# Hiring Process Analytics

# Project Description

- Hiring process is the fundamental and the most important function of a company. Here, the MNCs get to know about the major underlying trends about the hiring process. Trends such as- number of rejections, number of interviews, types of jobs, vacancies etc. are important for a company to analyze before hiring freshers or any other individual. Thus, making an opportunity for a Data Analyst job here too!

- Being a Data Analyst, my job is to go through these trends and draw insights out of it for hiring department to work upon.

*As an Analyst I required to use my knowledge in Statistics and use different formulas in Excel and draw necessary conclusions about the company.*

# Approach

- My Approach towards the Project mainly on understanding data columns and data, checking for missing data, checking for outliers and removing the outliers

- Excel plays the Vital role in Performing my entire analysis.

- Analyse data by using especially pivot charts and table.

- Solve the given problem step by step and create interactive graphs.

- Overall my execution works well for this project and done enough to obtain the useful insights for the company.

Tech-Stack Used
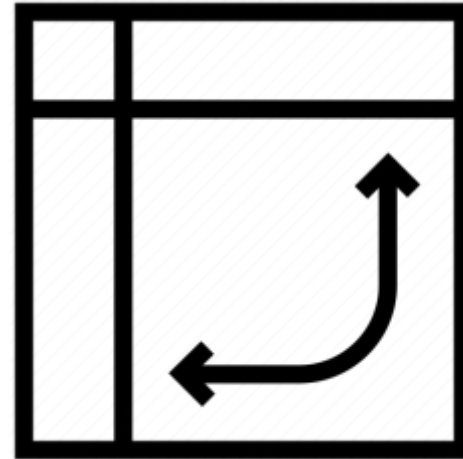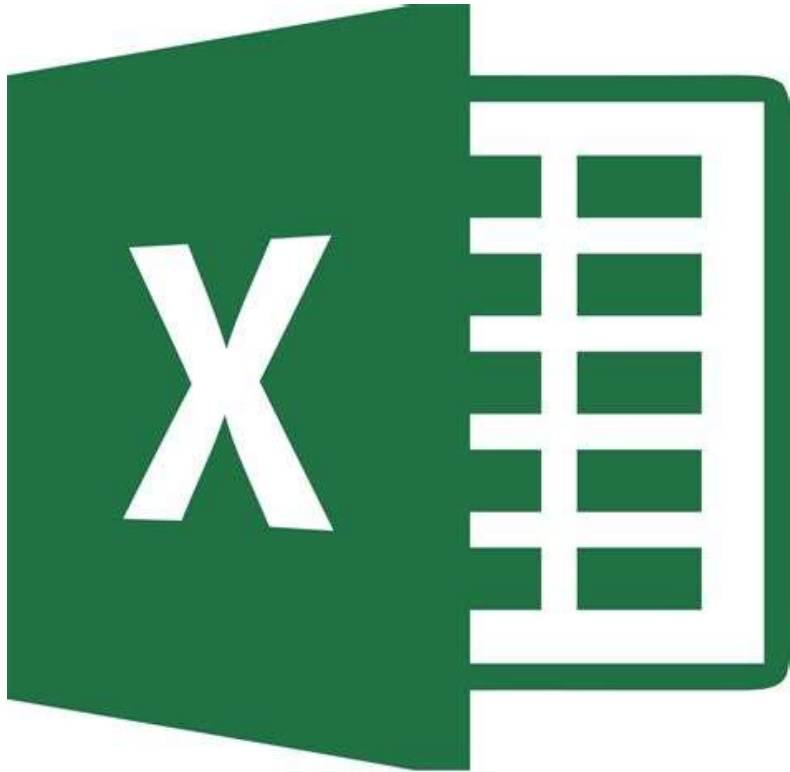
# Insights and Results

**A. Hiring:** Process of intaking of people into an organization for different kinds of positions.

**Task:** How many males and females are Hired ?

A: 2563 males and 1856 females are hired.

| Gender | Hired |
|--------|-------|
| Female | 1856 |
| Male | 2563 |
| Grand Total | 4419 |

