

Hiring Process Analytics



STEPS FOR DATA ANALYSIS PROCESS

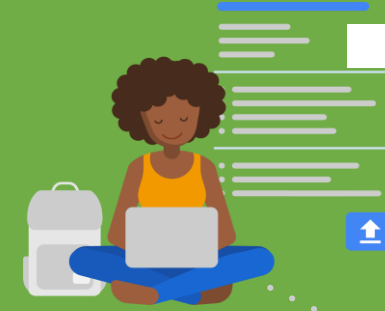
- 1 PLAN
- 2 PREPARE
- 3 PROCESS
- 4 ANALYZE
- 5 SHARE
- 6 ACT

Hiring Process Analytics

- This project is all about the **Hiring Process Analytics**
- In this we will find about all the details that will let us know about the hiring process.
- Download the csv data to excel for all the data analytics.
- Things we are going to find
 - ❑ How many males and females are Hired ?
 - ❑ What is the average salary offered in this company
 - ❑ Draw the class intervals for salary in the company ?
 - ❑ Draw Pie Chart / Bar Graph (or any other graph) to show proportion of people working different department ?
 - ❑ Represent different post tiers using chart/graph?

Data Analysis Process

The analysis makes things more simpler



Ask: Effective questions, stating the required output by the leadership team.

Prepare: Identify and taking the input data set to get the analytical result



Process: using the provided data by the team and writing My SQL queries





Analyze: using tools ,sorting
filtering data identify patterns and
draw conclusions



Share : understanding the conclusions in the
form of ppt



Act: Team can work according
to the results to take further
action.

Data Analysis Process

Steps to follow for Exploratory data analysis

- Understanding data columns and data
- Checking for missing data
- Clubbing columns with multiple categories
- Checking for outliers
- Removing outliers
- Drawing Data Summary

Approach

- ✓ The data was downloaded from google sheets to excel .
- ✓ All the data was filtered and categorised.
- ✓ All steps from exploratory data analysis are performed.
- ✓ For all the queries research the topics to get the optimized results for the analytics.
- ✓ All the steps are done in the excel to get to know the results.
- ✓ All the information regarding pivot tables and lookup and various different functions that were used to get the output for the desired results.
- ✓ The solutions for the quires are there in the next slides.

ScreenShots and Solutions



How many males and females are Hired ?

application_id	Interview Taken on	Status	event_name	Department	Post Name	Offered Salary
907518	06-05-2014 08:08	Hired	Female	Service Department	c5	22075
751029	02-05-2014 13:09	Hired	Female	Service Department	i4	15156
649039	07-05-2014 10:48	Hired	Female	Service Department	b9	200000
191009	09-05-2014 12:48	Hired	Female	Service Department	i7	56688
513166	01-05-2014 22:53	Hired	Female	Operations Department	i1	73579
891568	01-05-2014 16:28	Hired	Female	Operations Department	i7	3423
780839	10-05-2014 14:18	Hired	Female	Service Department	i1	70979
847880	09-05-2014 15:43	Hired	Female	Service Department	m6	800
37073	05-05-2014 19:37	Hired	Female	Purchase Department	i7	51645
116456	05-05-2014 15:44	Hired	Female	Finance Department	c5	52285
487441	10-05-2014 17:34	Hired	Female	Operations Department	i4	12624
296052	29-05-2014 14:43	Hired	Female	Finance Department	c5	1141
964704	29-05-2014 14:44	Hired	Female	Finance Department	c5	39485
288171	06-05-2014 15:37	Hired	Female	Marketing Department	i4	33631
379557	07-05-2014 15:34	Hired	Female	Production Department	i4	61532
37906	08-05-2014 03:16	Hired	Female	Sales Department	i4	95603
566403	09-05-2014 15:05	Hired	Female	Operations Department	c5	85201
455073	09-05-2014 13:53	Hired	Female	Service Department	i4	60370

application_id	Interview Taken on	Status	event_name	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
289907	01-05-2014 07:44	Hired	Male	Sales Department	-	85914
199526	07-05-2014 10:50	Hired	Male	Service Department	b9	86787
539803	15-05-2014 09:31	Hired	Male	Finance Department	b9	2308
51318	02-05-2014 08:07	Hired	Male	Service Department	i5	15134
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
860311	08-05-2014 07:59	Hired	Male	Purchase Department	i5	14781
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
824221	16-05-2014 09:55	Hired	Male	Service Department	i4	17815
381072	16-05-2014 16:50	Hired	Male	Operations Department	i4	67685

