HIRING PROCESS ANALYTICS

Project Description :

Hiring process is the fundamental and the most important function of a company. Here in this project we get to learn about the hiring trends of the company and draw insights from them.Companies are investing in new technologies and innovative tools to optimize their hiring process and improve the quality of their hires.

Approach :

Analyzing the hiring data using various queries and techniques can help in drawing valuable insights related to the company's hiring process

Tech-Stack :

EXCEL,SQL, Word, Pp

1. How many males and females are Hired ?

The formula used in excel was as follows :-
1. COUNTIFS(C:C,"Hired", D:D,"Male")
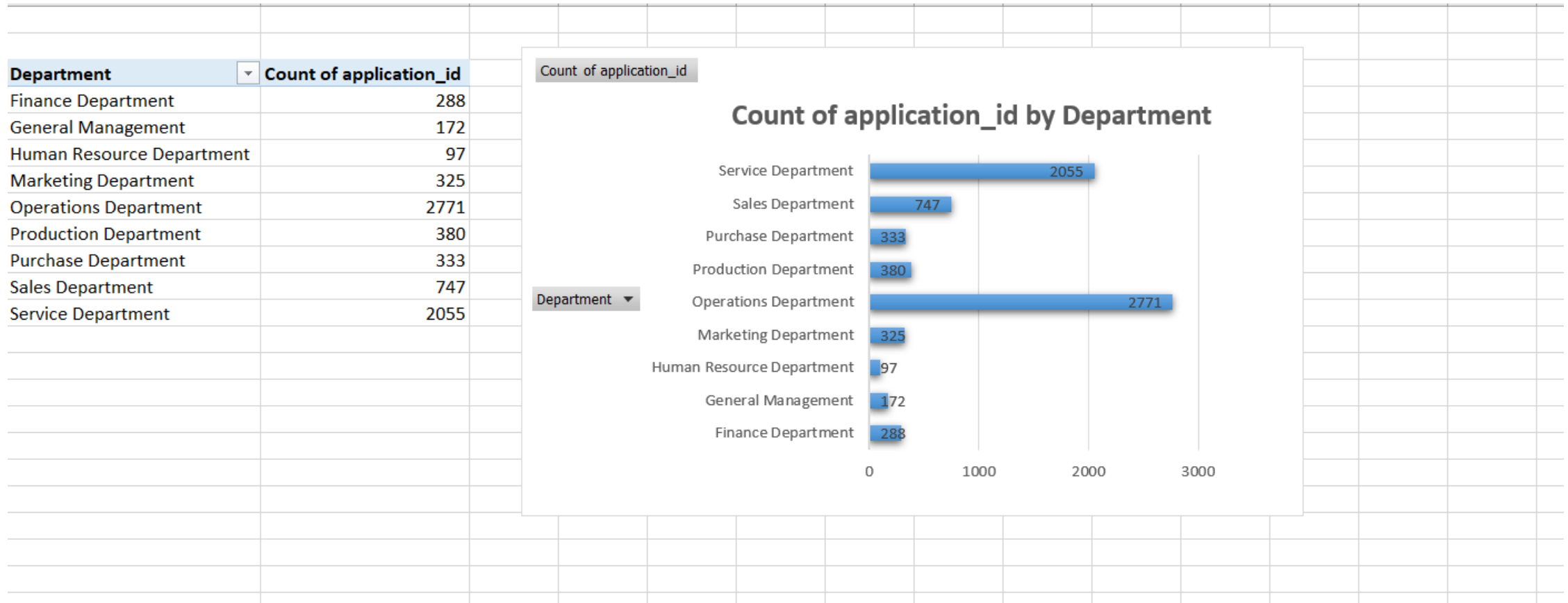2. COUNTIFS(C:C,"Hired", D:D,"Female")

		Clipboard				Font			Alignment				Number				Styles

L4   ✕ ✓ *fx* =COUNTIFS(C:C,"Hired", D:D,"Male")

	A	C	D	H	I	J	K	L	M	N	O	P
1	application_id	Status	event_name									
2	383422	Hired	Male									
3	907518	Hired	Female									
4	176719	Rejected	Male				Number of males hired	2563				
5	429799	Rejected	Female				Number of females hired	1856				
6	253651	Hired	Male									
7	289907	Hired	Male									
8	959124	Rejected	Male									
9	86642	Rejected	Male									
10	751029	Hired	Female									
11	434547	Rejected	Female									
12	518854	Rejected	Male									

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

L4		×	✓	f_x	=AVERAGE(G:G)								

	A	C	G	H	I	J	K	L	M	N
1	application_id	Status	Offered Salary							
2	383422	Hired	56553							
3	907518	Hired	22075							
4	176719	Rejected	70069				Average Salary offered in this company	49983.03		
5	429799	Rejected	3207							
6	253651	Hired	29668							
7	289907	Hired	85914							
8	959124	Rejected	69904							
9	86642	Rejected	11758							
10	751029	Hired	15156							

