

HIRING PROCESS ANALYTICS



PROJECT DESCRIPTION

- Hiring process of a company is most important factor in overall functioning of the company and helps the company to grow exponentially.
- While in the hiring process company collects the key information in that process like salaries , department , gender and datetime of the interview ..etc.
- As a data analyst we need to find the trends in that data like no . of rejections , no . of interview's taken for specific role.

APPROACH

- ❑ My approach for this project is to understand the data given by the company like any presence of error's in data.
- ❑ After going through the data the next step is to clean the data by using excel.
- ❑ Checking the questions provided by the company and how I can give accurate , proper answer to that particular question in a efficient way.



TECH-STACK USED:

- To Analyze and extract meaningful insights from the data I have used Microsoft excel 2022



INSIGHTS:

- By analyzing the data of hiring process we gain various useful insights from that data like no . of males , no . of females employed.
- Data cleaning process of the data using pivot tables in excel.
- Key insights like average salary offered in the company and class intervals of the company.

HIRING

Status	Hired
Row Labels	Count of application_id
-	10
Don't want to say	268
Female	1856
Male	2562
(blank)	1
Grand Total	4697

- ❑ For finding the no . of males and females hired we used the excel feature called pivot table.
- ❑ Pivot table is useful for sorting and filtering the data and easy calculations on data.
- ❑ So here we used the pivot table to filter no . of males and females.
- ❑ Counting the no . of application_id by male and female under hired filter .
- ❑ We get no . of males hired :- 2562
- ❑ No . of females hired :- 1856

AVERAGE SALARY OFFERED BY COMPANY

Offered Salary			
56553			
22075			
15156			
200000			AVERAGE SALARY OF THE COMPANY :-
86787			49983.02902
2308			
56688			
15134			
73579			
3423			
70979			
52176			
72843			
800			
51645			
52285			
67434			
12624			
1141			
39485			
33631			
61532			
62937			

- For finding the average salary offered by the company we need to use the formulae called 'AVERAGE'.
- Which is used to find the average of value of any given column so here we apply it to the offered salary column.
- Hence we get the average salary offered by company
- The average salary offered by company is "49983.02902".

CLASS INTERVAL OF SALARY

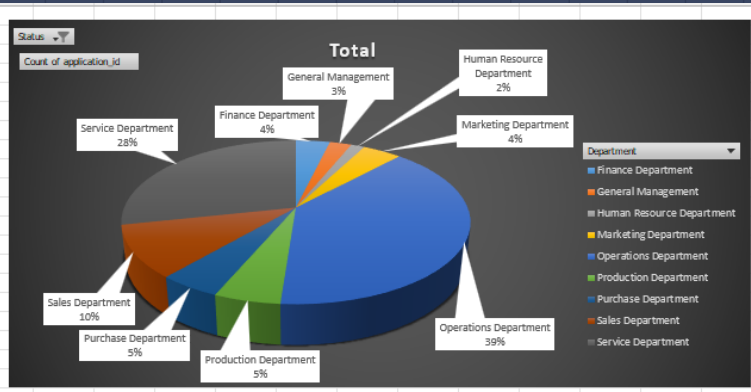
event_name	Department	Post Name	Offered Salary
Male	Service Department	c8	56553
Female	Service Department	c5	22075
Female	Service Department	i4	15156
Female	Service Department	b9	200000
Male	Service Department	b9	86787
Male	Finance Department	b9	2308
Female	Service Department	i7	56688
Male	Service Department	i5	15134
Female	Operations Department	i1	73579
Female	Operations Department	i7	3423
Female	Service Department	i1	70979
Male	Operations Department	i6	52176
Male	Service Department	c5	72843
Female	Service Department	m6	800
Female	Purchase Department	i7	51645
Female	Finance Department	c5	52285
Male	Operations Department	i4	67434
Female	Operations Department	i4	12624
Female	Finance Department	c5	1141
Female	Finance Department	c5	39485
Female	Marketing Department	i4	33631
Female	Production Department	i4	61532
Male	Sales Department	i4	62937

CLASS INTERVAL OF SALARY = HIGHEST SALARY - LOWEST SALARY	
HIGHEST SALARY	400000
LOWEST SALARY	100
CLASS INTERVAL	399900

- For finding the class interval of salary we need to get the difference between the highest salary and lowest salary.
- So for finding the highest salary we use formulae called MAX and for finding the lowest salary we use formulae called MIN
- The class interval of salary is 399900

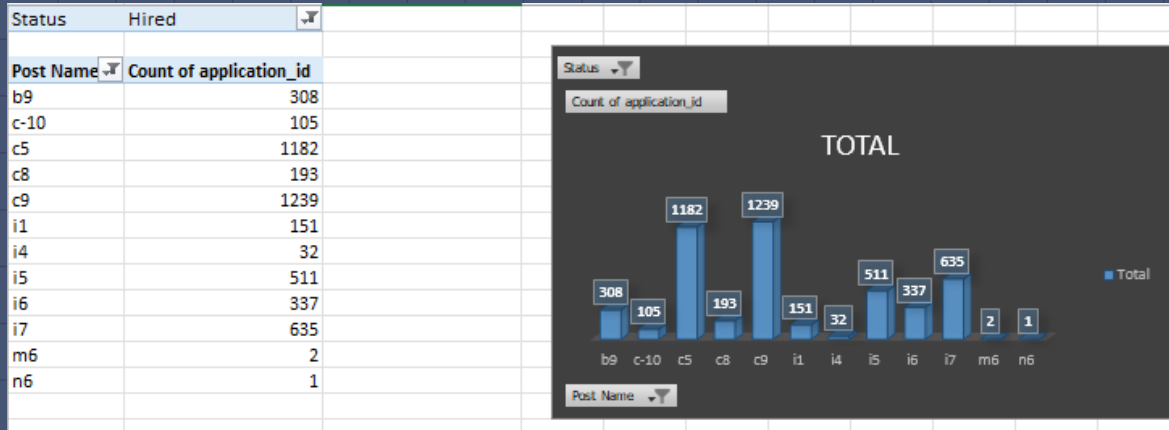
BAR GRAPH OF DIFFERENT DEPARTMENT'S

Status	Hired	✓
Row Labels	Count of application_id	
Finance Department	176	
General Management	113	
Human Resource Department	70	
Marketing Department	202	
Operations Department	1843	
Production Department	246	
Purchase Department	230	
Sales Department	485	
Service Department	1332	
Grand Total	4697	



- ❑ For finding proportion's of people working in different department's.
- ❑ We need to use excel feature called pivot table's where we sort the data according to the requirement.
- ❑ So here we did the same thing sort data and count the application_id of hired people in different department's
- ❑ Plot that pivot table in bar graph.

GRAPH OF DIFFERENT POST TIER'S



- ❑ For finding different post tier's.
- ❑ We need to use excel feature called pivot table's where we sort the data according to the requirement.
- ❑ So here we did the same thing sort data and count the application_id of post name.
- ❑ Plot that pivot table in graph.

RESULTS :-

- This project has helped to understand the data filtering and sorting of raw data using the excel.
- I understand the pivot table feature in excel for filtering and sorting the data.
- Pivot table is really helpful for doing various task in the data within just few clicks without any hustle.
- Visualization of data using excel is very useful to visualize the data and hands-on experience on bar chart and other charts representations in excel.

THANKING YOU