## Hired

**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.

**Task:** What is the average salary offered in this company ?

## 49983 is the Average Salary Offered in this Company

| avg salary |
|---|
| 49983.029 |

**C. Class Intervals:** The class interval is the difference between the upper class limit and the lower class limit.

**Task:** Draw the class intervals for salary in the company ?

| Salary intervals | Sum of Offered Salary | Count of Offered Salary |
|---|---|---|
| 0-49999 | 92457587 | 3611 |
| 50000-99999 | 264870782 | 3553 |
| 200000-249999 | 200000 | 1 |
| 300000-349999 | 300000 | 1 |
| 350000-400000 | 400000 | 1 |
| Grand Total | 358228369 | 7167 |

**D. Charts and Plots:** This is one of the most important part of analysis to visualize the data.

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

| | |
|---|---|
| **Finance Department** | **176** |
| **General Management** | **113** |
| **Human Resource Department** | **70** |
| **Marketing Department** | **202** |
| **Operations Department** | **1843** |
| **Production Department** | **246** |
| **Purchase Department** | **230** |
| **Sales Department** | **484** |
| **Service Department** | **1332** |

Department wise proportion of hired people
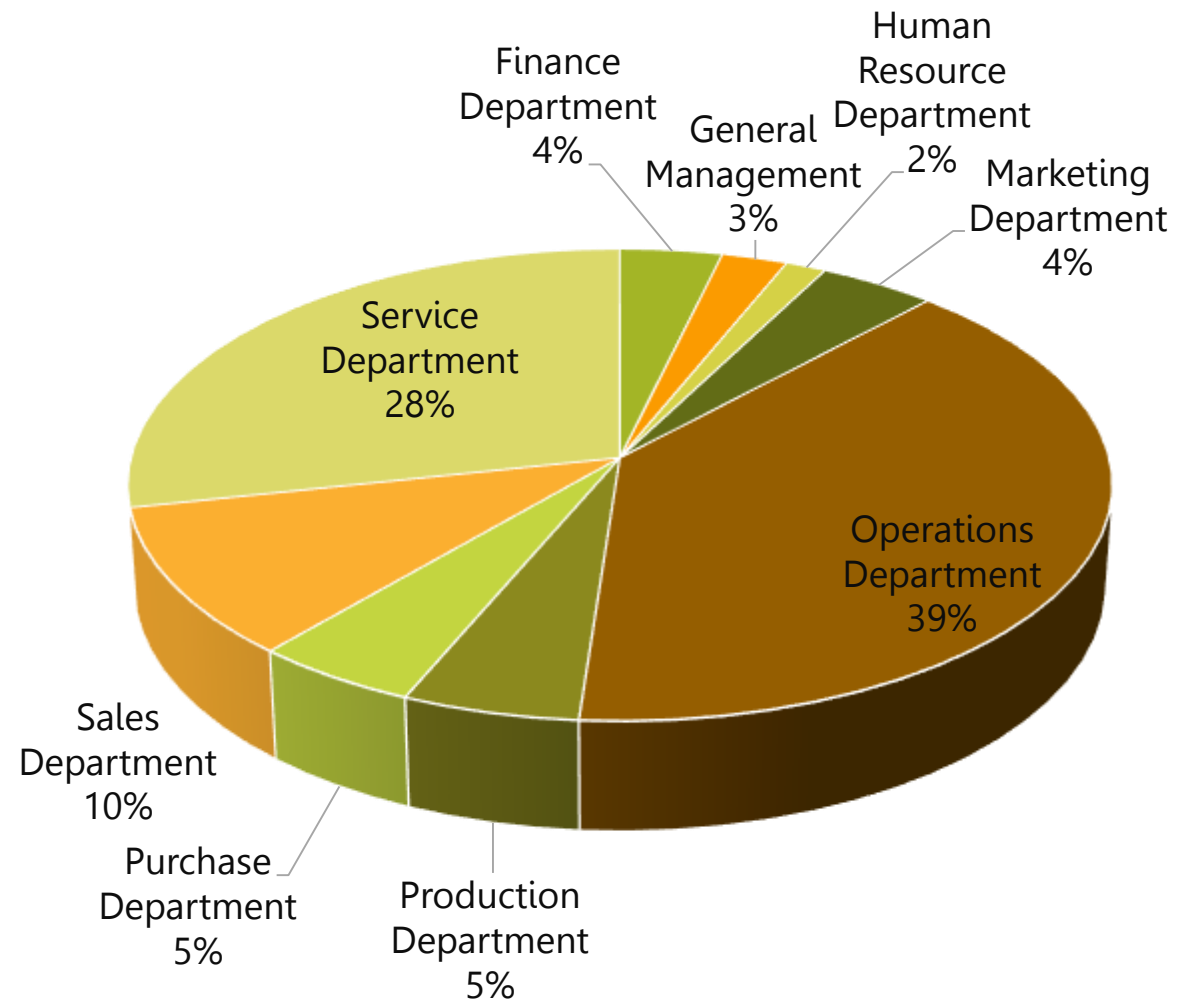
**E. Charts:** Use different charts and graphs to perform the task representing the data.

