Hiring Process Analytics

Task-4

About the project

- In this project, we will analyze the process involve in hiring.

- Hiring process is fundamental and important from company, that is why company must know about the major underlying trends about the hiring process.

- Trends to be analyzed during analysis such as- number of rejections, number of interviews, types of jobs, vacancies etc.

- Being a Data Analyst, job is to go through these trends and draw insights out of it for hiring department to work upon.

- With the help of this analysis, data analyst is able to answer to various question related to progress to company.

Approach

- Get the information from given description from data and understood problem.

- Use MS excel to analyze the data through formulas like min, max, avg, count and other statistical formulas.

- Analyze data through pivot table and pivot chart.

- Answer the question asked in description.

Tech-Used

Hiring analytics

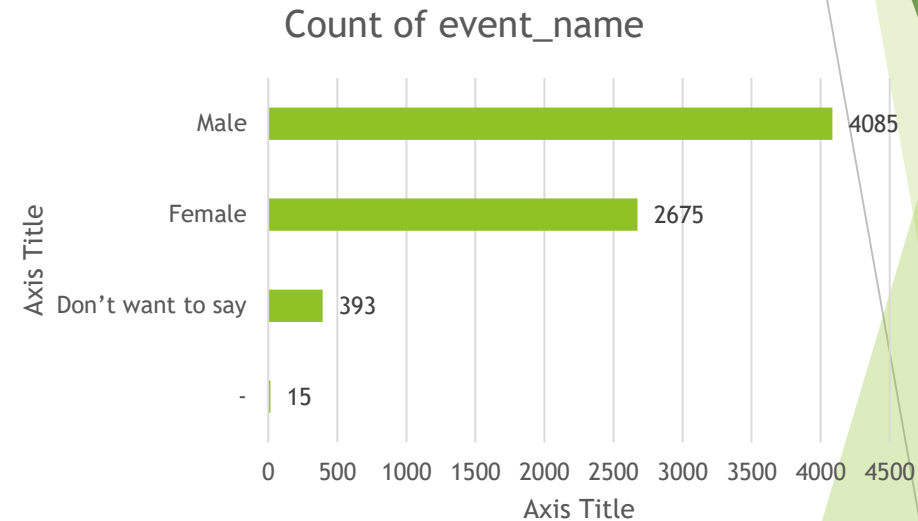- Hiring analytics is the detection, interpretation, and simplification of meaningful patterns for sourcing, selecting, and hiring.

- It also unlocks the chance to understand and improve from the process itself using reports, records, and analytics.

- Various recruitment metrics are – hiring time, hiring source, cost per hire, candidate experience, age of job, Offer acceptance rate etc.

Insights

- **Hiring:**

Q1. How many males and females are Hired ?