application_id	Interview Taken on	Status	event_name	Department	Post Name	Offered Salary
195323	09-05-2014 12:48	Hired	-	Service Department	i7	81757
896164	01-05-2014 17:21	Hired	Don't want to say	Production Department	i7	37947
269204	08-05-2014 07:57	Hired	Don't want to say	Purchase Department	i5	43093
814453	13-05-2014 09:19	Hired	Don't want to say	Operations Department	i7	68515
521234	13-05-2014 11:03	Hired	Don't want to say	Operations Department	i4	44582
505365	16-05-2014 18:06	Hired	Don't want to say	Human Resource Department	i5	79702
45162	19-05-2014 00:05	Hired	Don't want to say	Operations Department	i4	1212
716333	20-05-2014 17:03	Hired	Don't want to say	General Management	c-10	71461
495892	27-05-2014 14:15	Hired	Don't want to say	Operations Department	i4	39922
516967	27-05-2014 18:17	Hired	Don't want to say	Finance Department	i7	48308
462656	24-07-2014 09:19	Hired	Don't want to say	Operations Department	i5	52411
202279	10-06-2014 12:07	Hired	Don't want to say	Operations Department	i6	17691
284546	12-06-2014 10:47	Hired	Don't want to say	Sales Department	i5	21763
803693	13-06-2014 07:07	Hired	Don't want to say	Sales Department	i7	46351
281797	16-06-2014 15:10	Hired	Don't want to say	General Management	i5	44331
746982	07-07-2014 13:40	Hired	Don't want to say	Operations Department	i6	78657
75888	18-06-2014 05:31	Hired	Don't want to say	Marketing Department	c9	83771
617345	20-06-2014 15:11	Hired	Don't want to say	Service Department	i5	63678

1. Number of female candidate hired 1856
Number of male candidate hired 2563
Don't want to say or kept "-" but hired :278

What is the average salary offered in this company ?

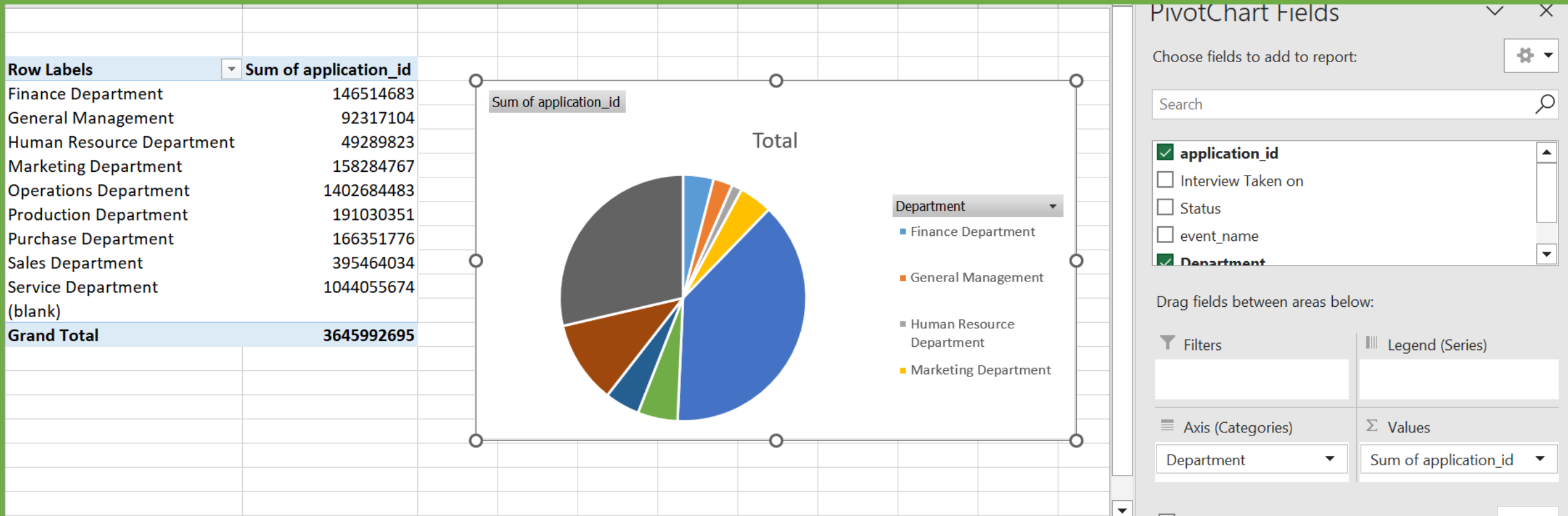
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Hired	-	Service Department	i7	81757					
Hired	Don't want to say	Production Department	i7	37947					
Hired	Don't want to say	Purchase Department	i5	43093					
Hired	Don't want to say	Operations Department	i7	68515					
Hired	Don't want to say	Operations Department	i4	44582	Average salary of all people	49983.02902			
Hired	Don't want to say	Human Resource Department	i5	79702	Average salary for females	49370.10395			
Hired	Don't want to say	Operations Department	i4	1212	Average salary for males	49929.09364			
Hired	Don't want to say	General Management	c-10	71461					
Hired	Don't want to say	Operations Department	i4	39922					
Hired	Don't want to say	Finance Department	i7	48308					
Hired	Don't want to say	Operations Department	i5	52411					
Hired	Don't want to say	Operations Department	i6	17691					
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Hired	Don't want to say	Marketing Department	c9	83771					
Hired	Don't want to say	Service Department	i5	63678					

