

# HIRING PROCESS ANALYTICS

## PROJECT DESCRIPTION:

The hiring process data of an MNC is provided and the insights are sought. Hiring process is the most important part of human resource management of a company, where the data related to the interviews, hiring status whether rejected or hired, various jobs, the salaries that are paid to each role are decided.

The MNC has given us the data related to the previous hirings and are asking us to find out the insights regarding the Hiring, Average Salary, Class intervals of the salaries, Charts and lots for various posts and departments.

## APPROACH:

To get to the analytics part of this task detailed EDA of the data is done in order to find the missing data, duplicates, checking the outliers, removing the outliers, understanding the various data points and then looking for the insights on the cleansed data .

## TECH-STACK USED:

MICROSOFT EXCEL Professional Plus 2016 is used to carry out the analysis, pivot tables are used to carry out analysis and build charts, graphs.

## INSIGHTS :

### Data Cleansing:

Data is checked thoroughly for blank spaces, duplicates, and mean, median, mode, 2nd and 3rd quartile of the offered salary is carried out as most of the insights are dependent on that column.

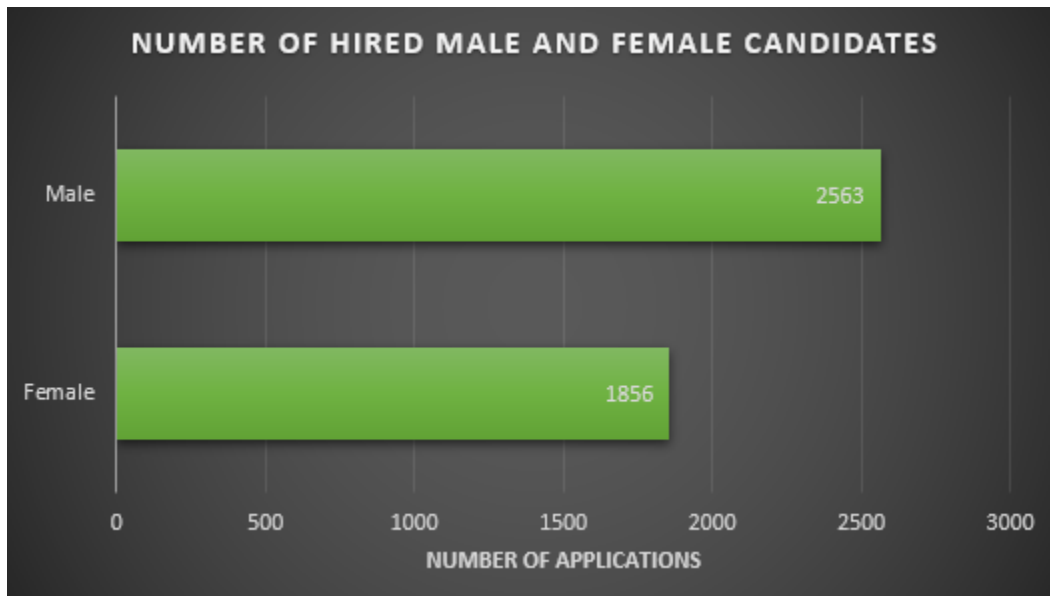
It is found that there is a blank value in the offered salary column, the min salary offered is ₹100 and max salary offered is ₹4,00,000. And also the number of people getting salary below ₹1000 are 2 candidates and salaries above ₹1,00,000 are 3, so these values are found outliers and they are removed for further analysis.

**1. Hiring:** Process of intaking people into an organization for different kinds of positions.  
Your task: How many males and females are Hired ?

Here pivot tables are used to find out the number of males and females hired, in pivot tables the data is filtered with the help of status columns and by getting the count of

females and males in rows. This data is performed on the cleansed data where outliers are removed and blanks are deleted.

Status	Hired
Row Labels	Count of application_id
Female	1856
Male	2563



**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 ?

The Sum of the salary offered to the candidates is **₹35,73,27,469** and the number of candidates is **7162** after removing the outliers and blank records. So the average obtained is **49892.15**

