



Hiring Process Analytics

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Project Description

The project is on Hiring Process Analytics based on MNCs such as Google. I will be working as Lead Data Analyst where I will find about the major underlying trends about the hiring process of the company and draw various insights and trends such as number of rejections, number of interviews, types of jobs, vacancies etc. Which will help the company in hiring process for the future.

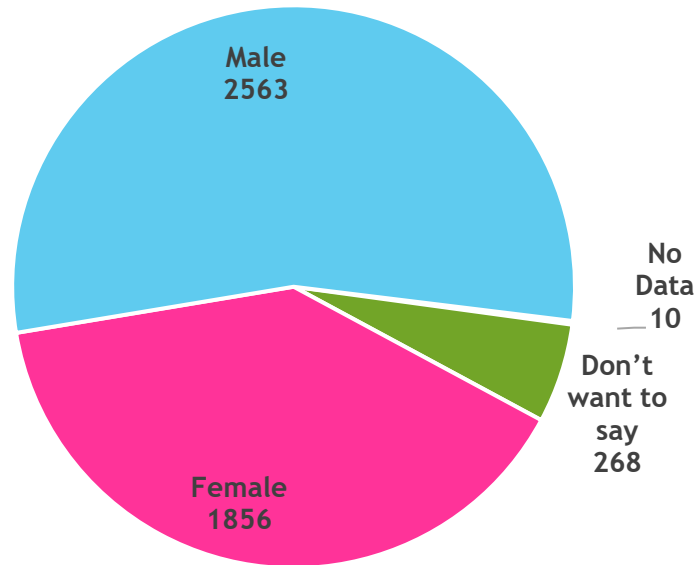
Approach

The approach for this project is to obtain the data from the dataset given and do analysis and find different stats and trends about the process using Excel and answer the various questions asked by the company using Pivot Table and various Excel functions such as COUNT, AVG, MAX, SUM etc.

Tech-Stack Used

- I have used Microsoft Excel to do the analysis of the given data.
- I have used Microsoft Excel because it is a spreadsheet developed for various platforms. It has calculation or computation capabilities with graphing tools, pivot tables, and also has a macro programming language called Visual Basic for Applications which would make doing the analysis and visualisation effortless.

A) Hiring



Category	No. of Employee
No Data	10
Don't want to say	268
Female	1856
Male	2563
Grand Total	4697

INSIGHTS- As we can analyze the pie chart of the different sex distribution of the employees hired, Majority of the employees are male. A few portion of employees didn't wish to specify their gender.

EXPLANATION- The desired data is extracted and filter using *Pivot Table* where the status column was used for filter the hired employees and event name was used in row for sorting data according to genders and application_id was used in the values set to 'count' in the field value setting to count the number of employees. After filtering the data we obtain the table as shown in the previous slide. Using the derived column from the pivot table I inserted the pie chart on the table data to analyze the data and get visual understandings.

