

Project: Hiring Process Analytics

NAME – MUKESH CHANDRA KAMILA

Description:

This project is all about carry out the in-depth analysis of important underlying trends about the hiring process. Being a Data Analyst, my job was to go through these important trends and draw all the insights for hiring department to work on.

Approach:

First, I have done the EDA part using excel with the help of data analysis tool pack. Then, I have calculated descriptive statistics on salary offered column. Then, found the missing values and outliers using quartile function in excel. After removing the outliers' further more insights were drawn out by using excel formulas and visualised by graphs.

Tech-Stack: Microsoft Excel 2019

Used:

Microsoft Excel 2019 was used in this project execution. The ease of access and set up with convenient user interface made it a good tool for the project.

Insights:

In this project, I learned about advanced EXCEL. And how to analyse the problem statement and the functions I can use in EXCEL to solve the problem statement. All the questions asked has been answered or solved through Excel.

Result:

In this project, I have achieved and gained knowledge how to deal and analyse the data with help of EXCEL. And how to interact and run different functions to get desired output from data.

Solutions

A. How many males and females are Hired?

Gender	Employees
Hired	4694
No. of Female	1854
No. of Male	2562
-	10
Don't want to say	268
Female	1854
Male	2562
Grand Total	4694

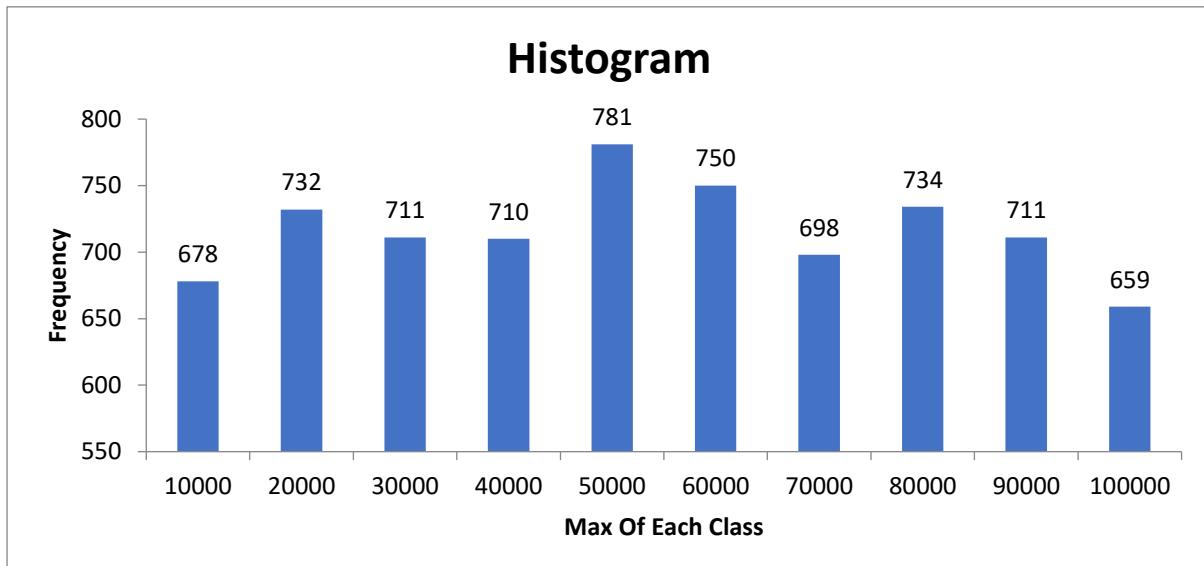
B. What is the average salary offered in this company?

Department	Avg. of Offered Salary
Finance Department	49628.00694
General Management	55295.29412
Human Resource Department	49002.27835
Marketing Department	48489.93538
Operations Department	49151.35438
Production Department	49448.48421
Purchase Department	52564.77477
Sales Department	49310.3807
Service Department	50557.16261
Grand Total	49878.3318

So, the overall average salary offered in this company is **49878.3318**.