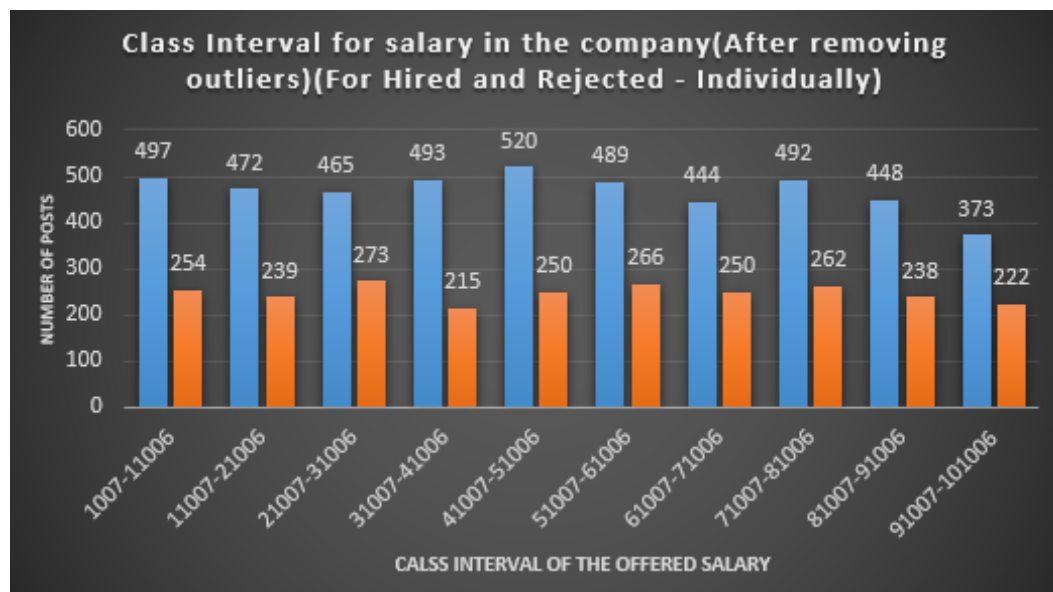
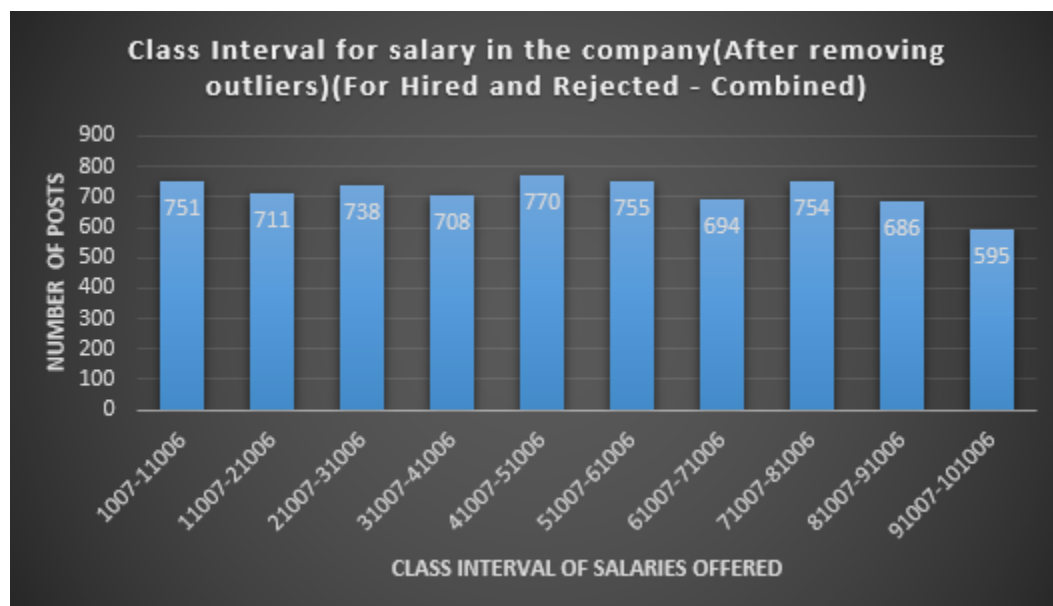
**3. Class Intervals:** The class interval is the difference between the upper class limit and the lower class limit.

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

To find the class intervals the upper and lower limits of the cleansed data are found out and the class intervals are built by grouping the salary offered column in the pivot table. It is grouped into 10 class intervals.

Here is the data and chart showing the classes of the offered salary:

Class interval	Count of application_id
1007-11006	751
11007-21006	711
21007-31006	738
31007-41006	708
41007-51006	770
51007-61006	755
61007-71006	694
71007-81006	754
81007-91006	686
91007-101006	595



