Hiring Process Analytics

Project

-Google being MNC there are hiring many people in different post and departments with different salaries.

to provide a detailed report for the below data record mentioning the answers of the questions that follows:

• Hiring(male/female)

• Average Salary

Class Intervals of Salary

• Number of post

Description

Understanding data columns and data

Checking for missing data

Clubbing columns with multiple categories

Checking for outliers

Removing outliers

Drawing Data Summary

By Using Statistics we can get the required output.

How many males and females are Hired?

- **Male: 2563**

- **Female: 1856**

What is the average salary in this company

- 49983

- Sum the salary column and then divide by number of columns rather you can use AVERAGE Function in Excel

Class Intervals of salary offered

- Max salary = 400000

- Min salary = 100

- No of employes = 7169

- Mid=30762

- Class interval =13 Lower class limit = lower limit -0.5
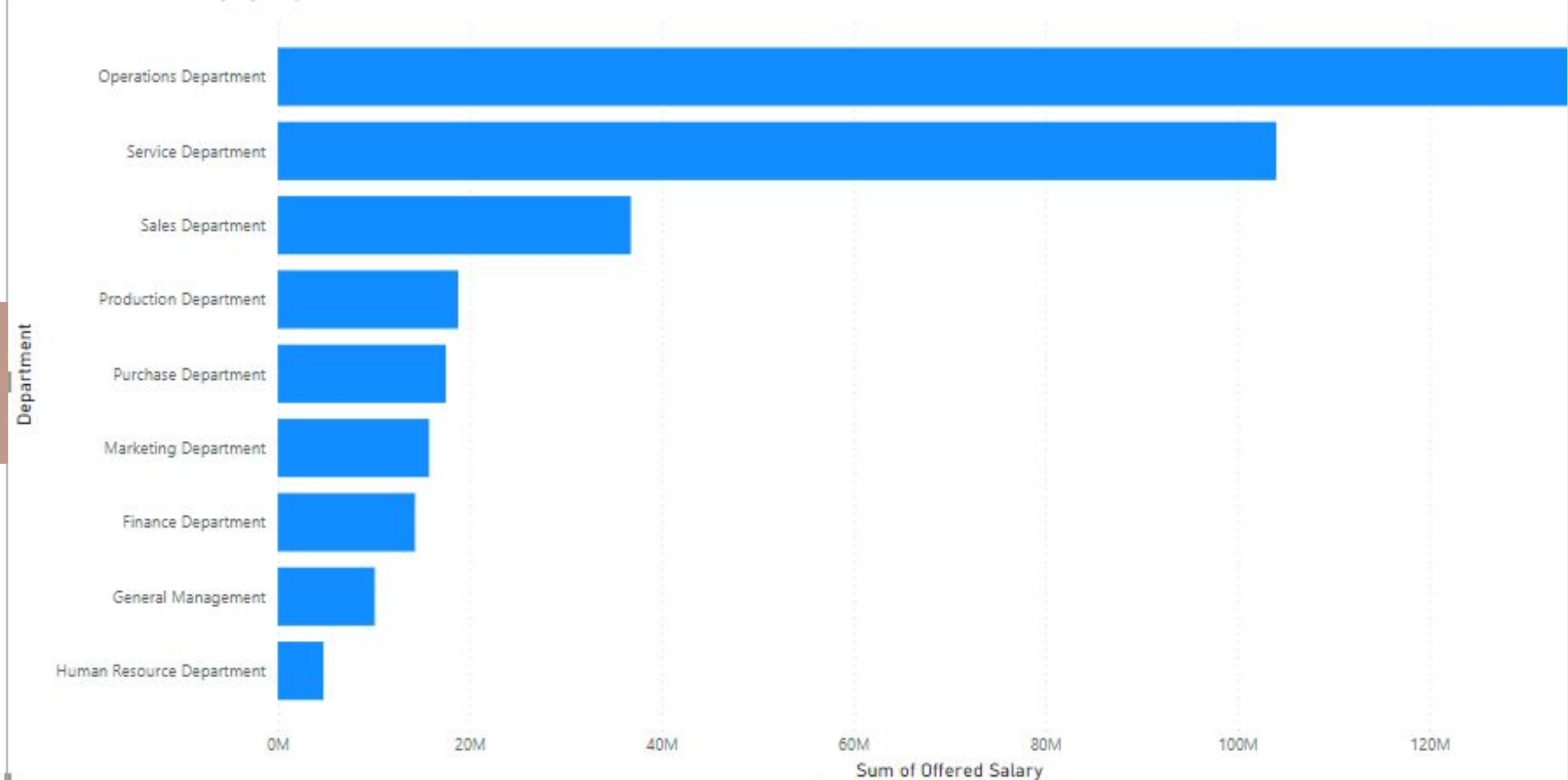
- Upper class limit = upper limit +0.5

