Project Description

The hiring process is the foundational and crucial part of a business. The MNCs learn about the key underlying trends relating to the hiring process here. Before employing freshmen or anybody else, a corporation should consider trends such as the number of rejections, interviews, sorts of positions, openings, etc. Hence, there is a chance for a Data Analyst employment here as well!

As a data analyst, it is your responsibility to examine these trends and derive insights that the hiring department may use.

As a lead data analyst for a multinational corporation (MNC) like Google, your employer has given, you access to the recruiting history data and asked you to make sense of it in order to respond to a series of questions.

I am going to research the information below.

1. How many males and females are hired?
2. What is the average salary offered in this company?
3. Draw the class intervals for salary in the company?
4. Draw Pie Chart / Bar Graph (or any other graph) to show proportion of people working different department?
5. Represent different post tiers using chart/graph?

Approach

I will start by looking for outliers and null values. After the data has been cleansed, you may begin exploring it. To assist in finding patterns and trends in the data, charts, histograms, and other visualizations can be made. I may, for instance, make a bar chart to display the quantity of applications received per department or a line chart to display the quantity of applications over time. I will also create distinct pivot tables for analysis

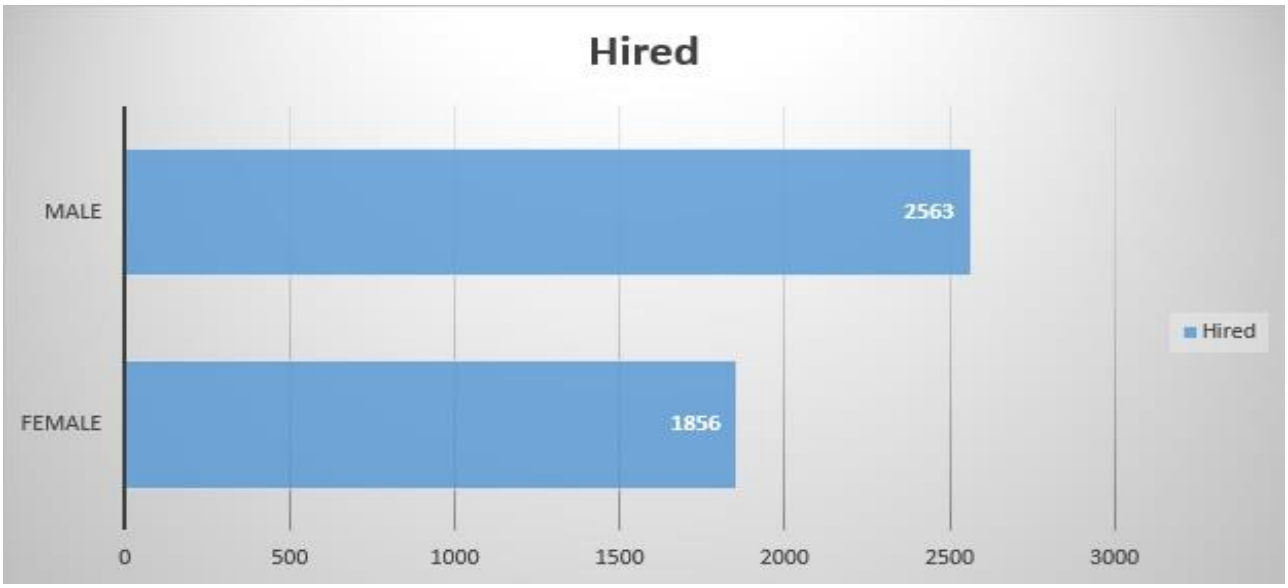
Tech-Stack Used

Here I am using Microsoft Excel 2016, I will be able to clean the data and develop a pivot table, which is useful for data analysis. We can visualize data using graphs in Excel as well.

Insights

Task 1: How many males and females are hired?

Count of event_name	Column Labels	
Row Labels	Hired	Grand Total
Female	1856	1856
Male	2563	2563
Grand Total	**4419**	**4419**



Observation: Here we can see that the number of females who have been hired is 1856, and the number of males who have been hired is 2563. The total number of employees is 4419.

Task 2: What is the average salary offered in this company?

Formula Used - =AVERAGE (G: G)

Output: 49885.2811671087

Task 3: Draw the class intervals for salary in the company?