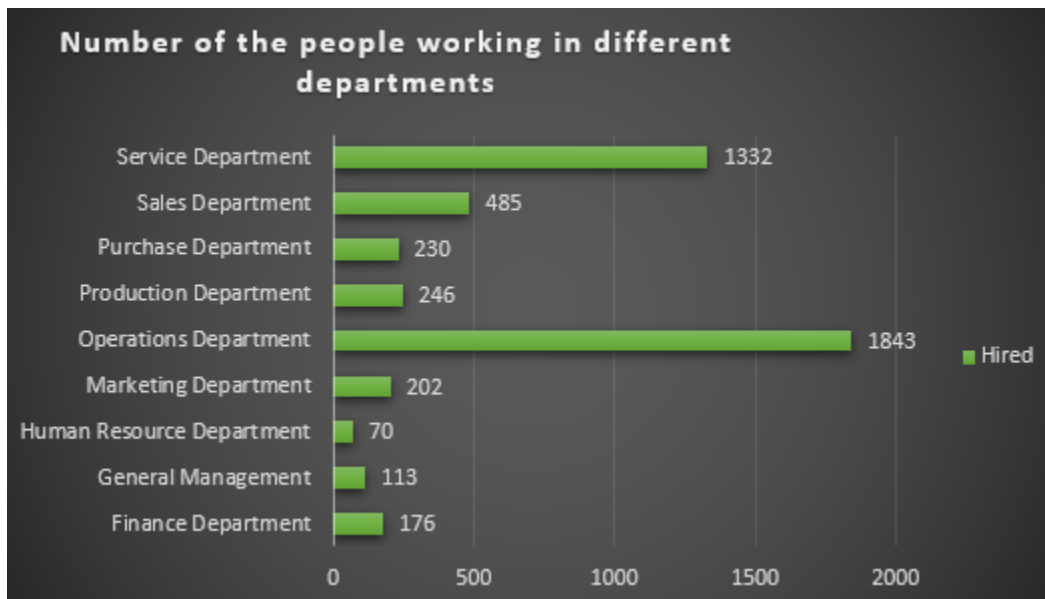
**4. Charts and Plots:** This is one of the most important parts of analysis to visualize the data.

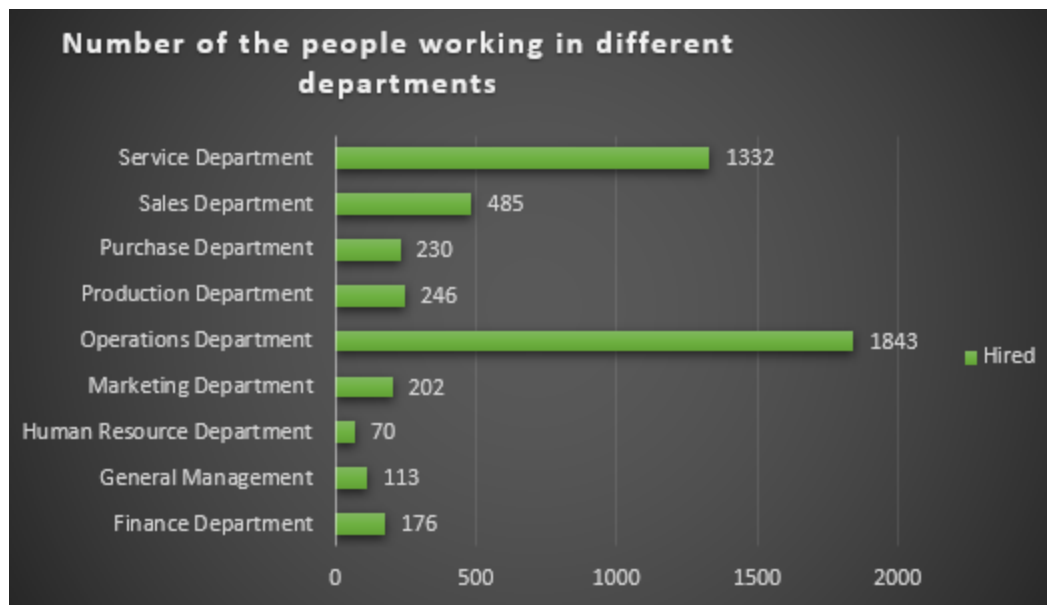
Your task: Draw Pie Chart / Bar Graph ( or any other graph ) to show the proportion of people working in different departments ?

Pivot table is used to draw the charts and lot the data:

Here the data is sorted using pivot table to get the required results:

Count of appli	Column Labels	
Department	Hired	Grand Total
Finance Depar	176	176
General Manag	113	113
Human Resour	70	70
Marketing Dep	202	202
Operations De	1843	1843
Production De	246	246
Purchase Depa	230	230
Sales Departm	485	485
Service Depart	1332	1332