Average salary for company:49983.02902
Average salary for females:49370.10395
Average salary for males:49929.09364

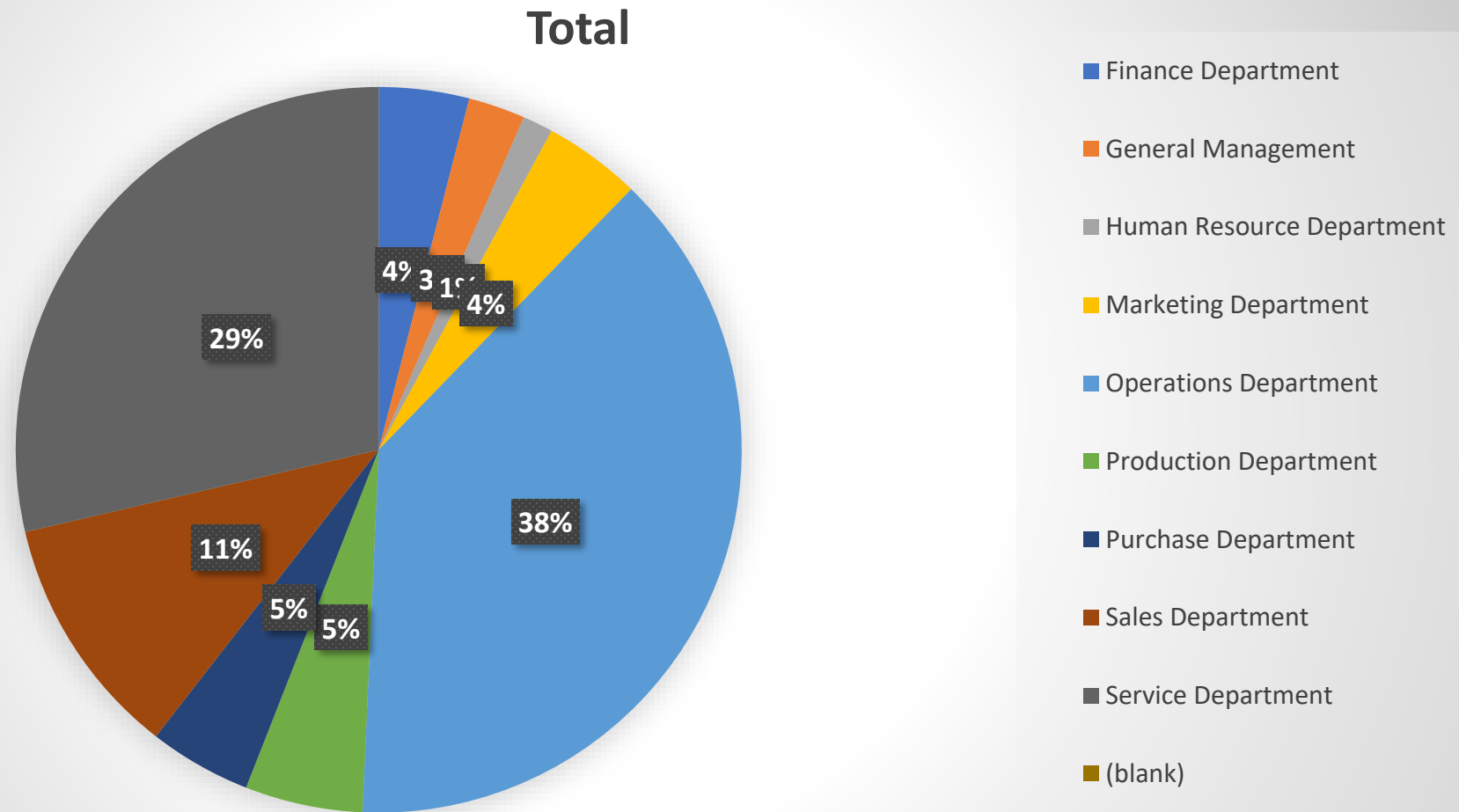
Draw the class intervals for salary in the company ?



