Hiring Process Analytics

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Project Description

The project is about analyzing the company's hiring process data and draw meaningful insights from it. It is one of the most crucial hiring processes for any company, and understanding trends such as the number of rejections, interviews, job types, and vacancies can provide valuable insights for the hiring department.

Approach

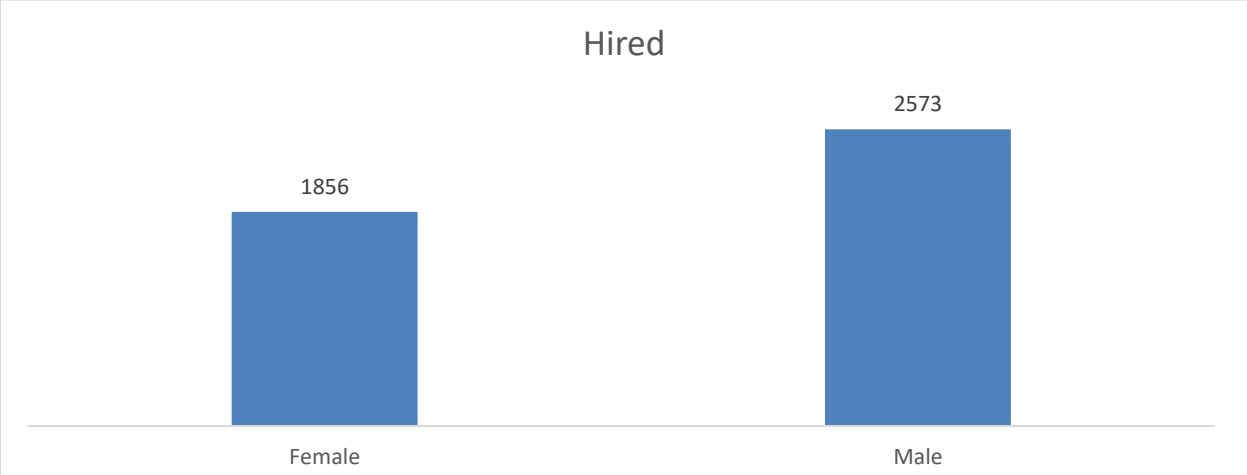
Briefly studied and analyzed the raw data, all missing datapoints in columns, clubbing of columns for comprehensive analysis and identifying and removing outliers using statistics concepts such as mean, median, mode, quartile function and class interval to see how data is spread and prepared the raw data for deriving the insights from it using visualization tool like excel.

Tech – Stack Used

The tech used for preparing data and deriving useful insights is Microsoft excel, because of its versatility, by using various statistical function and arithmetic function makes it easier to prepare data for analyzing, then by using its visualization tools like graph and chart data visualization can be performed.

Task 1 – Number of males and females hired.

Gender	Number of candidates hired
Female	1856
Male	2573



➔ 717 more males are hired in the company as compared to females

Task -2 Calculate average salary of employee

➔ **Average salary - 49873**

(Average salary of employees of employee is calculated using average if () function, after raw is prepared for analysis.)