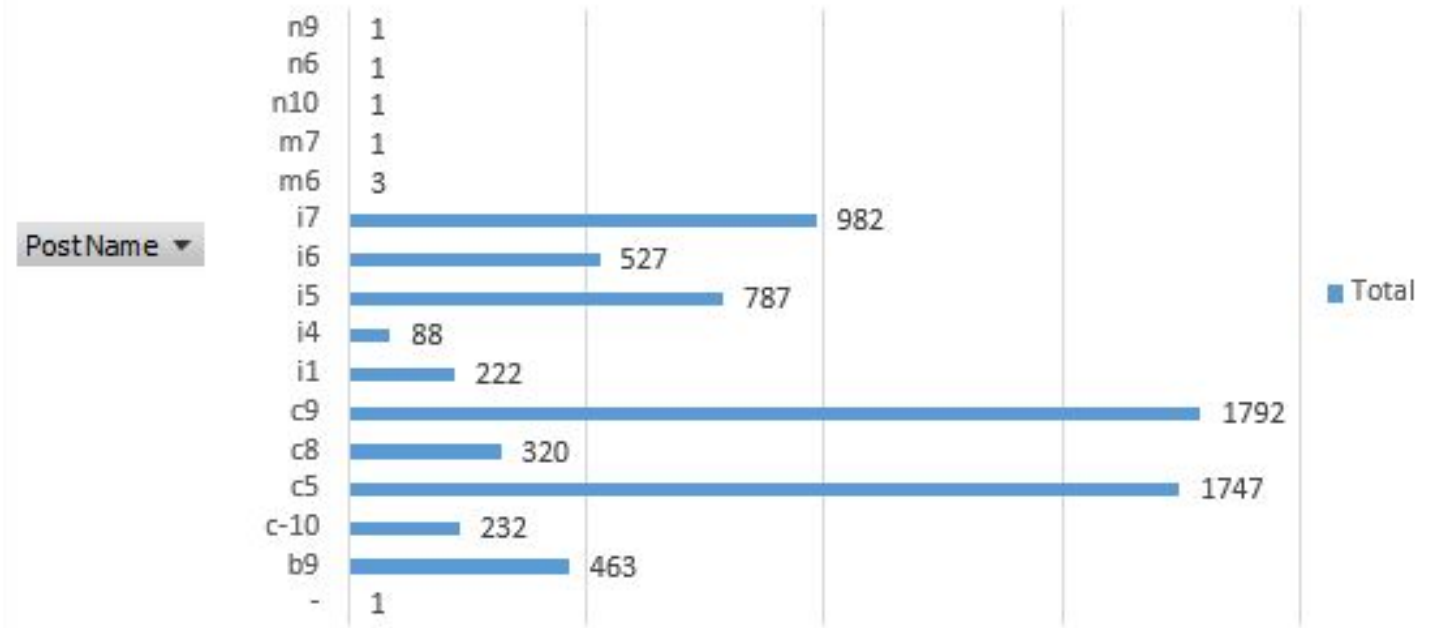| LOWER LIMIT	UPPER LIMIT	FREQENCY	LCL	UCL
100	30861	2185	99.5	30861.5
30862	61625	2279	30861.5	61625.5
61624	92385	2200	61623.5	92385.5
92386	123147	500	92385.5	123147.5
123148	153909	0	123147.5	153909.5
153910	184671	0	153909.5	184671.5
184672	215433	1	184671.5	215433.5
215434	246195	0	215433.5	246195.5
246196	276957	0	246195.5	276957.5
276958	307719	1	276957.5	307719.5
307720	338481	0	307719.5	338481.5
338482	369243	0	338481.5	369243.5
369244	400005	1	369243.5	400005.5

Proportion of people working different department?

Sum of Offered Salary by Department

Represent different post tiers using chart/graph?

Approach

- To find the class interval first I need to decide no of intervals to fix that the intervals must be more or equals to count of salary column.

- 2^{13} =8192 which is greater 7169 count of salary column.

- In charting and plotting I used bar graph for proportion of people in department.

- To represent no of post tier first I have created pivot table for

- pos name and employe name count the post name then drawn bar graph

Tech-Stack Used

- Excel

- Power bi

- Microsoft power point presentation

Insights and Result

- In this project I have gained knowledge on advance excel topics like ,how to use pivot tables, function, data visualization.

- From this project, I got an idea about how as a business or data analyst we work on real-time data to take any data-driven decision.

- It helped me a lot to understand the analysis process well, and to provide insights for the best decision possible