

Hiring Process Analytics

Project Description

Hiring process is the fundamental and the most important function of a company. The big MNCs get to know about the major underlying trends in the hiring process. Trends such as- the number of rejections, number of interviews, types of jobs, vacancies, etc. are important for a company to analyze before hiring freshers or any other individual.

Approach

- **Download data provided**
- **Understand the data:**— Before analyzing, take some time to get familiar with the data given. Understand the data properly which will help us to identify the issue or challenges that may need to be addressed as we proceed with analysis.
- **Identify and handle outliers:**— Outliers are data points that are significantly different from the rest of the data. They can have a significant impact on the statistics and can distort the result of the analysis. So, it is important to identify any outliers and handle them by treating them as separate cases or by excluding them from the analysis.
- **Insights on findings:**— After completion of the analysis, present findings and outcome using graphs and charts in a clear and structured way so that it can be visualized easily. Be sure to clearly explain the methodology and the impact of the outcome.

Tech-Stack Used

- MS Excel to visualize, analyse and explore data

Insights

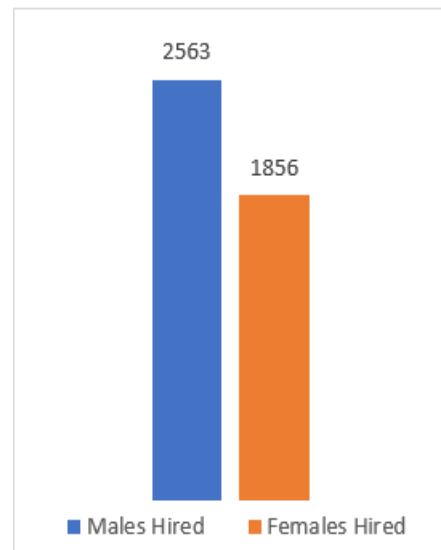
By using Microsoft Excel all the questions can be answered easily. Various functions are used to get the solutions.

Results:-

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

Your task: How many males and females are Hired?

No. of Males Hired	2563
No. of Females Hired	1856



- B. **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.

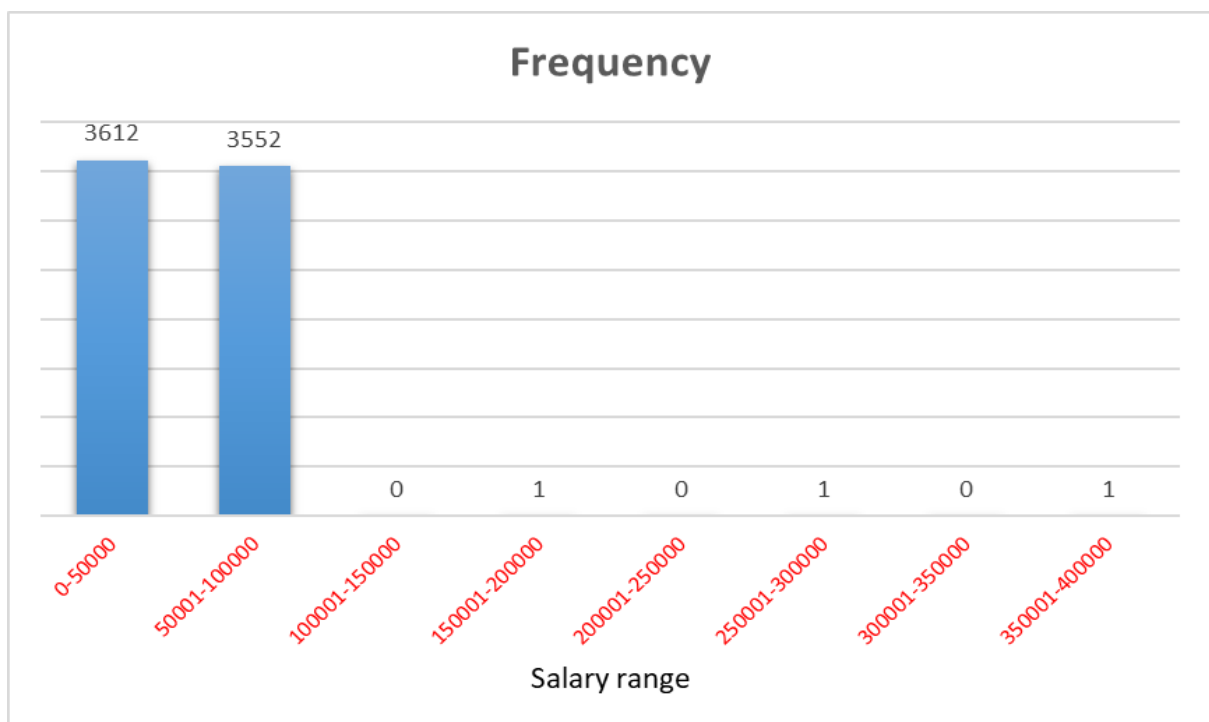
Your task: What is the average salary offered in this company?