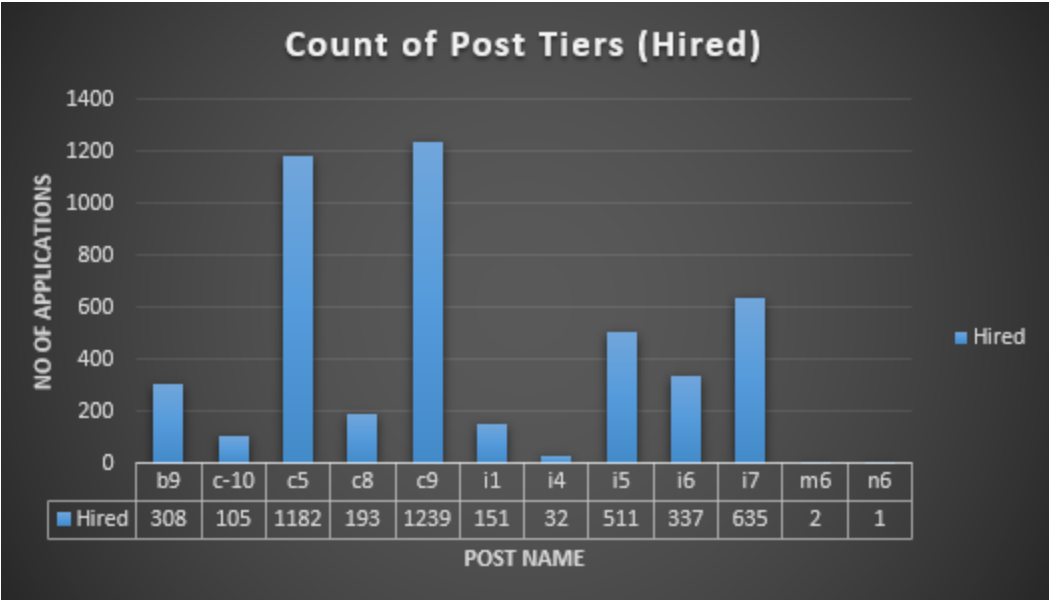




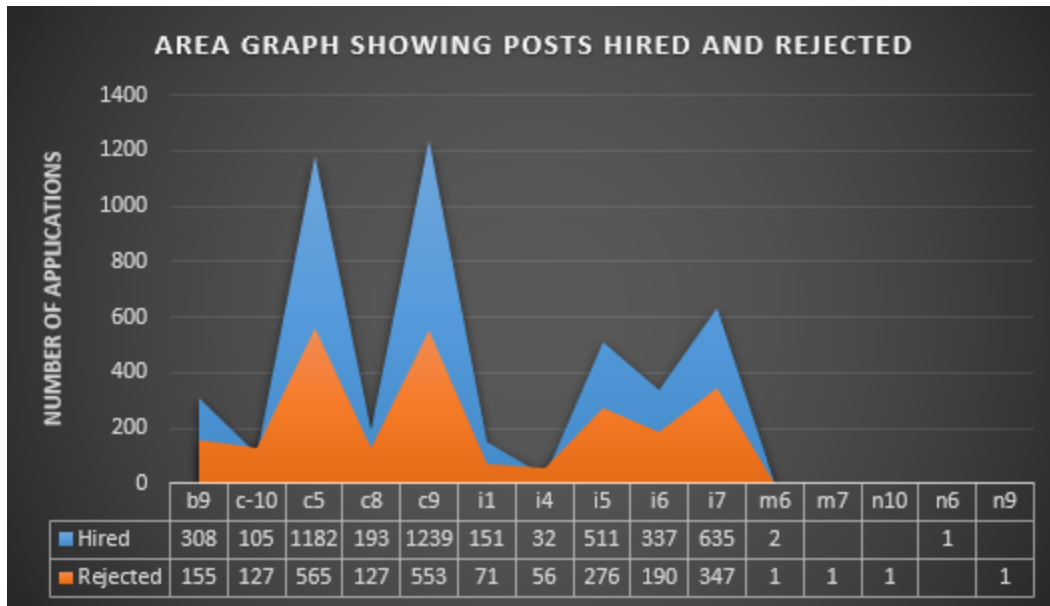
**5. Charts:** Use different charts and graphs to perform the task representing the data. Your task: Represent different post tiers using a chart/graph?

Different posts are shown using the area graph and the bar graph the data actions taken are given below:

Count of appli	Column Labels	
Row Labels	Hired	Grand Total
b9	308	308
c-10	105	105
c5	1182	1182
c8	193	193
c9	1239	1239
i1	151	151
i4	32	32
i5	511	511
i6	337	337
i7	635	635
m6	2	2
n6	1	1
<b>Grand Total</b>	<b>4696</b>	<b>4696</b>



Count of application_id			
Column Labels			
Row Labels	Hired	Rejected	Grand Total
b9	308	155	463
c-10	105	127	232
c5	1182	565	1747
c8	193	127	320
c9	1239	553	1792
i1	151	71	222
i4	32	56	88
i5	511	276	787
i6	337	190	527
i7	635	347	982
m6	2	1	3
m7		1	1
n10		1	1
n6	1		1
n9		1	1



### Conclusion :

The hiring process analytics of the company are performed as per the tasks provided. The insights such as number of males and females hired, average salary offered in the company, class intervals of the salary in the company are found out by analysis and various charts and graphs are used to Present the data about the different tier posts, and proportions of various departments.

### Google Drive Link for the Excel sheet:

[x Hiring Process analytics NISHANTH.xlsx](#)

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