PROJECT 4

Hiring Process Analytics

STATISTICS

BY : - PRADEEP SHET

TECH STACK USED:-

1.MS EXCEL

2.MS POWERPOINT

HYPERLINK OF EXCEL FILE:-

LINK:-

https://docs.google.com/spreadsheets/d/1R2Tv7hl2dxpcG9wK8b60849a7Z334NHU/edit?usp=sharing&ouid=112153428545971944615&rtpof=true&sd=true

PROJECT DESCRIPTION :

Imagine you're a data analyst at a multinational company like Google. Your task is to analyze the company's hiring process data and draw meaningful insights from it. The hiring process is a crucial function of any company, and understanding trends such as the number of rejections, interviews, job types, and vacancies can provide valuable insights for the hiring department.

As a data analyst, you'll be given a dataset containing records of previous hires. Your job is to analyze this data and answer certain questions that can help the company improve its hiring process.

DATA CLEANING

- TOTAL RECORDS IN SHEET :- 7168 RECORDS
- IN COLUMN " OFFERED SALARY" THERE IS 1 BLANK CELL (G80).

  FORMULA:- =COUNTBLANK(G2:G7169)

- DESCRIPTIVE STATISTICS OF TABLE OFFERED SALARY

Mean	49983.02902
Standard Error	340.8317054
Median	49625
Mode	72843
Standard Deviation	28854.17689
Sample Variance	832563524
Kurtosis	2.610052003
Skewness	0.361578537
Range	399900
Minimum	100
Maximum	400000
Sum	358228369
Count	7167
Largest(1)	400000
Smallest(1)	100
Confidence Level(95.0%)	668.1307169

- FILLED THAT EMPTY CELL WITH AVERAGE VALUE/MEAN VALUE [49983].
- THERE ARE 14 CELLS IN COLUMN “EVENT_NAME” FILLED WITH SYMBOL“-”.
- IN THE CELL “EVENT_NAME” TOTAL NUMBER OF MALES AND FEMALES ARE
  =COUNTIF(D:D,"Male”) 4086
  =COUNTIF(D:D,"Female") 2675
- THUS MOST OF THEM ARE MENS , SO WE CAN FILL THE CELLS WITH SYMBOL“-” WITH MALES IN IT.
- NOW TOTAL NUMBER OF MALES IS 4100.
- IN COLUMN “POST NAME” ENTRIES ARE LIKE TEXT FOLLOWED WITH A NUMBER, BUT IN SOME CELLS IT IS TEXT-NUMBER. WE HAVE TO CHANGE IT TO NORMAL FORM
  EXAMPLE:- C-10 TO C10.
- OUTLIER FOR “ OFFERED SALARY” IS DONE AND WE GOT 3 OUTLIERS WHICH CAN BE NEGLECTED OR DELETED AS IT IS LESS IN NUMBER .

Q1	25463.75
Q3	74429
Q3-Q1	48965.25
LB	-47984.13
UB	147876.875

- 3 OUTLIERS ARE

Status	event_name	Department	Post Name	Offered Salary	outlier
Hired	Female	Service Department	b9	200000	TRUE
Hired	Female	General Management	i4	400000	TRUE
Hired	Male	General Management	i7	300000	TRUE

A. HIRING ANALYSIS

- The hiring process involves bringing new individuals into the organization for various roles.
- **Your Task:** Determine the gender distribution of hires. How many males and females have been hired by the company?

- NUMBER OF MALES HIRED
  =COUNTIFS(D:D,"Male",C:C,"Hired") 2573
- NUMBER OF FEMALES HIRED
  =COUNTIFS(D:D,“Female",C:C,"Hired") 1856

HIRED	GENDER
2573	MALE
1856	FEMALE
268	DON'T WANT TO SAY
4697	TOTAL

B. SALARY ANALYSIS

- The average salary is calculated by adding up the salaries of a group of employees and then dividing the total by the number of employees.
- **Your Task:** What is the average salary offered by this company? Use Excel functions to calculate this.

