

Project Description

The goal of this project is to use your knowledge of statistics and Excel to draw meaningful conclusions about the company's hiring process.

Approach

1. **Handling Missing Data:** Check if there are any missing values in the dataset. If there are, decide on the best strategy to handle them.

Blank	No. of blanks	No. of (-)
application_id	0	
Interview Taken on	0	
Status	0	
event_name	0	15
Department	0	
Post Name	0	1
Offered Salary	1	

Calculated no. of blank spaces and hyphens in data.

Then for event_name as there are more no. of males in data replaced the hyphen with Male. And made changes in worksheet and saved it in sheet named changed.

For Offered Salary replaced blank with mode value of salary in changed excel sheet.

2. **Clubbing Columns:** If there are columns with multiple categories that can be combined, do so to simplify your analysis.
3. **Outlier Detection:** Check for outliers in the dataset that may skew your analysis.

For detecting outliers calculated z score for all the values of Offered Salary column and checked for z score greater than 2.

4. **Removing Outliers:** Decide on the best strategy to handle outliers. This could be removing them, replacing them, or leaving them as is, depending on the situation.

For outliers in Offered Salary column replaced the value with mode value of the salary.

5. **Data Summary:** After cleaning and preparing your data, summarize your findings. This could involve calculating averages, medians, or other statistical measures. It could also involve creating visualizations to better understand the data.

Tech-Stack Used

I used MS Excel 2019 to create this project.

Insights

Hiring Analysis: Determine the gender distribution of hires. How many males and females have been hired by the company?

The number of male and female hired are as follows:

No. of Male hired	4100
No. of Female hired	2675

I used following formula to calculate the gender distribution.

```
=COUNTIF(D2:D7169,"Male")
```

Salary Analysis: What is the average salary offered by this company? Use Excel functions to calculate this.

Average salary and formula used are given below:

Average Salary	49983.02902
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```
=AVERAGE(G2:G7169)
```

Departmental Analysis Use a pie chart, bar graph, or any other suitable visualization to show the proportion of people working in different departments.

Attached in excel sheet.

Position Tier Analysis: Use a chart or graph to represent the different position tiers within the company. This will help you understand the distribution of positions across different tiers.

Attached in excel sheet.

Result

Analyzed the data using Excel and gave meaningful insights into data also cleaned the data using different data handling techniques.