Event_name	Count of Event_name
-	15
Don't want to say	393
Female	2675
Male	4085

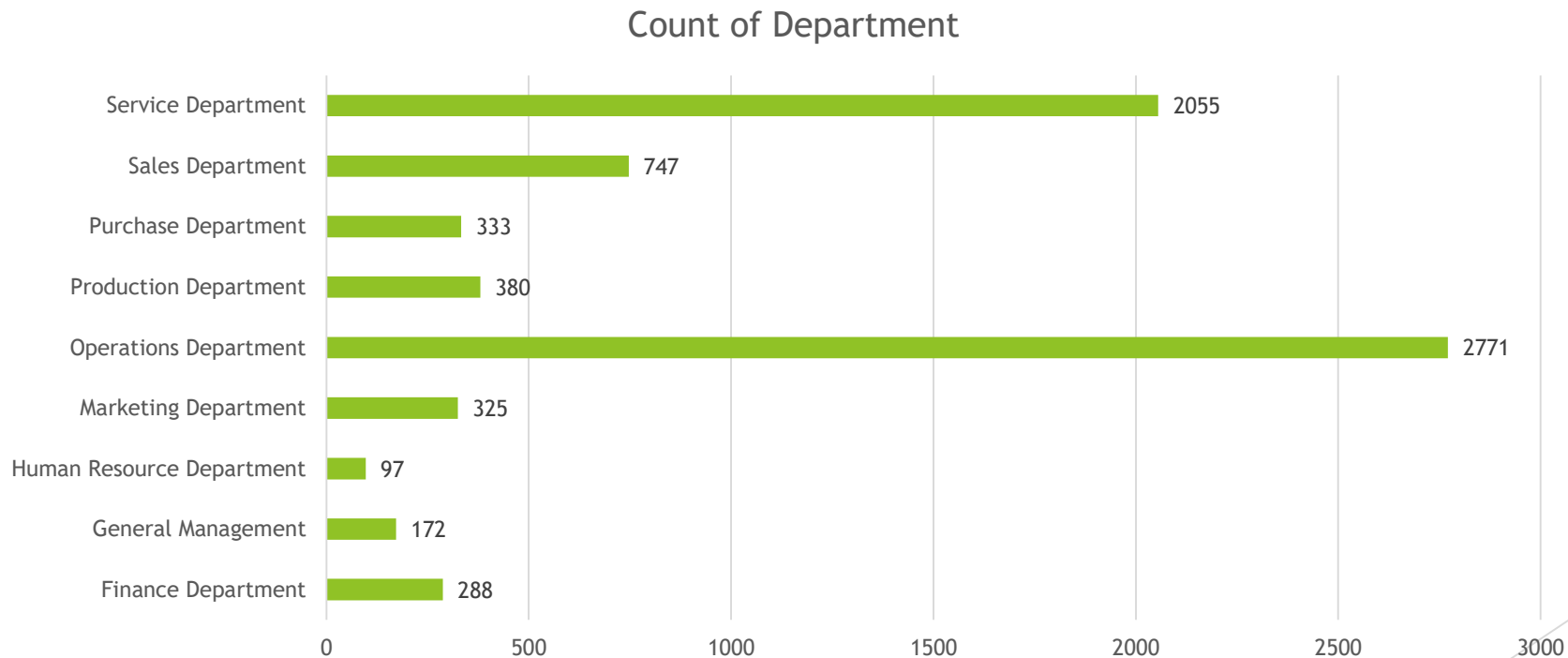Count of event_name

- **Average Salary:**

Q2. What is the average salary offered in this company ?

Average salary: 49983.03

Insight

- **Charts and Plots:**

Q3. Draw Pie Chart / Bar Graph (or any other graph) to show proportion of people working different department ?
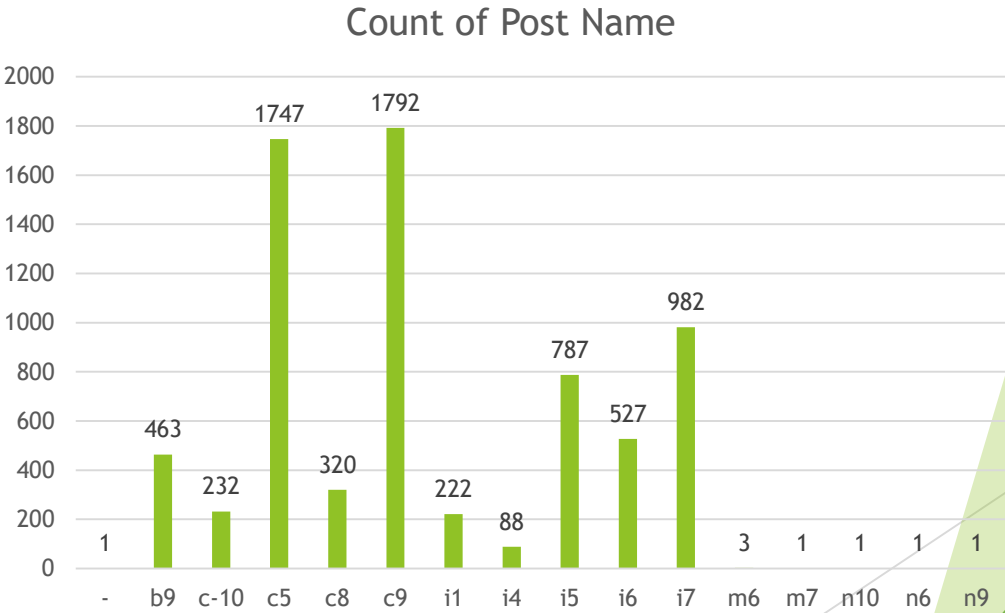
Count of Department

Insights

- **Charts:**

Q4. Represent different post tiers using chart/graph?

Post Name	Count of Post Name
-	1
b9	463
c-10	232
c5	1747
c8	320
c9	1792
i1	222
i4	88
i5	787
i6	527
i7	982
m6	3
m7	1
n10	1
n6	1
n9	1

Count of Post Name

- b9: 463
- c-10: 232
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- i4: 88
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Insights

- **Class Intervals:**

Q5. Draw the class intervals for salary in the company ?

Salary slab	Sum of Offered Salary	Count of Offered salary
0-49999	92457587	3611
50000-99999	264870782	3553
200000-249999	200000	1
300000-349999	300000	1
350000-400000	400000	1
Grand Total	358228369	7167

Results

- Through this project, I came to know about usage of analytics in hiring and how analytical insight helps in hiring

- It helped me to brush up my concepts related chart and formula helpful in data analysis.

- It helped me to understand the table schema .

- It helped me to understand dataset through charts and various other methods.

Thank you

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