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

	L5			×	✓	f_x	=MAX(G:G)-MIN(G:G)						

	A	G	H	I	J	K	L	M	N	O
1	application_id	Offered Salary								
2	383422	56553								
3	907518	22075				Maximum Salary	400000			
4	176719	70069				Minimum Salary	100			
5	429799	3207				Class Interval	399900			
6	253651	29668								
7	289907	85914								
8	959124	69904								
9	86642	11758								
10	751029	15156								
11	434547	49515								
12	518854	26990								

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

Department	Count of application_id
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

Count of application_id

Count of application_id by Department

5. Represent different post tiers using chart/graph?

Post Name	Count of application_id
-	1
b9	463
c-10	232
c5	1747
c8	320
c9	1792
i1	222
i4	88
i5	787
i6	527
i7	982
m6	3
m7	1
n10	1
n6	1
n9	1

Count of application_id

COUNT OF APPLICATION_ID BY POST NAME

Post Name ▼
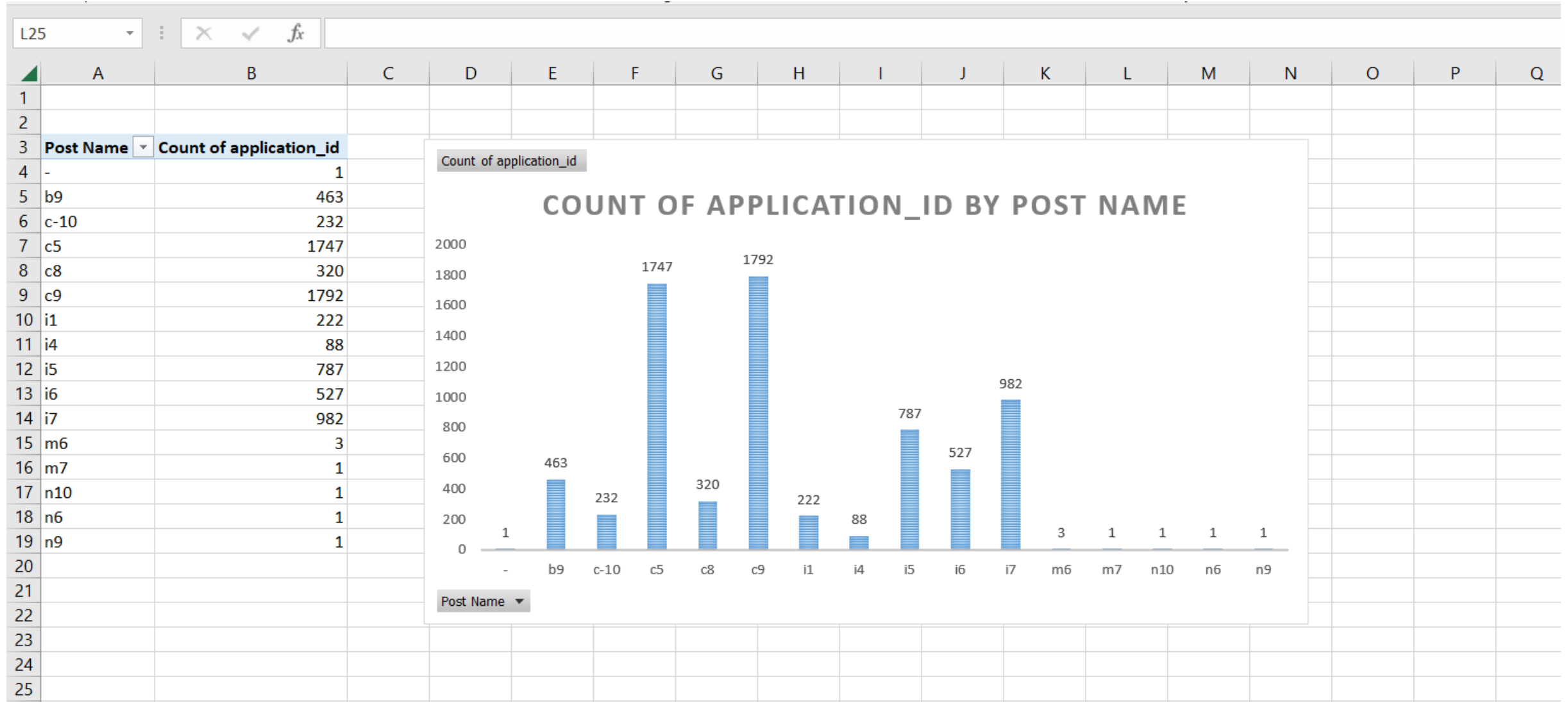
RESULTS :

All the results obtained are shown in screenshots in previous slides.

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