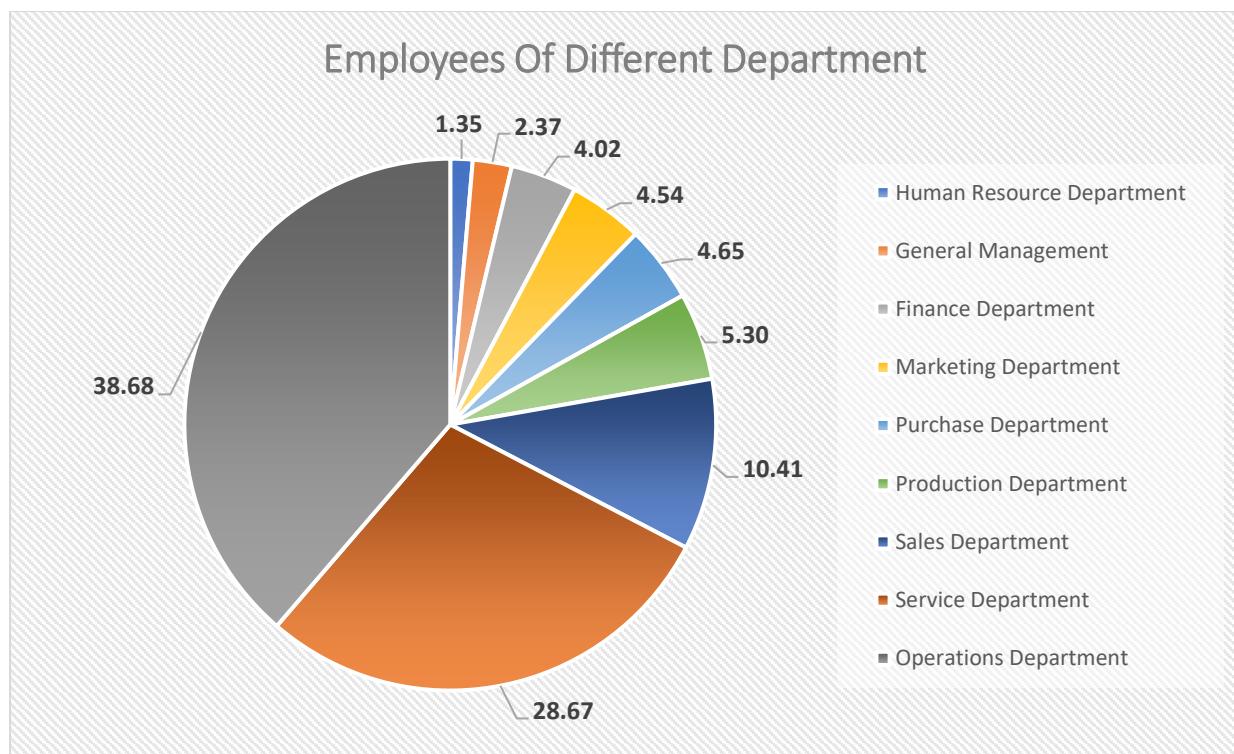
C. Draw the class intervals for salary in the company?

Class Interval	Max Of Each Class	No. of Employees
1-10000	10000	678
10001-20000	20000	732
20001-30000	30000	711
30001-40000	40000	710
40001-50000	50000	781
50001-60000	60000	750
60001-70000	70000	698
70001-80000	80000	734
80001-90000	90000	711
90001-100000	100000	659
	More	0



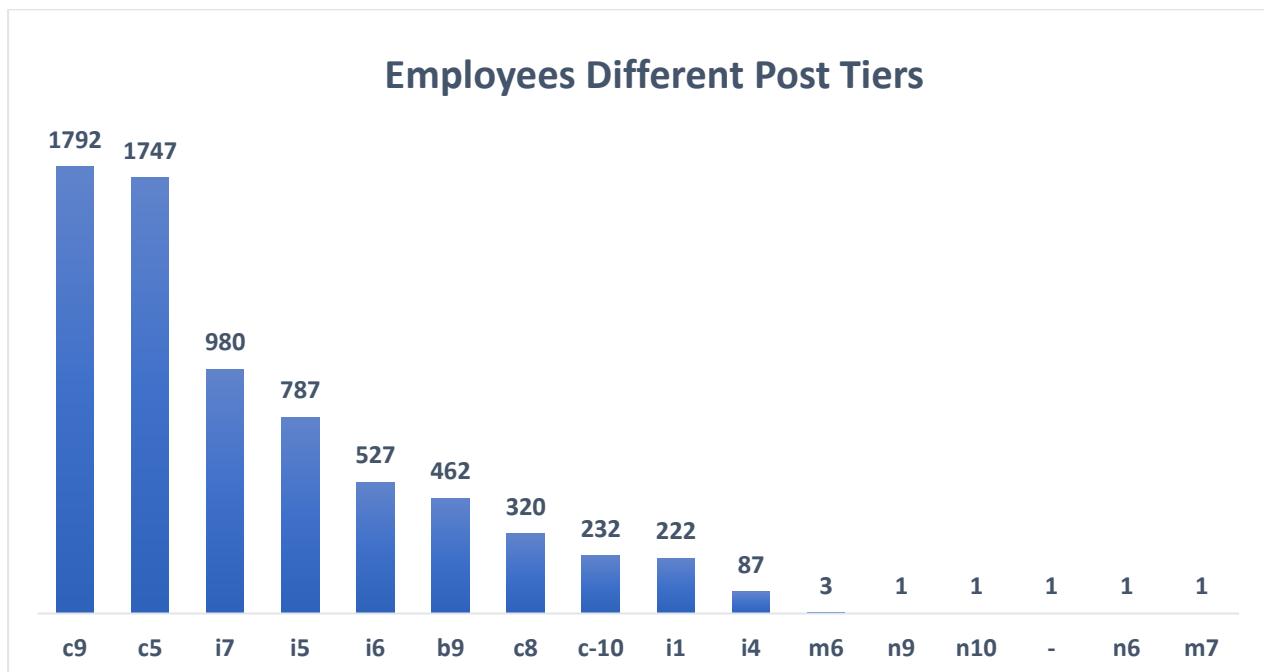
D. Show proportion of people working different department?

Department	No. of Employees	Percentages
Human Resource Department	97	1.35
General Management	170	2.37
Finance Department	288	4.02
Marketing Department	325	4.54
Purchase Department	333	4.65
Production Department	380	5.30
Sales Department	746	10.41
Service Department	2054	28.67
Operations Department	2771	38.68
Grand Total	7164	100



E. Represent different post tiers using chart/graph?

Post Name	No. of Employees
c9	1792
c5	1747
i7	980
i5	787
i6	527
b9	462
c8	320
c-10	232
i1	222
i4	87
m6	3
n9	1
n10	1
-	1
n6	1
m7	1
Grand Total	7164



Screenshots of Excel Worksheet

