PROJECT: **Hiring Process Analytics**

PROJECT DESCRIPTION:

Hiring Process Analytics in this Project is subjected to determining about the major underlying trends about the hiring process. Trends such as- number of rejections, number of interviews, types of jobs, vacancies are important for this company to analyze before hiring candidates on freshers or any other individual. Being a Data Analyst, my job is to go through these trends and extract out insightful data which will result in determining Budget related concerns and departmental activities accordingly. Based on the data provide in this project and the questions monitored, in contrast development in human resource investment and Budget rectification is carried out.

APPROACH:

Downloaded dataset attached in xlsx format and carried out further computation based on the questions and queries highlighted in this Project. As the requirement of this Project and the highlights are quite General and easy so, typical search formulas are used to extract out required outputs. Further on for Graphical Representation, basic Graph with Bars & Pie are computed in this project.

TECH-STACK USED:

Used Microsoft Excel for Table Query and Computation.

INSIGHTS:

In this project, an entire protocol for hiring process and present Salary Ratio are defined. Based on the data available we can determine the man power work flow and organizational budget spent categorized on the basis of Department and Post Code. Gender Equality is demonstrated in this organization as the ratio of Male and Female candidates are on equal terms and strength.

RESULTS:

While working on this project, I came to know that the organizational revenue is generated in bulk from Operations & Services Department as the Strength of man power is at a highest peak in Operations & Service department. At an average in departmental consideration their range of Salary expended is within the range of 60 – 40 k. In average of the organizational revenue, budget is defined into the range of highest peak range at around 50k. Hiring manpower ratio in this organization is having a ratio of Gender discrimination in Males & Female of 5.8 : 4.2 respectively.

Mentioned below are the Questions along with there Queries performed & Outputs received;

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A. Hiring: Process of intaking of people into an organization for different kinds of positions.
OBJECTIVE: How many males and females are Hired ?

ANS:-

COUNTIFS(D2:D7169, "Male", C2:C7169, "Hired")

COUNTIFS(D2:D7169, "Female", C2:C7169, "Hired")

(NOTE: column under category 'D' belongs to event_name and 'C' belongs to Status.)

OUTPUT:-

No of Male Candidates Hired	No of Female Candidates Hired
2563	1856

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.
OBJECTIVE What is the average salary offered in this company?

ANS:-

A	AVERAGE SALARY OFFERED BY COMPANY	50650.78 ₹	=AVERAGE(K2:K10)

(NOTE: column under category '**G**' belongs to **Offered_Salary**, '**E**' belongs to **Department**, '**C**' belongs to **Status**, and '**J**' & '**K**' is the customs column created to Group Departments and **Average salary Department wise** Respectively.**)**

OUTPUT:- **Refer to this Link**

SR NO	DEPARTMENT(J)	AVERAGE SALARY(K)	FORMULA
1	Finance Department	48748.28 ₹	=AVERAGEIFS($G$2:$G$7169, $E$2:$E$7169, J2, $C$2:$C$7169, "Hired")
2	General Management	60810.20 ₹	=AVERAGEIFS($G$2:$G$7169, $E$2:$E$7169, J3, $C$2:$C$7169, "Hired")
3	Human Resource Department	49014.40 ₹	=AVERAGEIFS($G$2:$G$7169, $E$2:$E$7169, J4, $C$2:$C$7169, "Hired")
4	Marketing Department	47843.40 ₹	=AVERAGEIFS($G$2:$G$7169, $E$2:$E$7169, J5, $C$2:$C$7169, "Hired")
5	Operations Department	48914.19 ₹	=AVERAGEIFS($G$2:$G$7169, $E$2:$E$7169, J6, $C$2:$C$7169, "Hired")
6	Production Department	49350.87 ₹	=AVERAGEIFS($G$2:$G$7169, $E$2:$E$7169, J7, $C$2:$C$7169, "Hired")
7	Purchase Department	52086.57 ₹	=AVERAGEIFS($G$2:$G$7169, $E$2:$E$7169, J8, $C$2:$C$7169, "Hired")
8	Sales Department	48539.55 ₹	=AVERAGEIFS($G$2:$G$7169, $E$2:$E$7169, J9, $C$2:$C$7169, "Hired")
9	Service Department	50549.52 ₹	=AVERAGEIFS($G$2:$G$7169, $E$2:$E$7169, J10, $C$2:$C$7169, "Hired")
A	AVERAGE SALARY OFFERED BY COMPANY	50650.78 ₹	=AVERAGE(K2:K10)

C. Class Intervals: The class interval is the difference between the upper class limit and the lower class limit.
OBJECTIVE: Draw the class intervals for salary in the company?