B) Average Salary

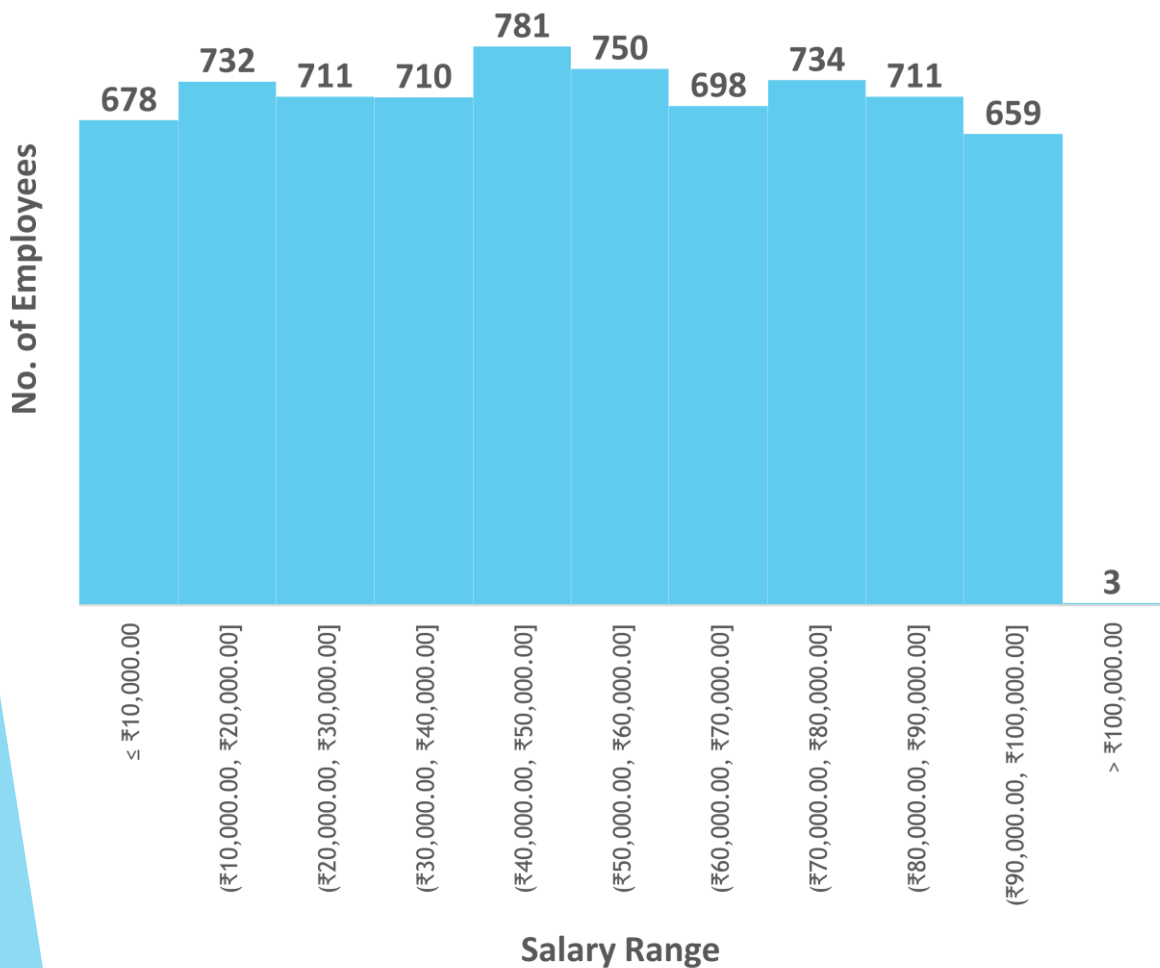
TYPE	SALARY
Minimum Salary	₹100
Maximum Salary	₹4,00,000
Average Salary	₹49,983.03

INSIGHTS- Out of the total 7168 jobs offered, the least offered salary was ₹100 and most offered salary was ₹4,00,000. However the average salary offered to the employees was ₹49,983

EXPLANATION- The average salary is obtained from the *AVERAGE* function and by selecting the whole salary column as range. The formula was **=AVERAGE(G:G)**. Same can be done to extract the minimum and maximum of the salary using *MIN* and *MAX* function respectively.

