

Project 04

Hiring Process Analytics

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INTERNSHIP PROJECT

USING : Statistics

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 analyse before hiring freshers or any other individual. Thus, making an opportunity for a Data Analyst job here too!

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

You are working for a MNC such as Google as a lead Data Analyst and the company has provided with the data records of their previous hirings and have asked you to answer certain questions making sense out of that data.

Use the below **Steps for EDA**

1. Understanding data columns and data
2. Checking for missing data
3. Clubbing columns with multiple categories
4. Checking for outliers
5. Removing outliers
6. Drawing Data Summary

After downloading the dataset, use Excel or Google Sheets to answer the below questions:

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

Your Task: How many males and females are Hired ?

- 2 **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.

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

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

Your task: Draw the class intervals for salary in the company ?

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

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

5. **Charts:** Use different charts and graphs to perform the task representing the data.

Your task: Represent different post tiers using chart/graph?

How to do this Project?

Download the dataset: You are supposed to download the dataset and perform the analysis using Excel or Google sheets.

Perform Analysis: Use Excel or Google Sheets to perform your entire analysis answering the questions asked above.

Submit a Report: Make a report (PDF/PPT) to be presented to the leadership team. The report should/can contain the following details:

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

Your Task: How many males and females are Hired ?

Male	2562
Female	1854

- 2 **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.

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

Department Name	Average Offered Salary
Finance Department	48748.28
General Management	60810.2
Human Resource Department	49014.4
Marketing Department	47843.4
Operations Department	48914.19
Production Department	49350.87
Purchase Department	52086.57
Sales Department	48539.55
Service Department	50549.52
Overall Average Salary	50650.78

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

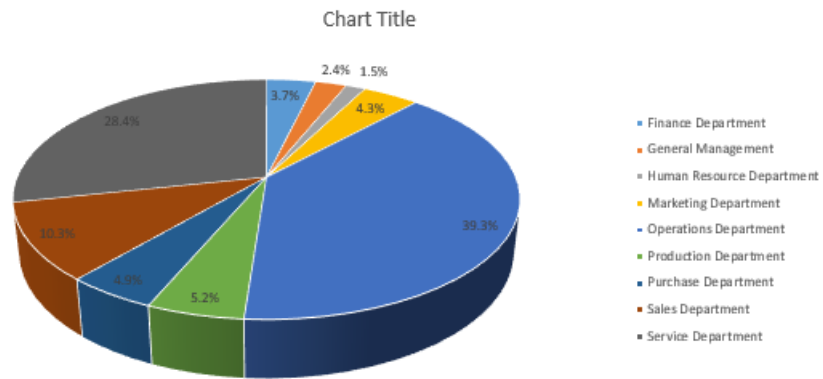
Your task: Draw the class intervals for salary in the company ?

Class Interval for Salary	Number of employees
1-10000	439
10001-20000	489
20001-30000	457
30001-40000	486
40001-50000	527
50001-60000	494
60001-70000	450
70001-80000	479
80001-90000	459
90001-100000	414
100001-400000	3
Grand Total	4697

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

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

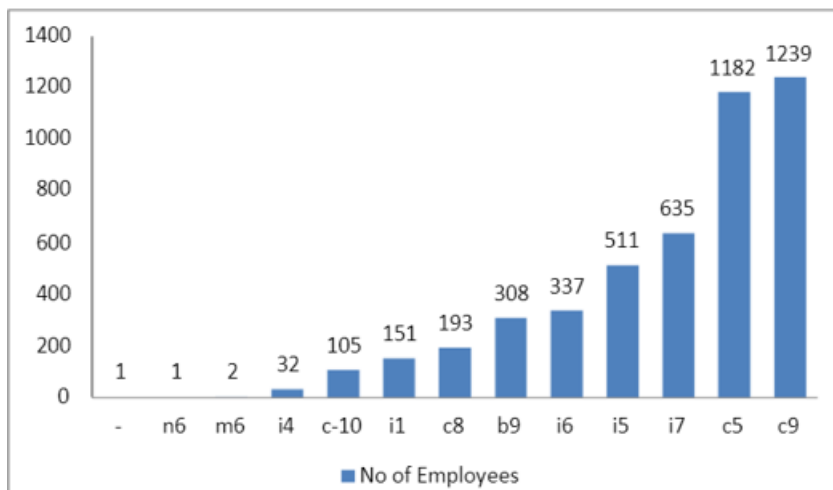
36		
37	Finance Department	3.7%
38	General Management	2.4%
39	Human Resource Department	1.5%
40	Marketing Department	4.3%
41	Operations Department	39.3%
42	Production Department	5.2%
43	Purchase Department	4.9%
44	Sales Department	10.3%
45	Service Department	28.4%
46		



5. **Charts:** Use different charts and graphs to perform the task representing the data.

Your task: Represent different post tiers using chart/graph?

Post Tiers	No of Employees
-	1
n6	1
m6	2
i4	32
c-10	105
i1	151
c8	193
b9	308
i6	337
i5	511
i7	635
c5	1182
c9	1239
Grand Total	4697



RESULT:

Males are 54.57% of all the employee, 39.51% are females and 5.92% don't want to say

General Management Department has the highest avg. salary of 60,810.20 and Marketing the lowest of 47,843.40

Most of the employees are in the salary class interval of 40,001-50,000