ANS:-

Range differentiation in subsequently equal intervals to categorize there class and counting the number of employees under those intervals are derived by taking a constant interval of amount defined as **"INTERVAL"** in the below given table.

To count the number of employees under subsequent intervals are derived by using below formula;

[=COUNTIFS($G$2:$G$7169,">="&J17, $G$2:$G$7169,"<="&K17)] into a loop till the highest Upper interval range.

**OUTPUT:- Refer to this Link**

SALARY CLASS INTERVAL		EMPLOYEE COUNT	INTERVAL 25000
Lower Limit	Upper Limit		
0	25000	1758	
25001	50000	1854	
50001	75000	1796	
75001	100000	1756	
100001	200000	1	
200001	400000	2	

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D. Charts and Plots: This is one of the most important part of analysis to visualize the data.
OBJECTIVE: Draw Pie Chart / Bar Graph (or any other graph) to show proportion of people working different department ?

ANS:-

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OUTPUT:- **Refer to this Link**
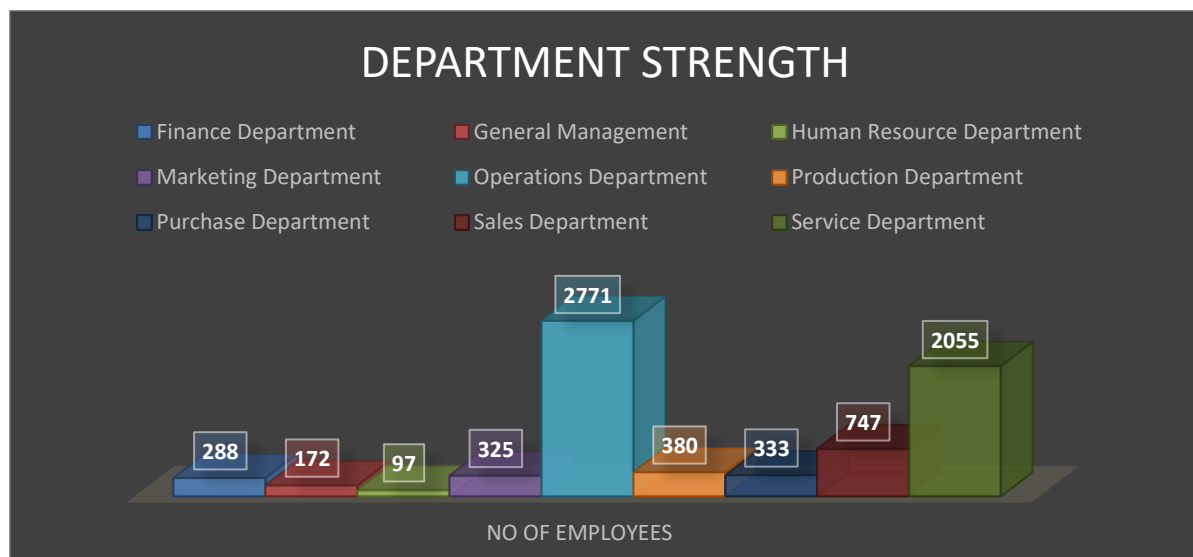
DEPARTMENT	NO OF EMPLOYEES
Finance Department	288
General Management	172
Human Resource Department	97
Marketing Department	325
Operations Department	2771
Production Department	380
Purchase Department	333
Sales Department	747
Service Department	2055

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E. Charts: Use different charts and graphs to perform the task representing the data.

OBJECTIVE: Represent different post tiers using chart/graph?

ANS:-

OUTPUT:- **Refer to this Link**

POST TIERS	b9	c-10	c5	c8	c9	i1	i4	i5	i6	i7	m6	m7	n10	n6	n9	-
NO OF EMPLOYEE	463	232	1747	320	1792	222	88	787	527	982	3	1	1	1	1	1

-x-x-x-x-x-x-x-x-x-x-x-x-x-x-x-x-x-x-x---END-OF-DOCUMENT---x-x-x-x-x-x-x-x-x-x-x-x-x-x-x-x-x-x-x-