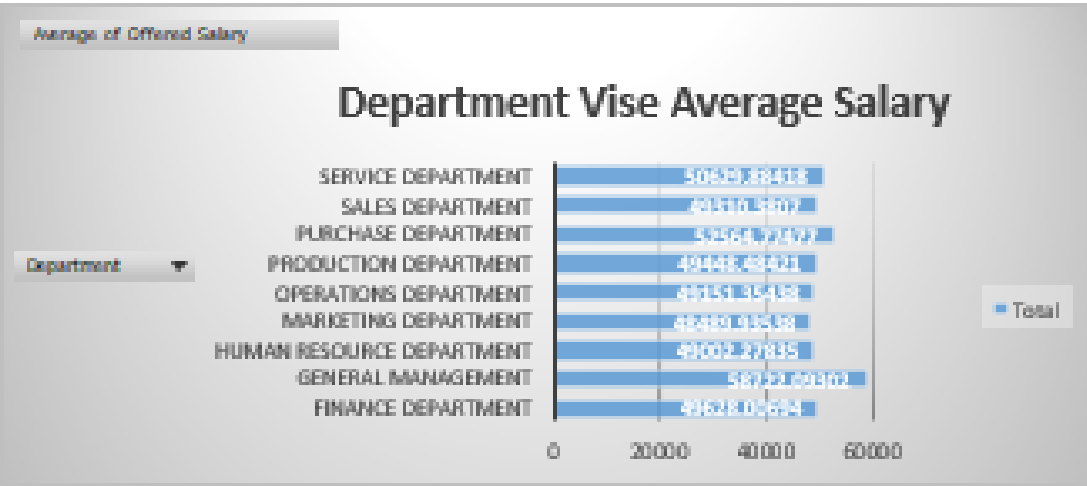
Pivot Table	
Row Labels	Count of application_id
b9	463
c-10	232
c5	1747
c8	320
c9	1792
i1	222
i4	88
i5	787
i6	527
i7	982
m6	3
m7	1
n10	1
n6	1
n9	1
Grand Total	7167



Conclusion: Number of employees working in different post tiers are shown.

Dashboard:

DASHBOARD



Result

- Hence the given tasks were completed using MS Excel.
- The insights were derived using pivot tables and charts.
- This project was useful to bring out the theoretical Excel knowlegde into practical approach inorder to know the real world usage of Excel in data analysis.



Drive Link



https://drive.google.com/drive/folders/1sLSCQ_vnC8e4h1koEJAc--R3Xe90VCNU?usp=sharing

THANK
YOU