



# HIRING PROCESS ANALYTICS



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# PROJECT DESCRIPTION

- Hiring process is the fundamental and the most important function of a company.
- This project aims to carry out the in-depth analysis of major underlying trends in hiring process
- Working as a Lead data analyst in Google I have been asked to draw some trends & insights with provided dataset of previous hiring.
- This project will answer few important questions such as:
  1. Hiring
  2. Average Salary
  3. Class Intervals
  4. Charts & Plots
  5. Post Tiers

# APPROACH

- First, I Carried Exploratory Data Analysis using excel data analysis tool
- Find out missing values and Outliers using boxplot in excel
- Removed outliers and missing values from dataset
- After removing outliers further insights are carried out using excel formulas and graphs

# TECH STACK USED

Microsoft® Excel® 2021 MSO (Version 2302 Build 16.0.16130.20298) 64-bit



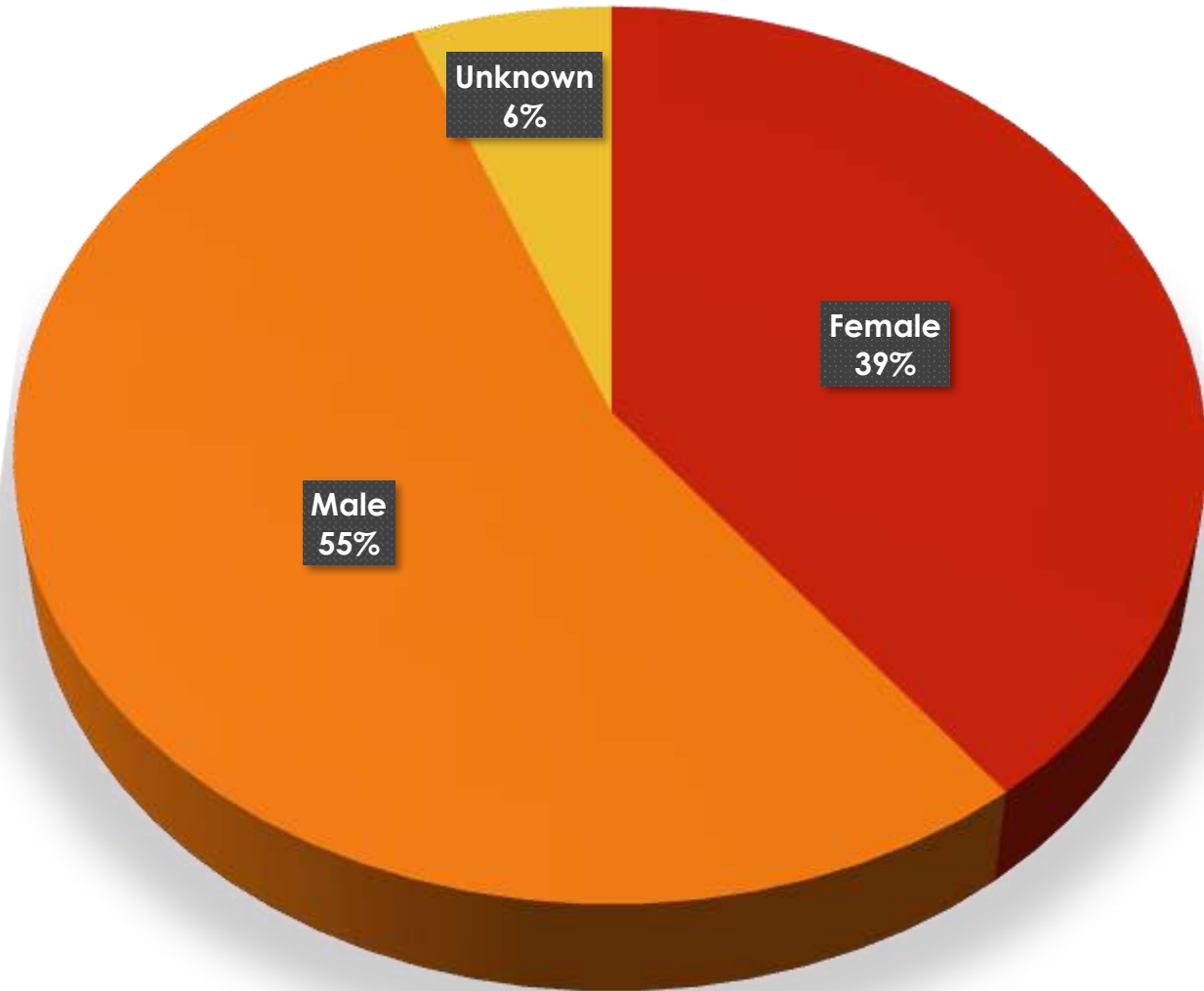
**Purpose :** This is a powerful tool for making visualizations of results and better understanding of the result. It has wide range of functions and metrics such as sum, count, average etc which helps to create graphs. Data manipulation tasks like sorting, filtering and cleaning is also possible