C) Class Intervals

Salary Class Intervals



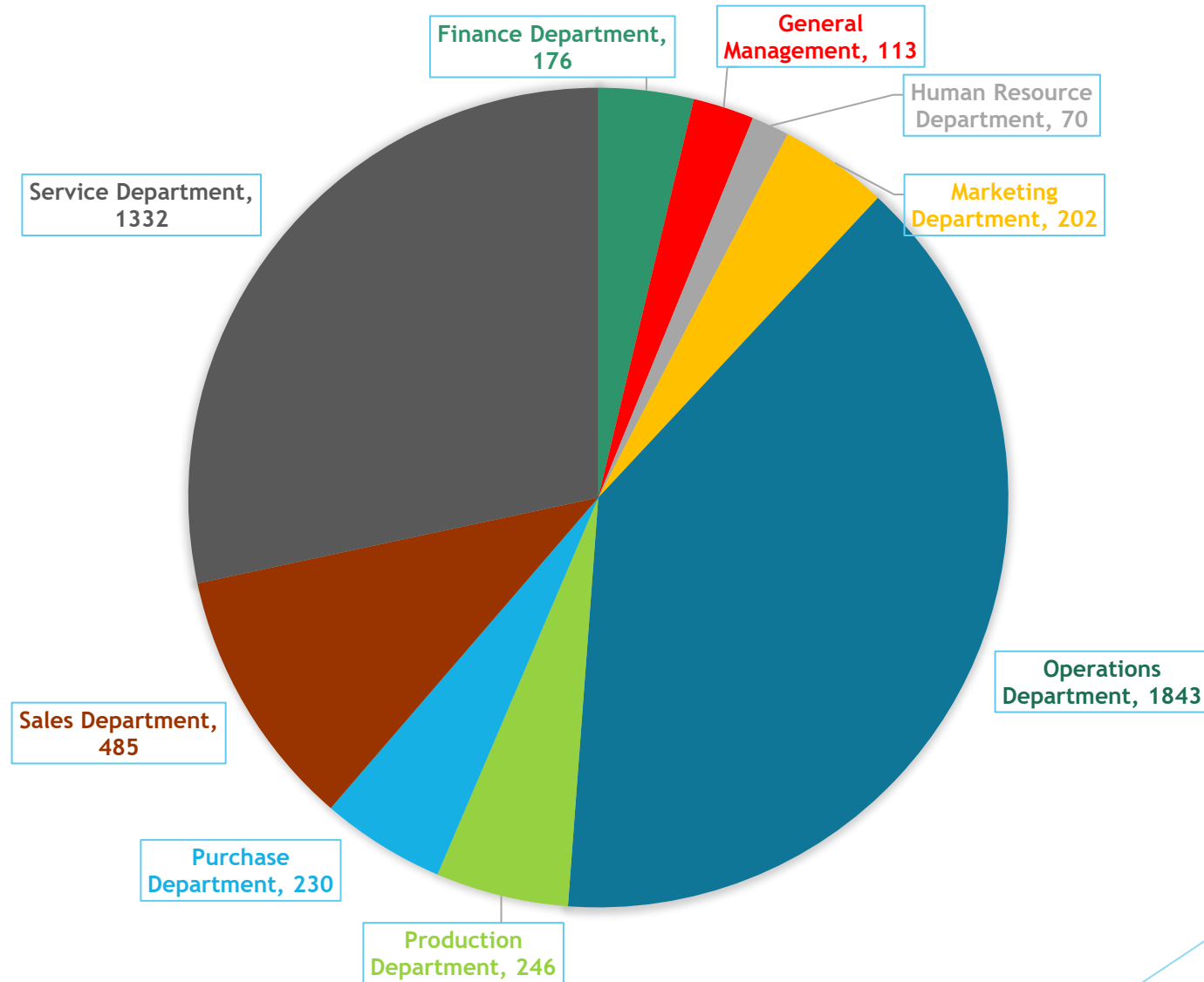
Salary	Count
<0 or (blank)	1
0-9999	678
10000-19999	732
20000-29999	711
30000-39999	709
40000-49999	781
50000-59999	751
60000-69999	698
70000-79999	734
80000-89999	711
90000-99999	659
200000-209999	1
300000-309999	1
390000-400000	1

INSIGHTS- Analyzing the histogram chart which represents different class of salaries given to employees. Highest number of employees fall in the ₹40,000-50,000 class interval of salaries and least number of employees fall in the class interval of >₹1,00,000.

EXPLANATION- The data for different class interval for Salary offered is extracted by forming a *Pivot Table* from the given data. Where 'offered salary' is put into rows and 'application_id' into values changed to count. After the table is formed from the condition, we group the data into different intervals and obtain the table which is shown in the previous slide. The *Histogram Chart* can be easily inserted from the 'salary offered' column itself for visual representation of the table.