- AVERAGE SALARY OFFERED BY THE COMPANY

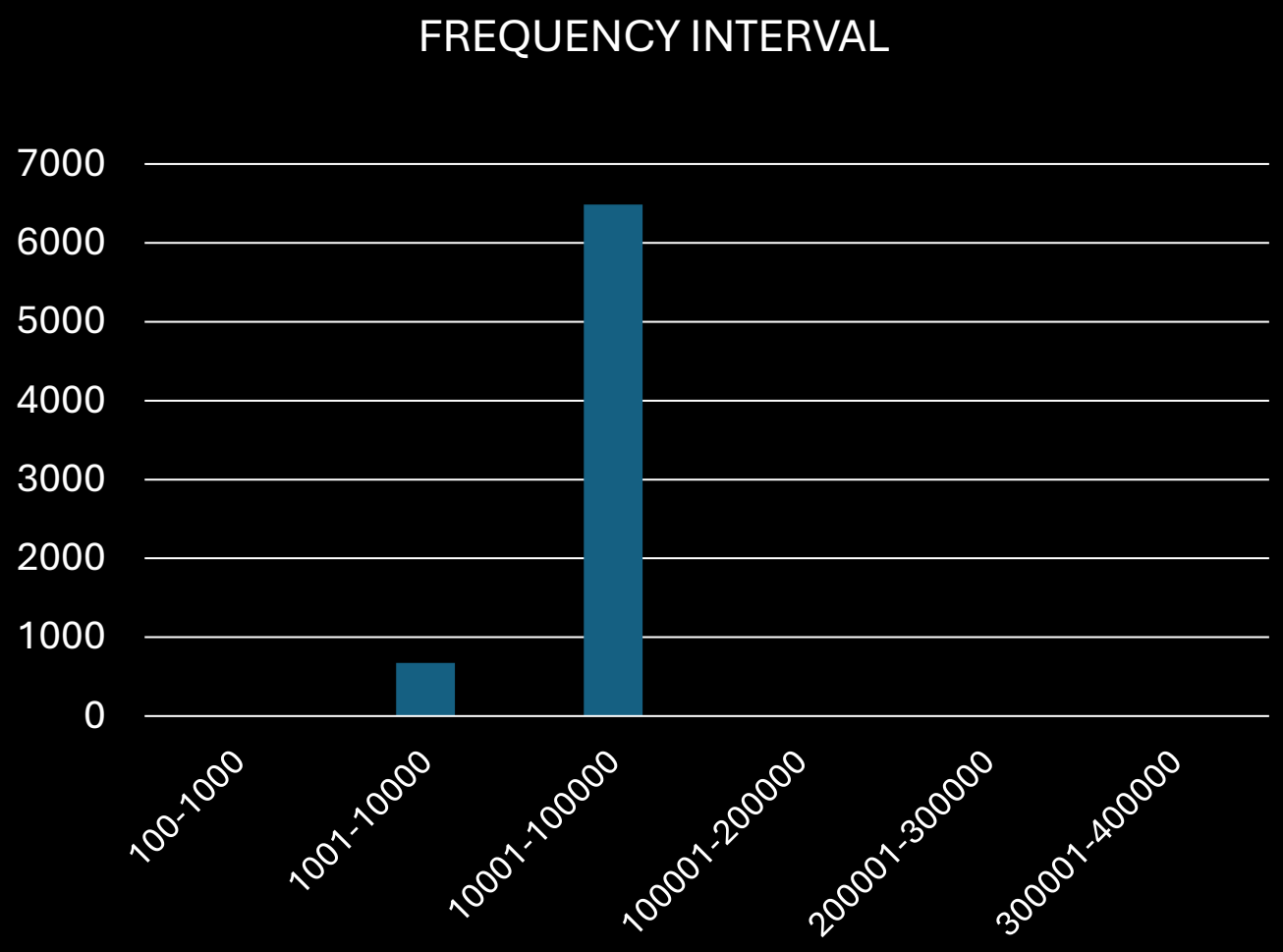
  =AVERAGE(G:G) 49983.02902

AVG SALARY
49983.02902

C. SALARY DISTRIBUTION

- Class intervals represent ranges of values, in this case, salary ranges. The class interval is the difference between the upper and lower limits of a class.
- **Your Task:** Create class intervals for the salaries in the company. This will help you understand the salary distribution.