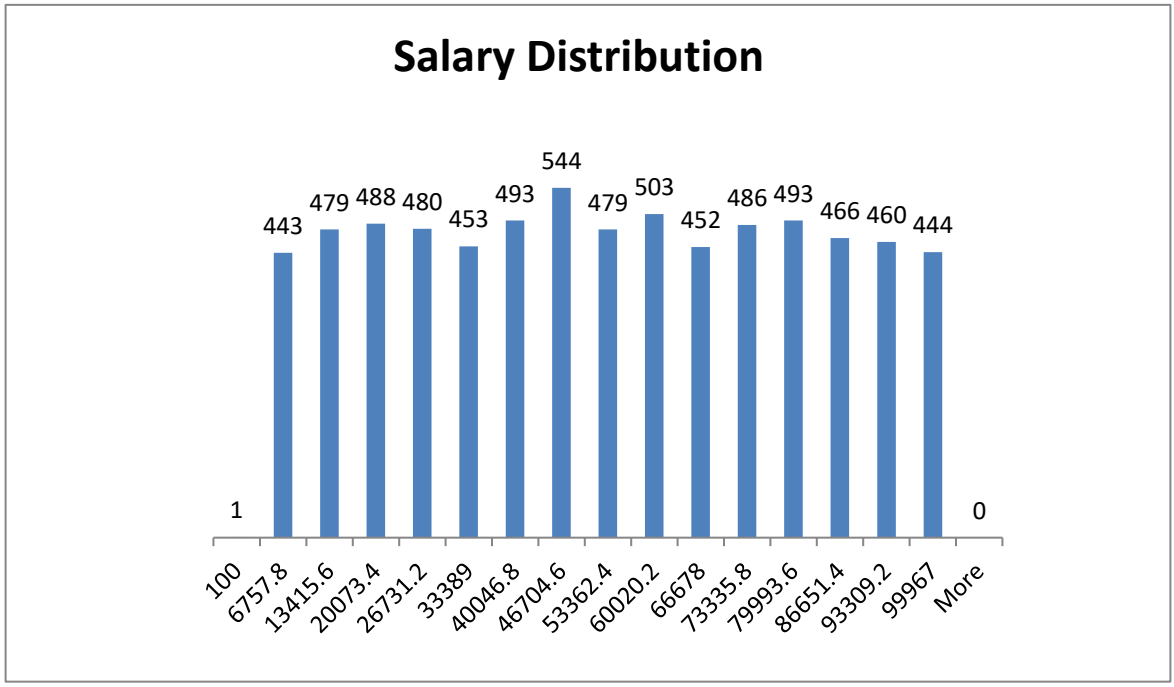
Or

Can be used from statistical description table.

Task – 3 Salary Distribution

Salary group	Frequency
100	1
6757.8	443
13415.6	479
20073.4	488
26731.2	480
33389	453
40046.8	493
46704.6	544
53362.4	479
60020.2	503
66678	452
73335.8	486
79993.6	493
86651.4	466
93309.2	460
99967	444
More	0

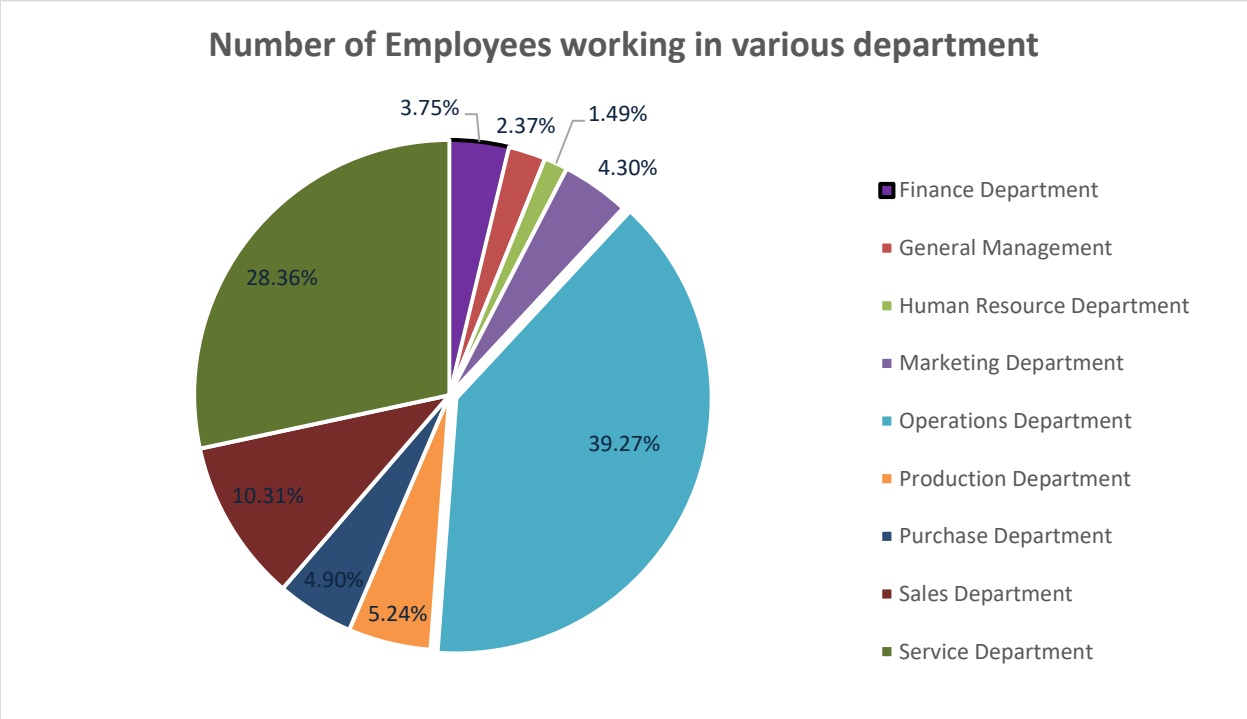
- ➔ Salary group of 46704 as highest number of frequencies which means no. of employee earning 46704 are highest among other salary group.
- ➔ Made bins by dividing the range by a number which can be rounded off nearest to, i.e 99867 by 15



Task -4 showing department wise employee share.