D) Charts and Plots

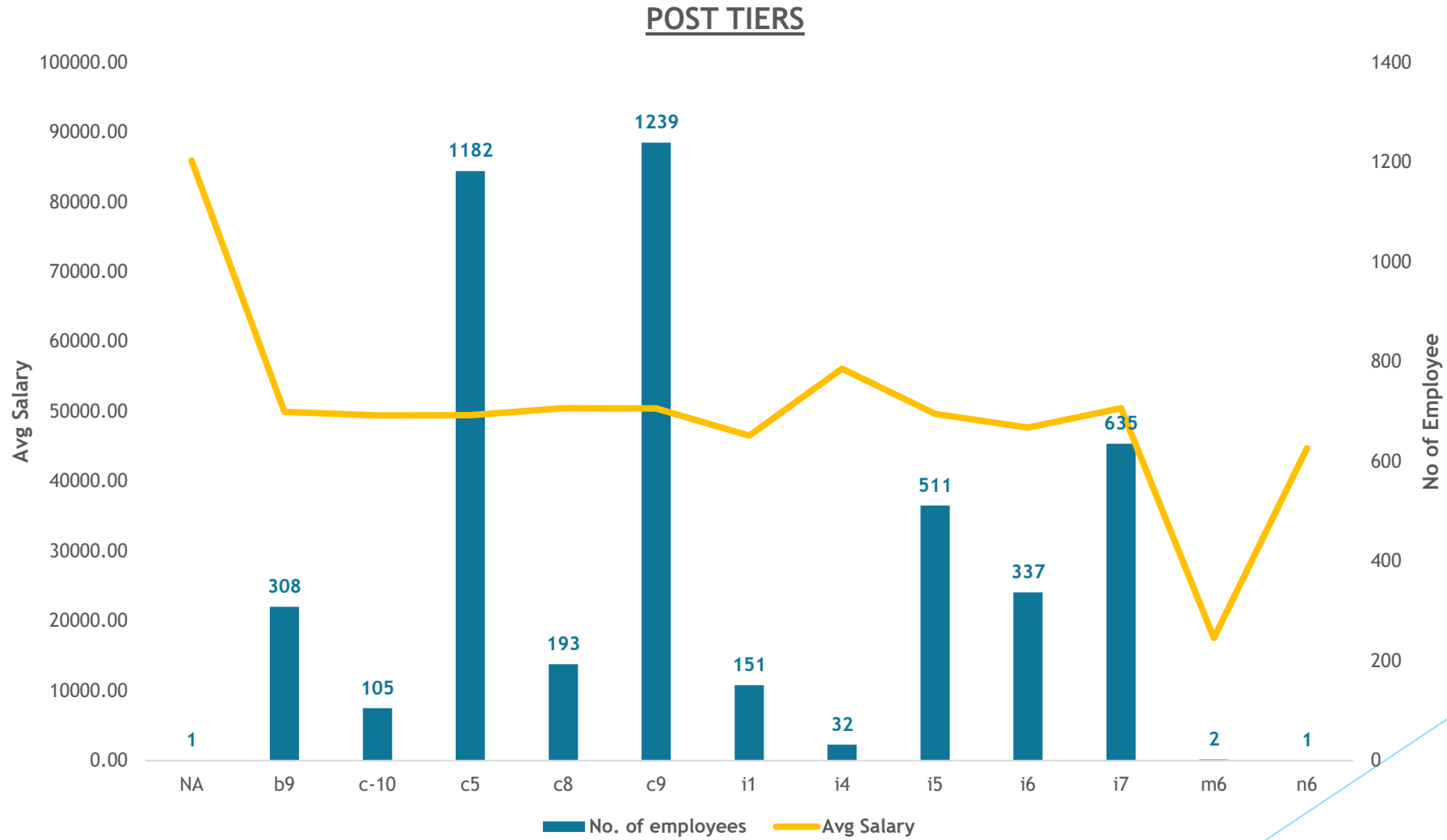
EMPLOYEE WORKING FOR DIFFERENT DEPARTMENT



INSIGHTS- As we analyze the pie chart from previous page, most number of employees are working in Operations Department and least number of employees are in Human Resource Department.

EXPLANATION- To form the pie chart first we sort the data using *Pivot Table*. We put the 'status' column in the filter, 'department' into rows and 'application_id' into field select to count the fields. We filter the data for all the hired employees and then obtain the table from it. After making new table from the Pivot Table data, we insert Pie Chart for it and do the basic formatting as Pie Chart is best suited for these type of data and makes it easy to understand the different aspects of it easily visually.

E) Charts



INSIGHTS- Analyzing the combo chart of different posts of employees with their count and average salaries we can conclude that most employee has 'c9' post and excluding the NA, 'i4' post has the highest average salary.

EXPLANATION- To represent the different post tiers of employees first we need to extract desired data using *Pivot Table*. In which we put the 'status' column in filter to filter out the hired employees then we put the 'post name' column in the row section to sort data according to it, then we put the 'application_id' column into value section set to count the fields and 'salary offered' column into value section field set as average to find the average salary. After sorting we copy the data from the Pivot Table and make new table from it. From the new table formed we insert *Combo Chart* of bar and line chart as it has more than one fields to display, after formatting the graph we analyze the data visually.

Result

I got to understand and learn how the data is sorted and visualized to make it easier to make insights from it without looking at every data.

I learnt about the Hiring Process Analytics and how helpful it can be for the companies to take insights from it and make their hiring process better.

THANK YOU

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