SALARY INTERVALS	FREQUENCY
100-1000	2
1001-10000	676
10001-100000	6487
100001-200000	1
200001-300000	1
300001-400000	1

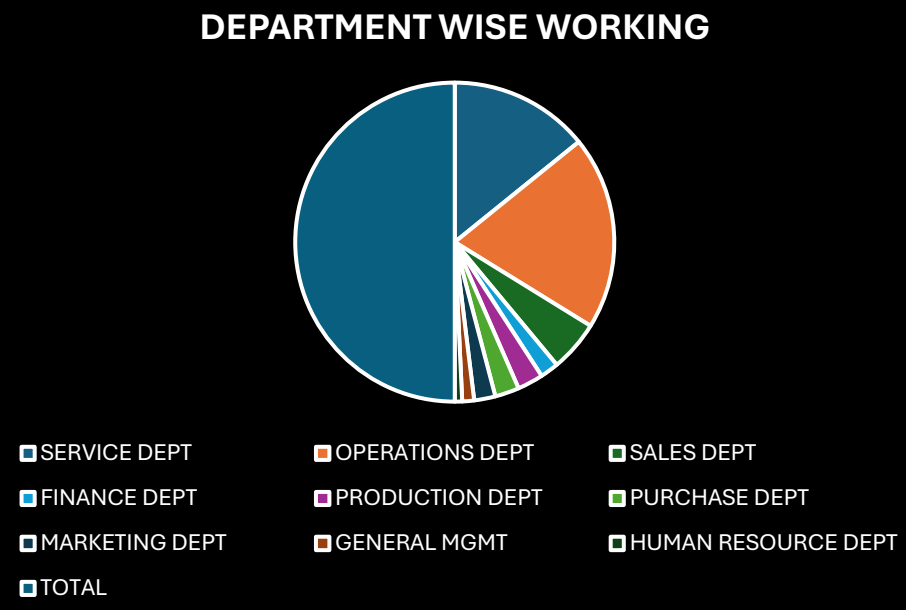


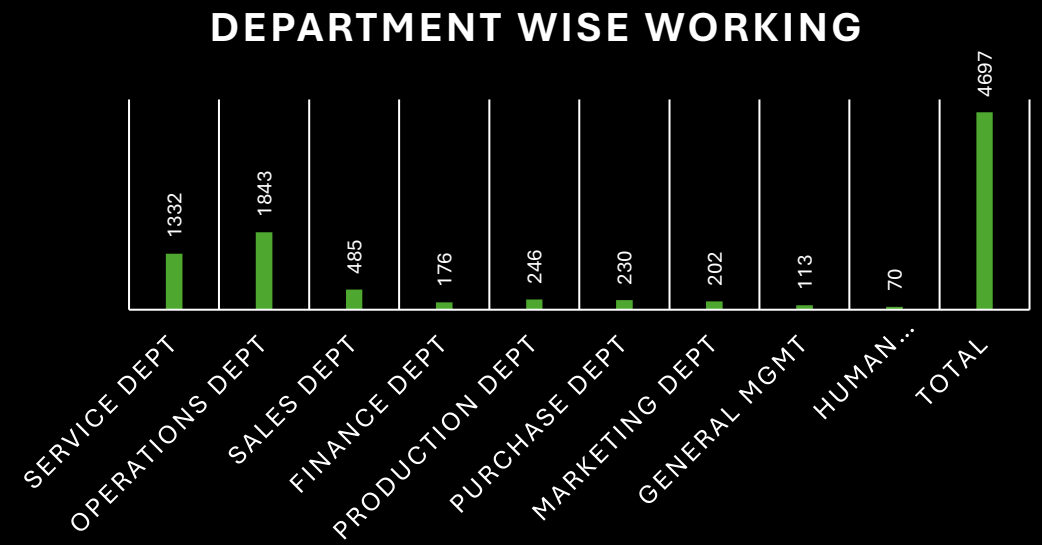
D. DEPARTMENTAL ANALYSIS

- Visualizing data through charts and plots is a crucial part of data analysis.
- **Your Task:** Use a pie chart, bar graph, or any other suitable visualization to show the proportion of people working in different departments.

- DEPARTMANT WISE WORKING

DEPT NAME	TOTAL WORKING
SERVICE DEPT	1332
OPERATIONS DEPT	1843
SALES DEPT	485
FINANCE DEPT	176
PRODUCTION DEPT	246
PURCHASE DEPT	230
MARKETING DEPT	202
GENERAL MGMT	113
HUMAN RESOURCE DEPT	70
TOTAL	**4697**