**Task:** Represent different post tiers using chart/graph?
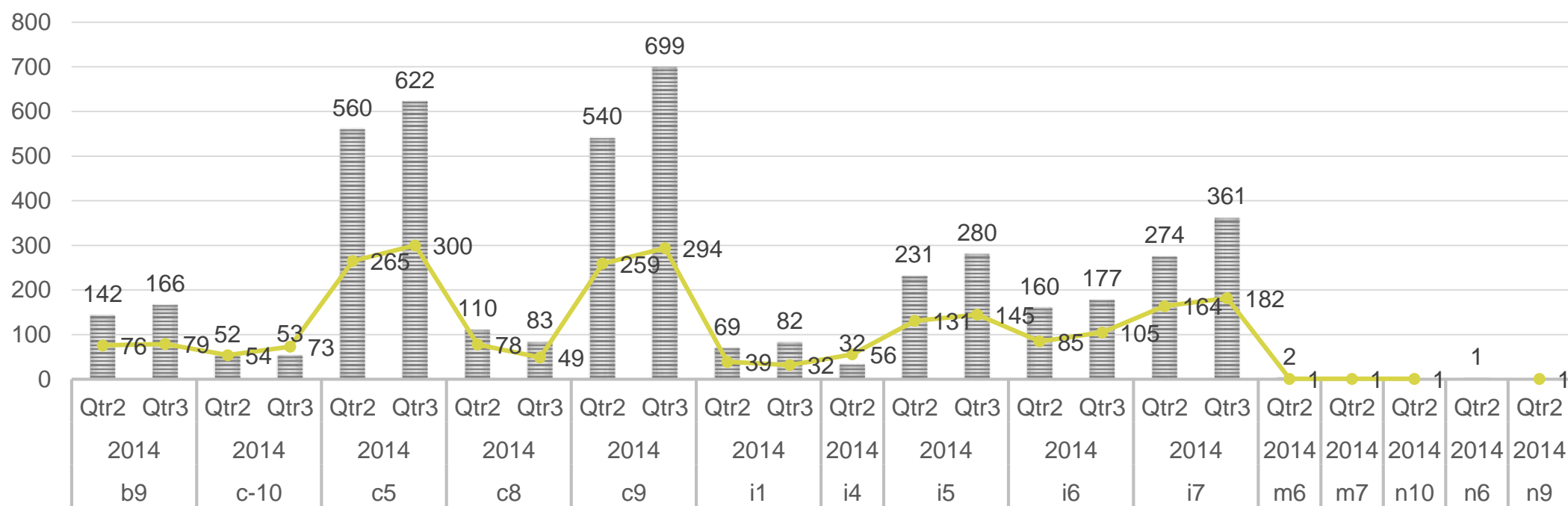
*Finally, I achieved the desired result. This enhances my skills in analytics and improved in visualization aspects.*
*This Project gives great knowledge of hiring analytics and also useful to make better hiring decisions.*

## THE END