For both hired and rejected

Row Labels	Count of Status
1000-6999	467
7000-12999	418
13000-18999	445
19000-24999	425
25000-30999	445
31000-36999	401
37000-42999	479
43000-48999	462
49000-54999	456
55000-60999	435
61000-66999	394
67000-72999	446
73000-78999	444
79000-84999	431
85000-90999	418
91000-96999	398
97000-102999	198
Grand Total	7162

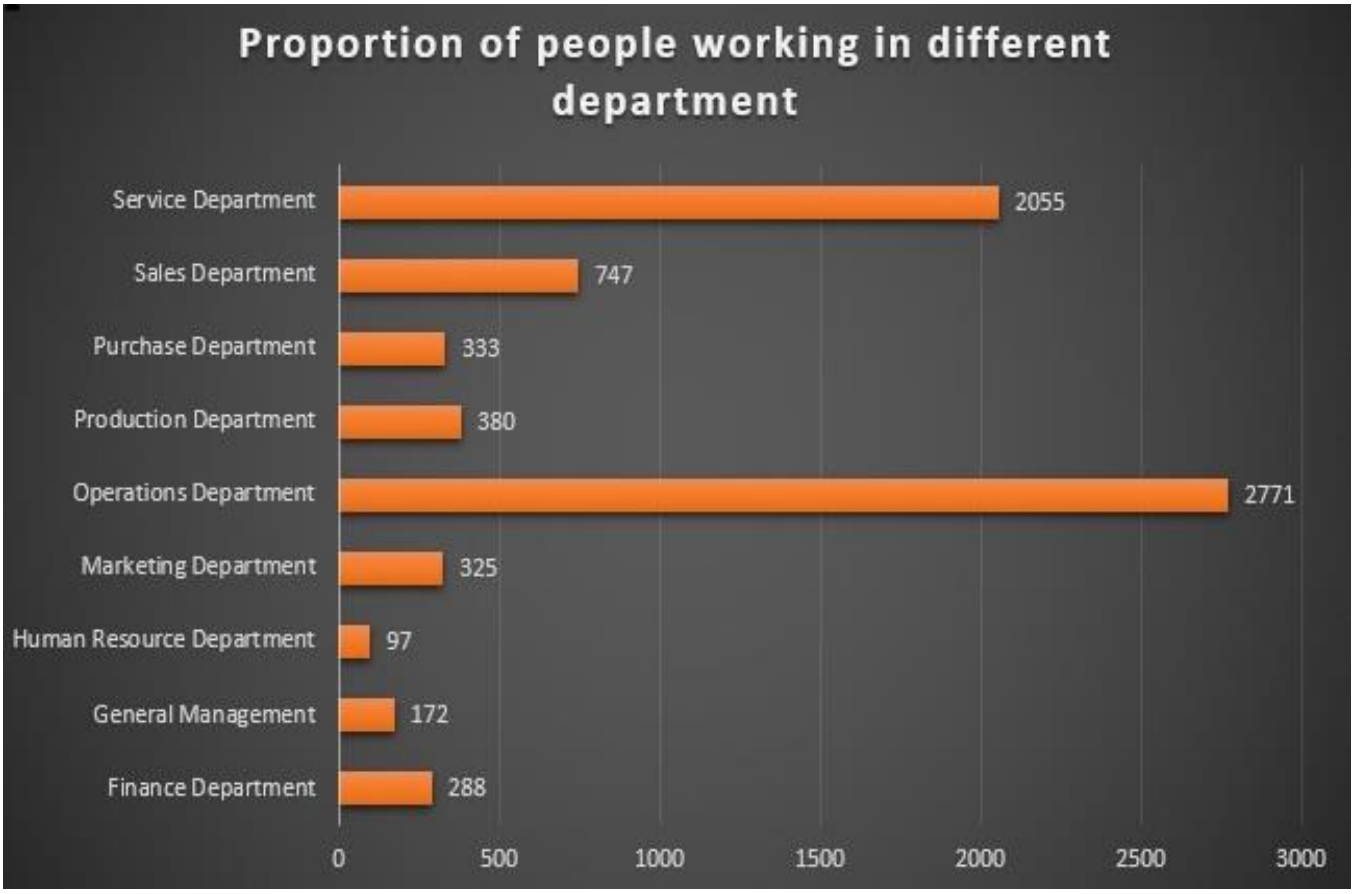
For hired only

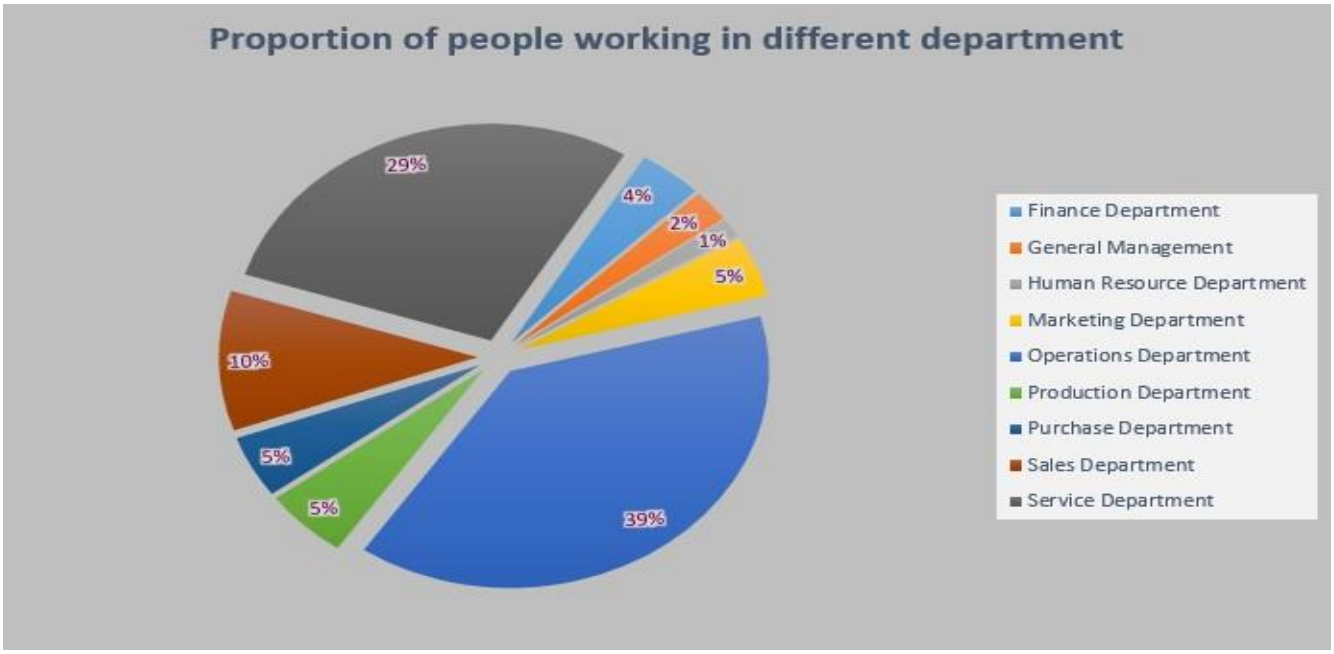
Row Labels	Count of Status
1000-6999	304
7000-12999	280
13000-18999	295
19000-24999	280
25000-30999	275
31000-36999	277
37000-42999	329
43000-48999	304
49000-54999	303
55000-60999	289
61000-66999	251
67000-72999	286
73000-78999	293
79000-84999	271
85000-90999	282
91000-96999	254
97000-102999	120
Grand Total	**4693**

Observation: It is clear that the smaller difference between the two graphs 163 for the first column. If we just consider recruited candidates, the percentage of hires is higher than the percentage of rejected applications.

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

Row Labels	Count of Department
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
Grand Total	**7168**