# INSIGHTS

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## HIRING

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| Gender  | Hired | Percentage |
|---------|-------|------------|
| Male    | 2562  | 55         |
| Female  | 1854  | 39         |
| Unknown | 278   | 6          |
| Total   | 4694  | 100%       |

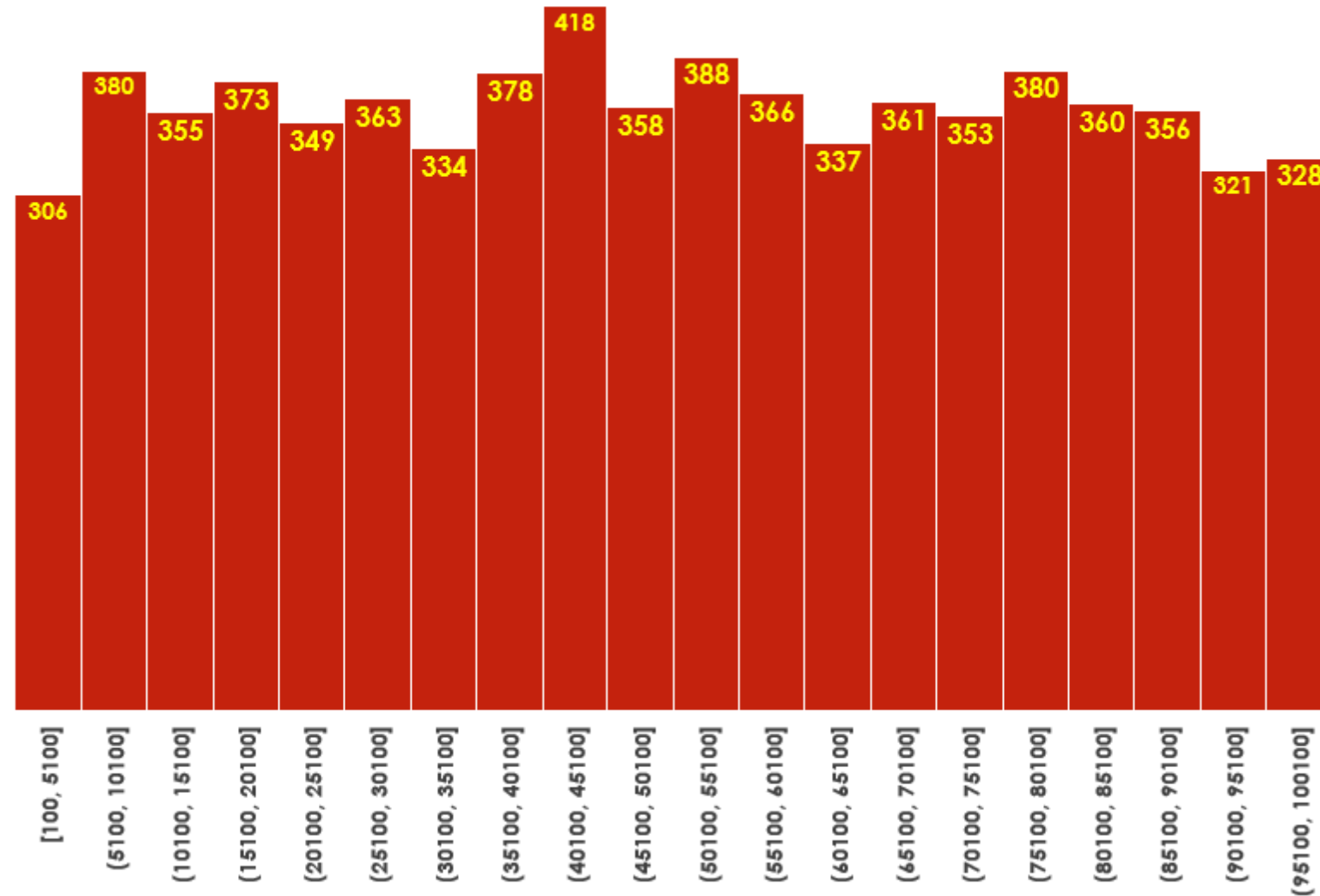
- Total candidates interviewed 7164 hired 4694, Ratio – 65%
- Total Male Interviewed 4083, Hired 2562, Ratio - 63%
- Total Female Interviewed 2673, Hired 1854, Ratio - 69%