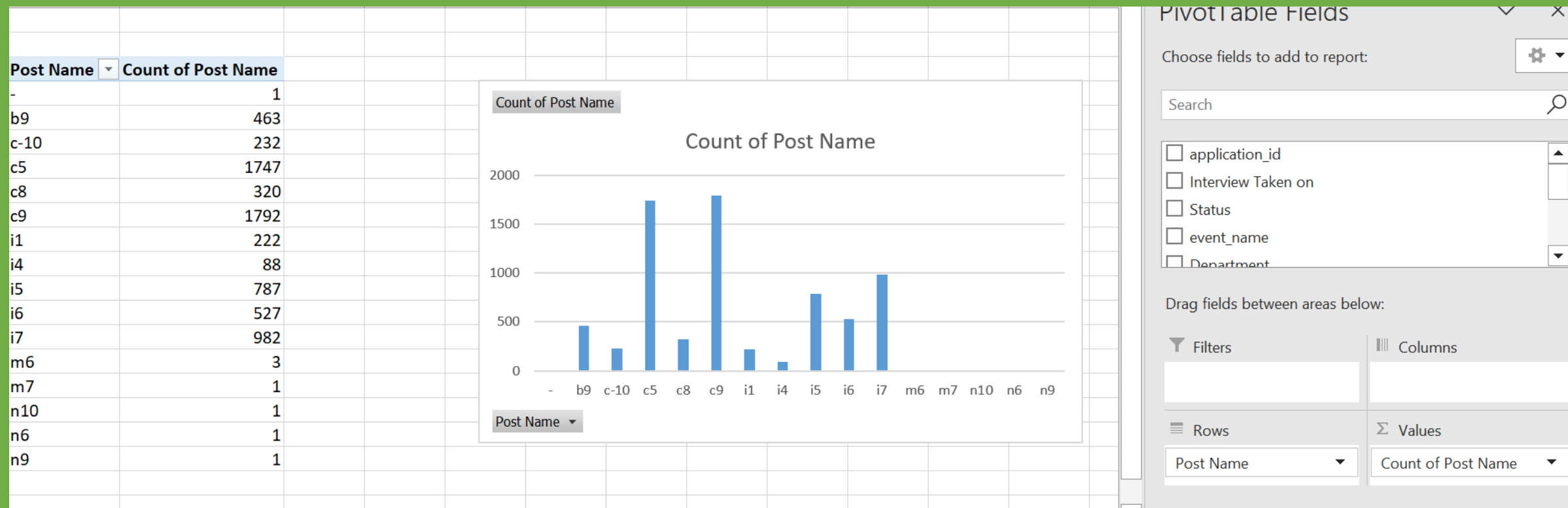
Draw Pie Chart / Bar Graph (or any other graph) to show proportion of people working different department ?



