Hiring Process Analytics

A. Hiring Analysis:

Your Task: Determine the gender distribution of hires. How many males and females have been hired by the company?

Number of males hired= 2563

Excel Function used:- =COUNTIFS(C:C,"Hired",D:D,"Male")

Number of females hires= 1856

Excel Function used:- =COUNTIFS(C:C,"Hired",D:D,"Female")

7	Male's hired	2563
4	Female's hired	1856

B. Salary Analysis:

Your Task: What is the average salary offered by this company? Use Excel functions to calculate this.

Average salary offered= 49983.03

Excel function used:- =AVERAGE(G:G)

59		
07	Average Salary	49983.03
58		

C. Salary Distribution:

Your Task: Create class intervals for the salaries in the company. This will help you understand the salary distribution.

Upper limit i.,e maximum salary = 400000

Excel function used:- =MAX(G:G)

Lower limit i.,e minimum salary = 100

Excel function used:- =MIN(G:G)

Class interval = maximum salary-minimum salary
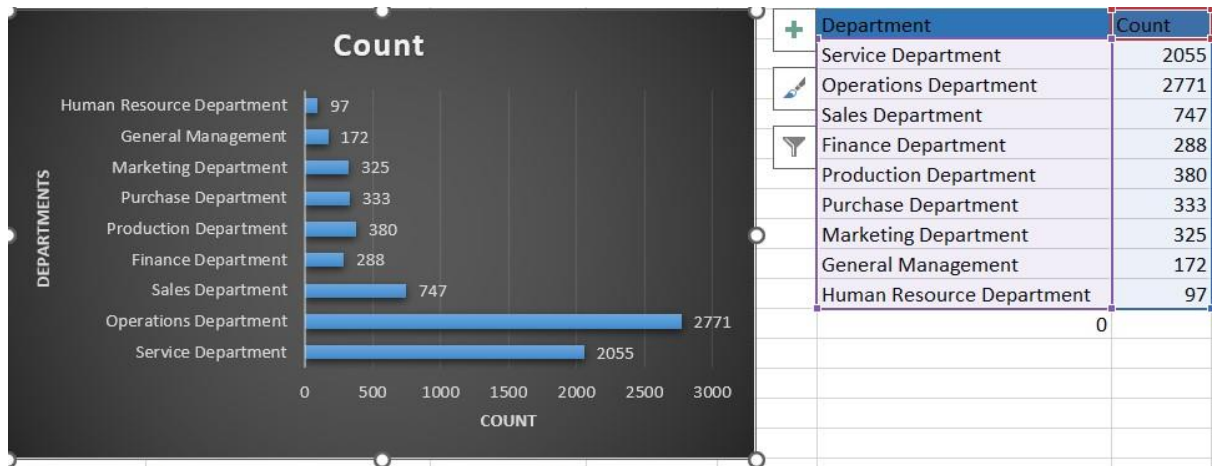
Excel function used:- =MAX(G:G)-MIN(G:G)

15	Max salary	400000
90	Min salary	100
00	Class Intervals	399900
87		

D. Departmental Analysis:

Your Task: Use a pie chart, bar graph, or any other suitable visualization to show the proportion of people working in different departments.

Arrange according to departments by using excel function:- =UNIQUE(E:E)

Count number of employees according to their department:- =COUNTIFS($E:$E,J37) and copy to rest of departments

Department	Count
Service Department	2055
Operations Department	2771
Sales Department	747
Finance Department	288
Production Department	380
Purchase Department	333
Marketing Department	325
General Management	172
Human Resource Department	97
	0

E. Position Tier Analysis:

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.

Arranging according to positions using excel function:- =UNIQUE(F:F)

Counting according to their positions using =COUNTIFS($F:$F,J67) and copy to the rest.

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