## AVERAGE SALARY

- Formula for calculating Average Salary in Excel is ( = AVERAGE(number 1,[number 2], .....)
- After calculating Avg Salary result is follows:
- Average Salary Offered By This Firm is 49878



## CLASS INTERVALS



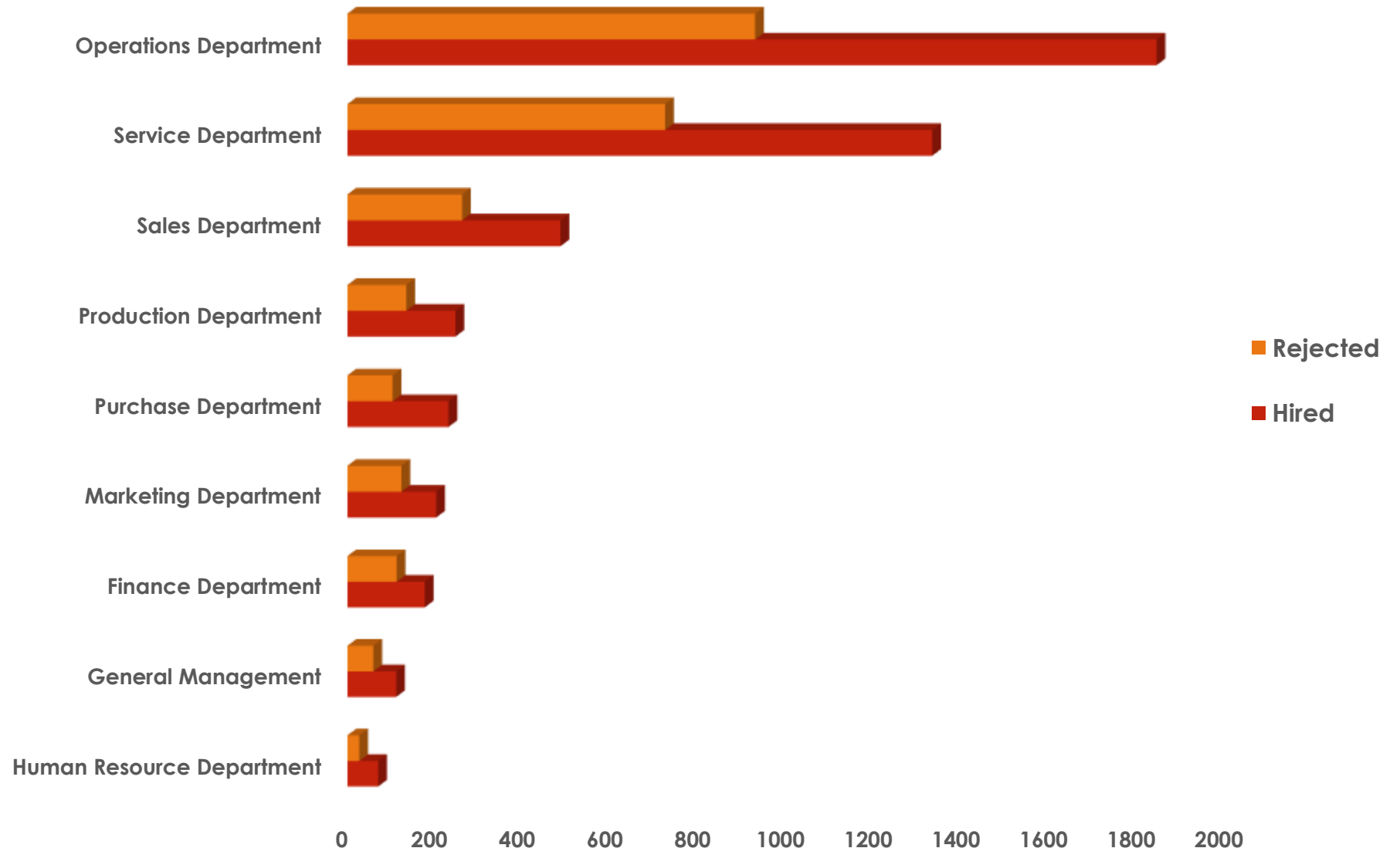
➤ Majority of candidates Offered Salary is between 40,000 to 45,100.