Department Name	No. of employee working
Finance Department	3.75%
General Management	2.37%
Human Resource Department	1.49%
Marketing Department	4.30%
Operations Department	39.27%
Production Department	5.24%
Purchase Department	4.90%
Sales Department	10.31%
Service Department	28.36%
Grand Total	**100.00%**

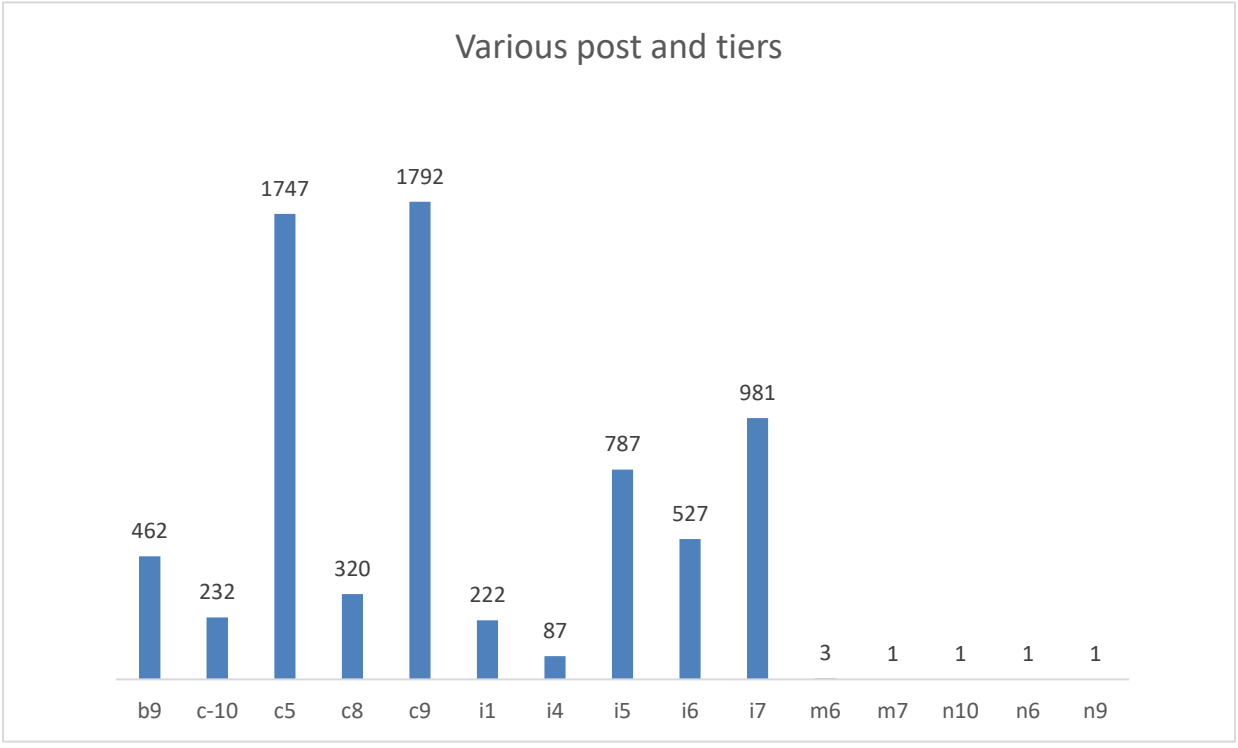
➔ Operation department has the largest share of employee i.e 39.27%



Task – 5 Show various posts that exist in company

Post Name	Count of Post
b9	462
c-10	232
c5	1747
c8	320
c9	1792
i1	222
i4	87
i5	787
i6	527
i7	981
m6	3
m7	1
n10	1
n6	1
n9	1

➔ Post name C9 and C5 are almost identical in numbers.



Result

Woking on this project I learned to handle raw data and missing value in it, preparing raw data for further analysis to derive useful insights such as number of males and females hired, salary distribution, number of employees in various department, various post and tiers in company and chart and graph such as histogram, pie chart, bar graph to visually show useful insights that are easily understandable.

Link to the excel file -D:\Hiring Process Analytics.xlsx