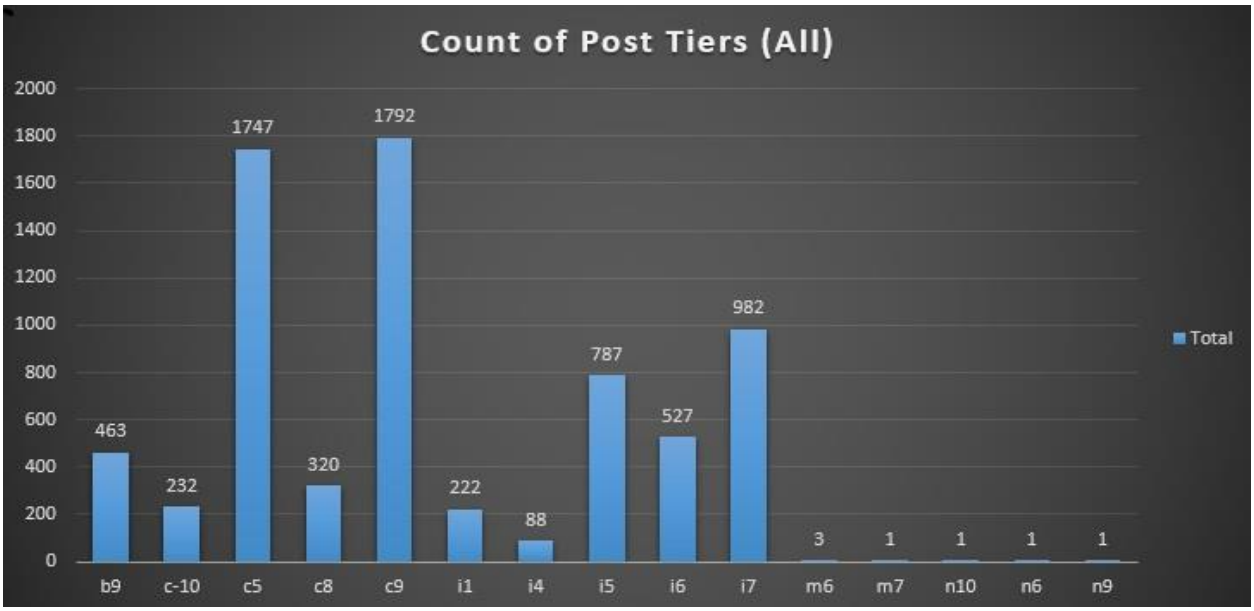


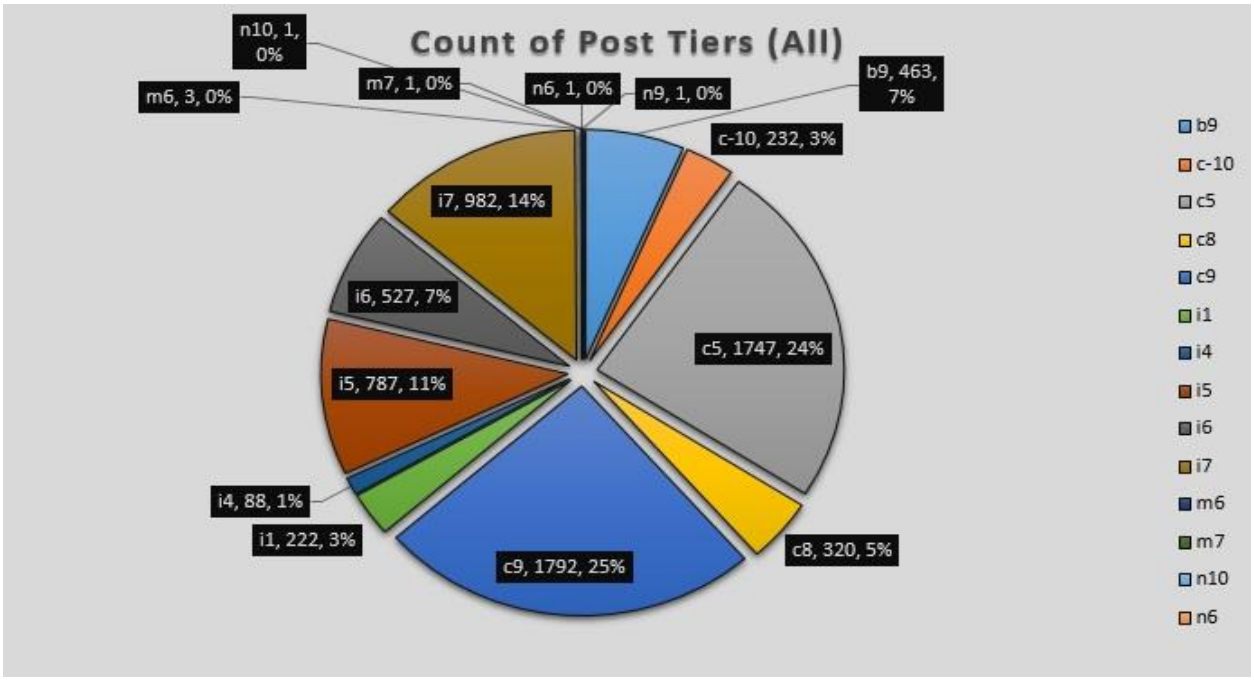
Observation: We can see that the operations department is larger as compared to others (39%), and the HR department is smaller as compared to others (1%).