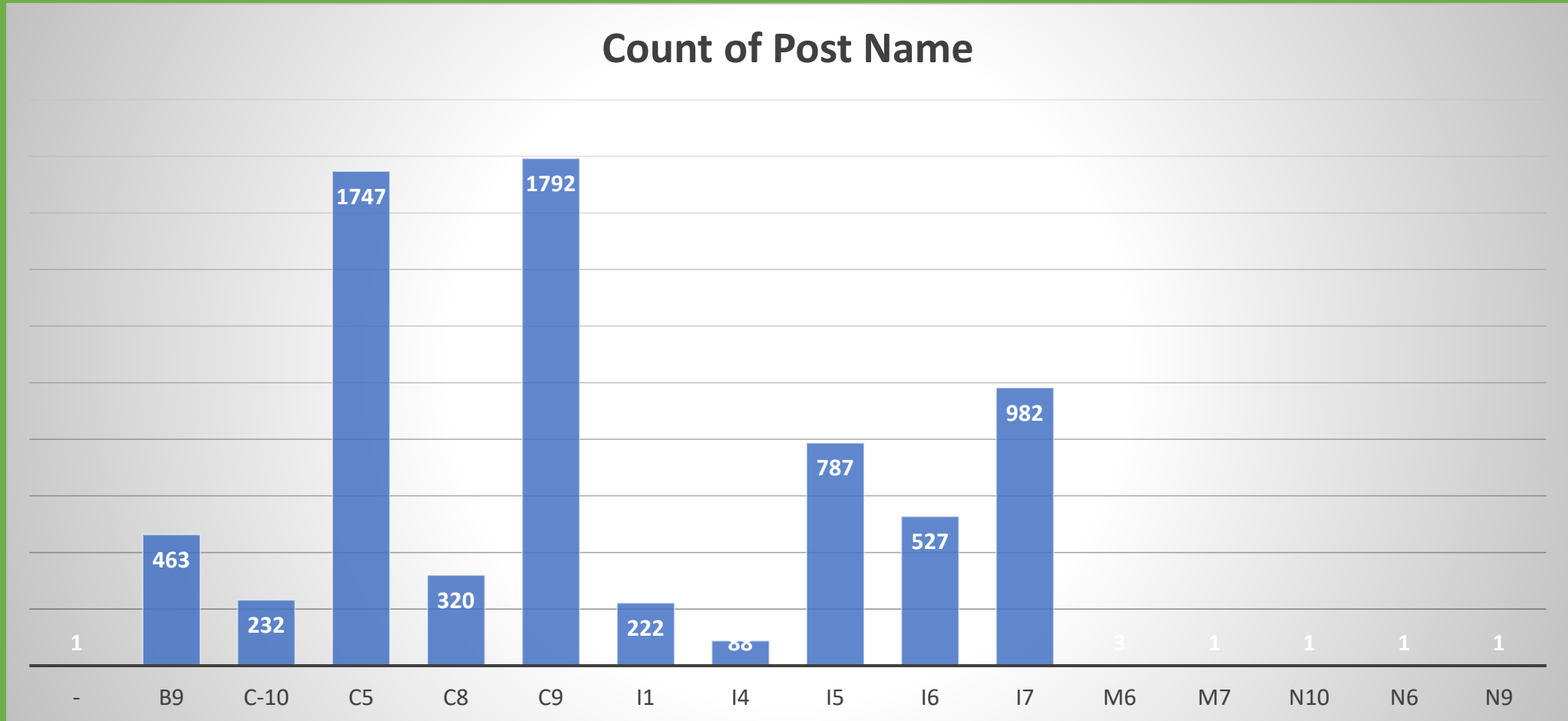
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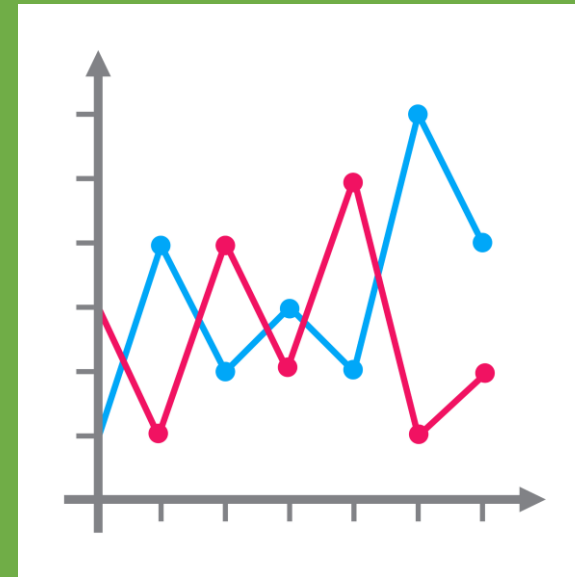
Represent different post tiers using chart/graph?



Represent different post tiers using chart/graph?



Technology Stack used



Insights

- Creating new sheets in excel.
- How to use advance excel.
- All about aggregate function, VLOOKUP and look up functions. How to use them in excel.
- How to draw conclusions from a given data according to stack holders .

Result

- Got the desired output according to the leadership team.
- How to take a informed decision in the data centric application to upgrade it.
- How to use excel in an efficient way to do analysis.

Thank you!