Department Name	Avg Salary Offered
Finance Department	49628.00694
General Management	58722.09302
Human Resource Department	49002.27835
Marketing Department	48489.93538
Operations Department	49151.35438
Production Department	49448.48421
Purchase Department	52564.77477
Service Department	50629.88418
Sales Department	49310.3807
Avg. Salary Offered	49983.02902



C. 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.

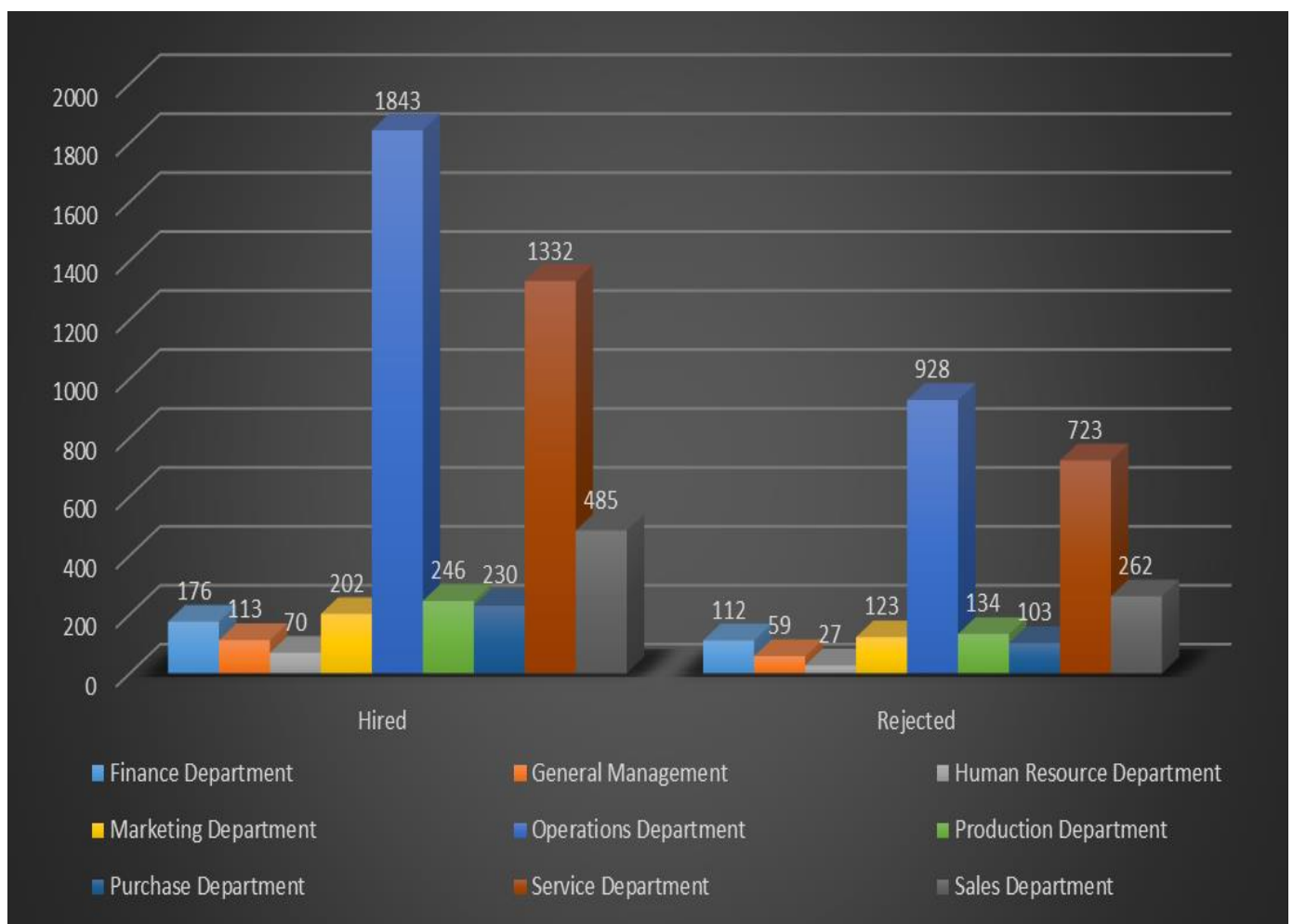


❖ The majority of the people in the dataset have salaries within the range of 1,00,000.