Task 5: Represent different post tiers using chart/graph?

For both hired and rejected

Row Labels	Count of Department
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
Grand Total	7167

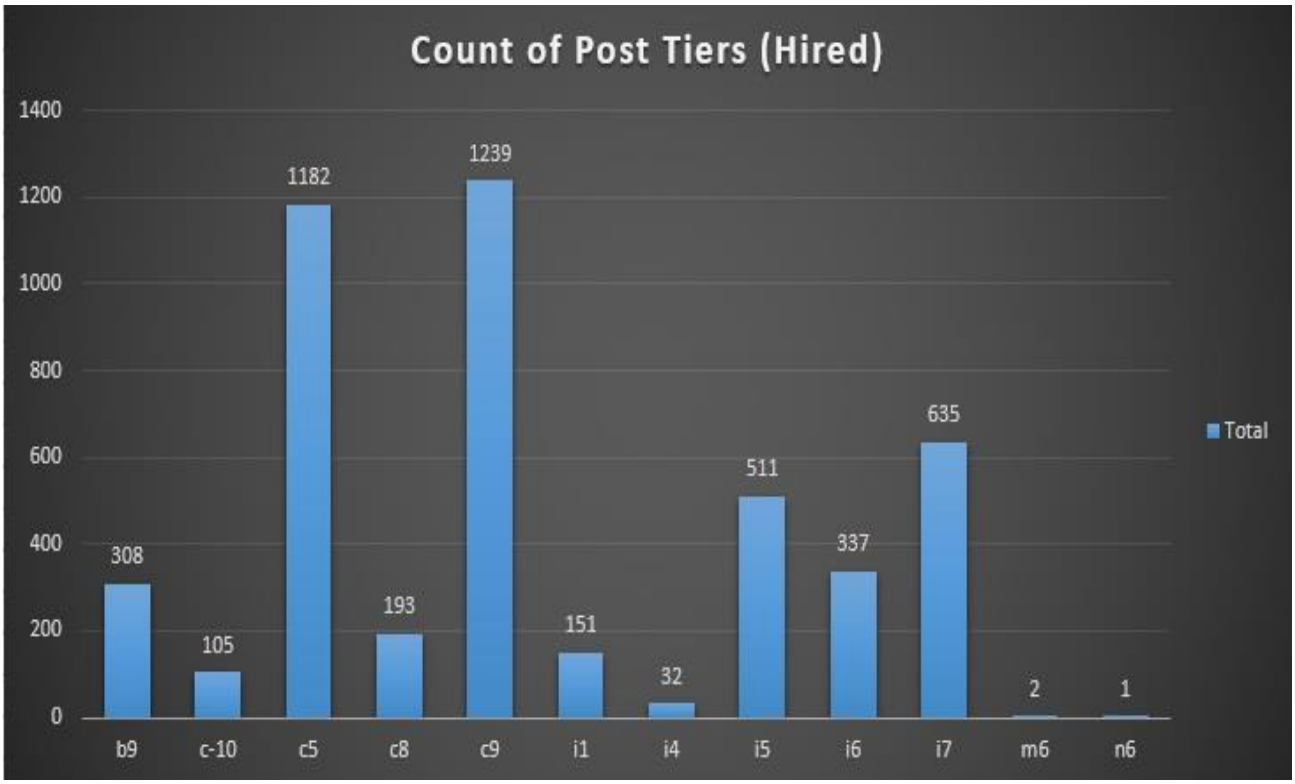


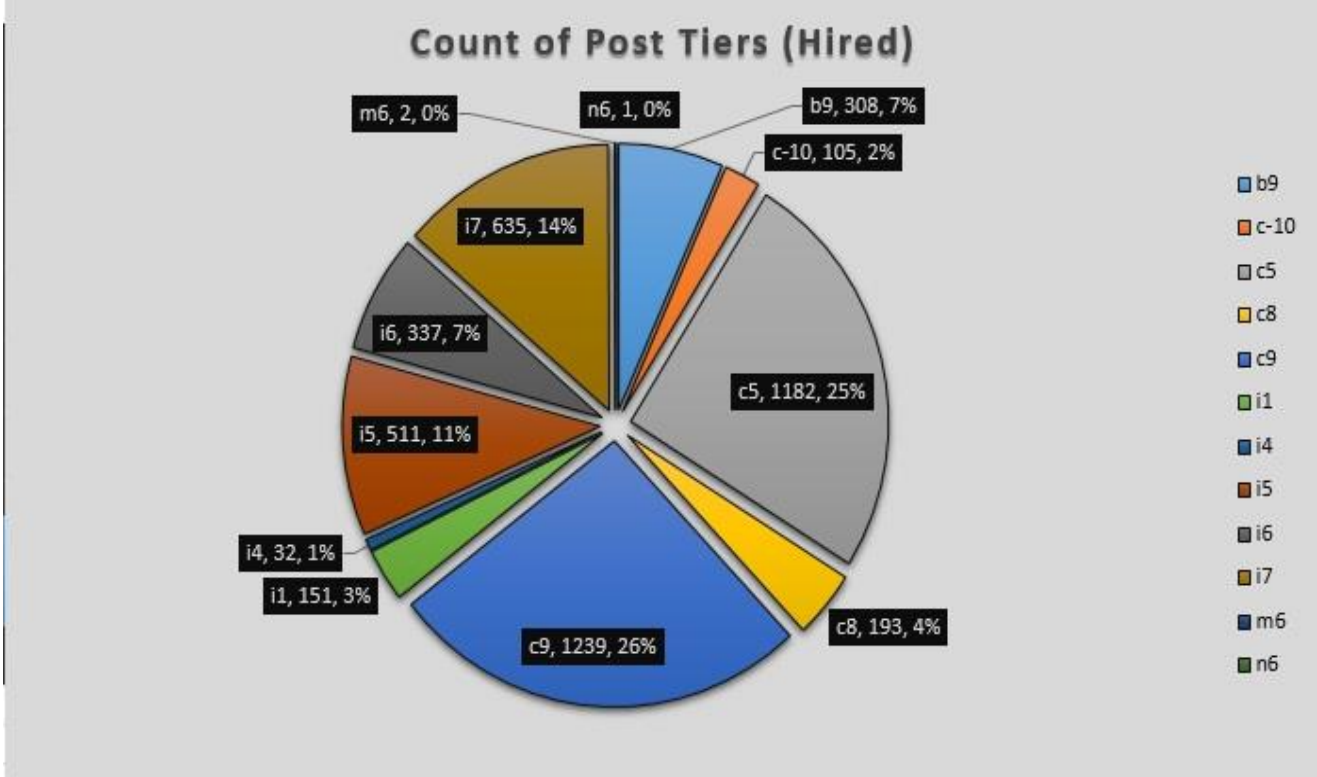


Observation : We can observe that there are more post tiers at post c9 than at other posts, whereas there are less post tiers at post m7,n10,n6 (1%) which are negligible. This output is based on all hired and rejected personnel combined.

For hired only

Row Labels	Count of Department
b9	308
c-10	105
c5	1182
c8	193
c9	1239
i1	151
i4	32
i5	511
i6	337
i7	635
m6	2
n6	1
Grand Total	**4696**





Observation : We can observe that there are more post tiers at post c9 than at other posts, whereas there are less post tiers at post m6,n6 (1%) which are negligible. This output is based on only hired employees.

Result

1. The number of males employed is 2563, while the number of females hired is 1856, as can be seen in this table. There are 4419 workers in all. We can say that male hiring is more as compare to female.
2. Average salary offered is 49885.2811671087
3. It is clear that the smaller difference between the two graphs 163 for the first column. If we just consider recruited candidates, the percentage of hires is higher than the percentage of rejected applications. However, here we have to know the reason of rejection so we can improve hiring.

4. We can see that the operations department is larger as compared to others (39%), and the HR department is smaller as compared to others (1%). We can say that demand of HR department is less as compare to other department.
5. We can observe that there are more post tiers at post c9 than at other posts, whereas there are less post tiers at post m6,n6 (1%) which are negligible. This output is based on only hired employees.
6. We can observe that there are more post tiers at post c9 than at other posts, whereas there are less post tiers at post m7,n10,n6 (1%) which are negligible. This output is based on all hired and rejected personnel combined.