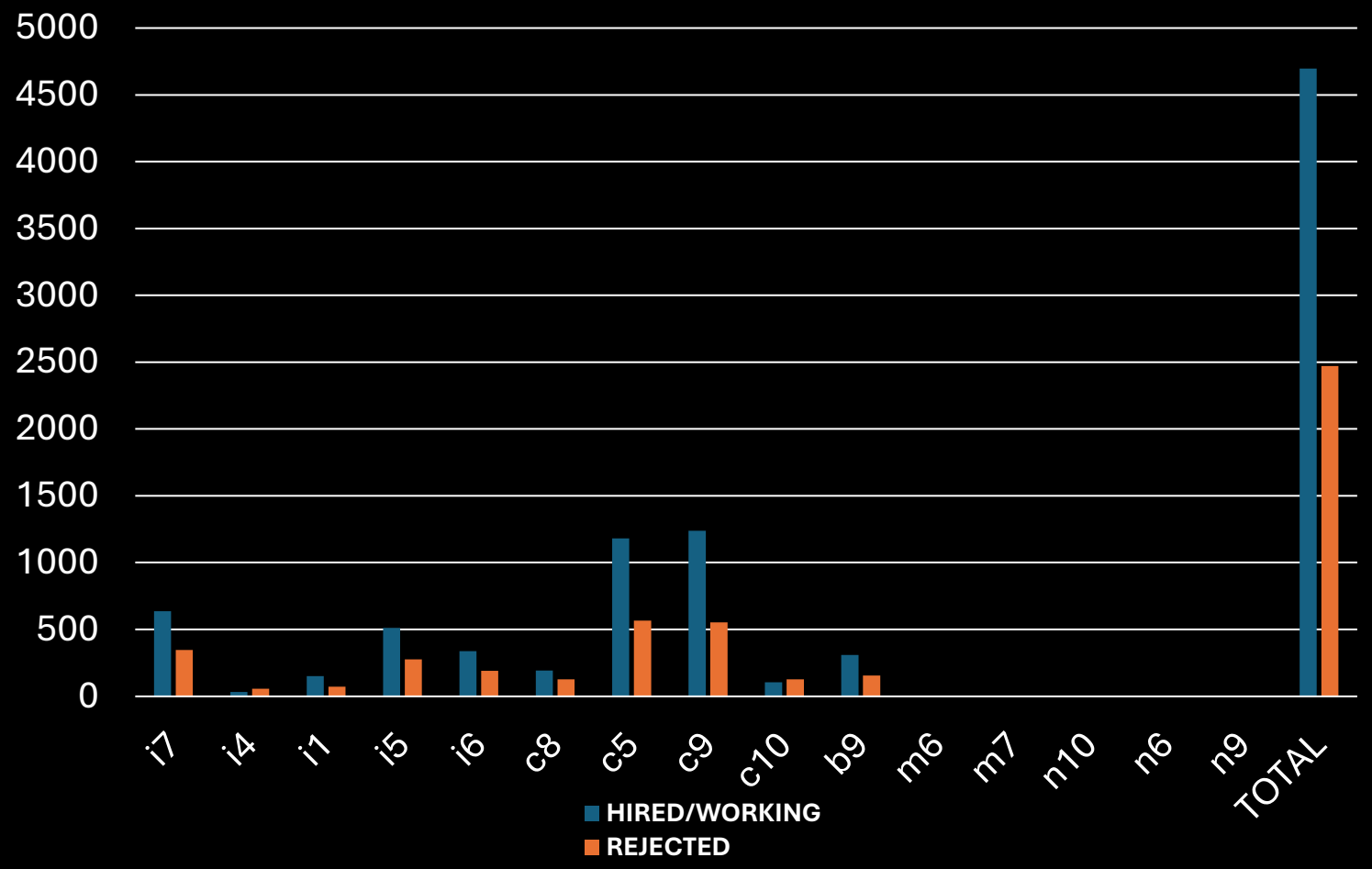




E. POSITION TIER ANALYSIS

- Different positions within a company often have different tiers or levels.
- **Your Task:** Use a chart or graph to represent the different position tiers within the company. This will help you understand the distribution of positions across different tiers.

TIERS	HIRED/WORKING	REJECTED
i7	636	347
i4	32	56
i1	151	71
i5	511	276
i6	337	190
c8	193	127
c5	1182	565
c9	1239	553
c10	105	127
b9	308	155
m6	2	1
m7	0	1
n10	0	1
n6	1	0
n9	0	1
TOTAL	**4697**	**2471**



RESULT OF THE PROJECT

- UNDERSTOOD EXCEL FUNCTIONS AND THEIR USAGE MUCH BETTER.
- GOT FAMILIAR WITH EXCEL.
- GOT TO KNOW ABOUT ADVANCED EXCEL FUNCTIONS.
- UNDERSTOOD HOW TO PLOT VARIOUS GRAPHS.

THANK YOU