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

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

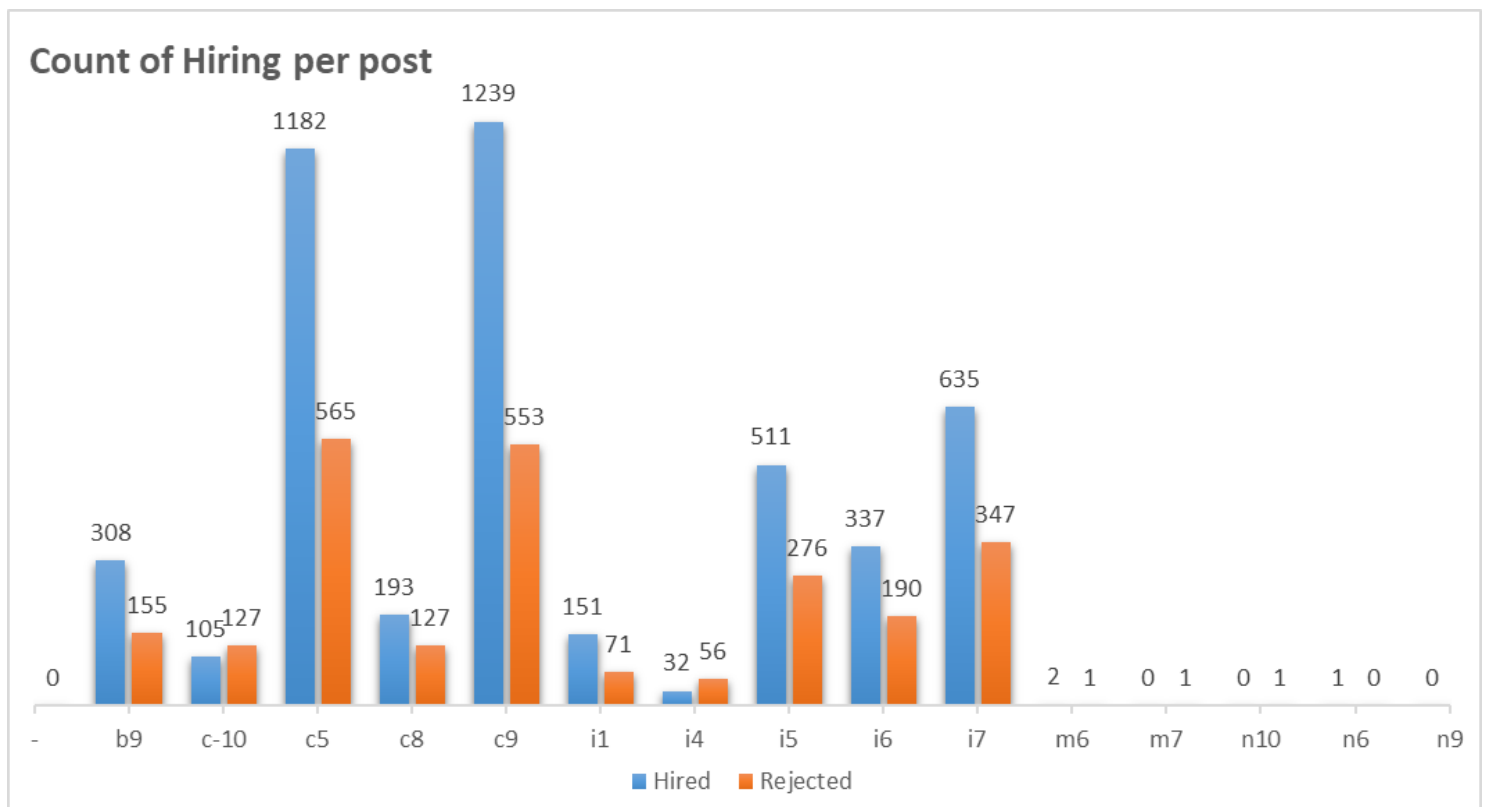
Department Name	Hired	Rejected	Total
Finance Department	176	112	288
General Management	113	59	172
Human Resource Department	70	27	97
Marketing Department	202	123	325
Operations Department	1843	928	2771
Production Department	246	134	380
Purchase Department	230	103	333
Service Department	1332	723	2055
Sales Department	485	262	747
Total	4697	2471	7168



❖ The majority of the workforce works in the **Operation and Service Departments.**

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

Posts Name	Hired	Rejected	Total
-	1	0	1
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	0	1	1
n10	0	1	1
n6	1	0	1
n9	0	1	1
Total	4697	2471	7168



❖ The most common job titles in the dataset are **c5 and c9**.

KEY INSIGHTS: -

- The number of males hired is 2563 and females hired is 1856 which is significantly lesser than the hired male employees.
- If outliers are included in the calculation, the average salary is 49983.
- If outliers are excluded from the calculation, the average salary is 49878.33.
- The majority of the people in the dataset have salaries within the range of 1,00,000.
- The majority of the workforce works in the Operation and Service Departments.
- The most common job titles in the dataset are c5 and c9.