# CHARTS AND PLOTS

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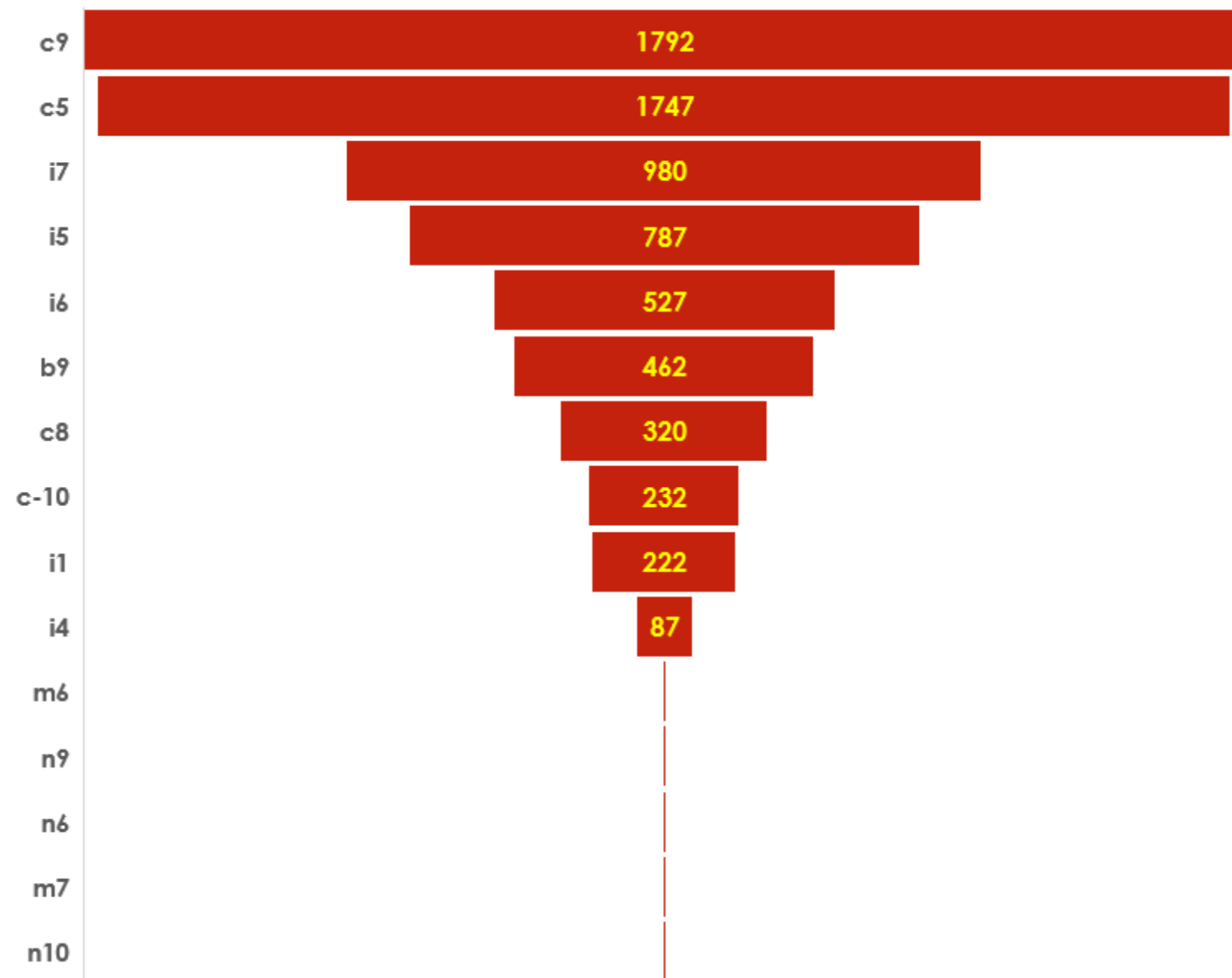
- Total 4694 Candidates were hired out of 7164 interviewed candidates
- Top 3 Departments where majority of people working are Operations, Service & Sales



## POST TIERS

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- There are total 15 post tiers currently available in this company.
- c9 & c5 are the posts where most candidates where hired



# GRAPHS USED

- **Pie Chart** – A Pie Chart is used to show proportion of whole data.
- **Histogram** – A Histogram shows frequency of occurrence of values in within data set.
- **Clustered Bar Chart** – A Clustered Bar Chart is used to compare values across few categories.
- **Funnel Chart** – A Funnel Chart represents stages in process showing progressively decreasing proportions.

# RESULTS

1. Out of total 2562 Males and 1842 Females were hired.
2. Average salary offered is 49878.
3. Majority of candidates Offered Salary is between 40,000 to 47000.
4. Operation department has hired maximum candidates
5. There are total 15 post tiers available.

Thank You