



HIRING PROCESS ANALYTICS

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PROJECT DESCRIPTION

- Hiring Process is one of the key attributes that decides a company's fate because if it's not done properly then company might face difficulties in future.
- In this Project, We will Analyze the hiring process data to provide some clarity.
- In this project we will try to identify - Total Hired Employee(Male/Female) ,Average Salary, Class Intervals and Charts.

Approach and Tech Used

- For this project, I'm using Microsoft Excel to run my queries. Microsoft Excel is a spreadsheet developed by Microsoft. It has calculation functions, charting tools, pivot tables and macros a programming language called Visual Basic for Applications (VBA). Excel is part of the Microsoft Office software suite.
- In this Project, Microsoft excel is Used the Most along with Microsoft PowerBI for more authentic Charts.

How many males and females are Hired ?

The function for this result:

=COUNTIFS(D2:D7169,"Male",C2:C7169,"Hired")
=COUNTIFS(D2:D7169,"Female",C2:C7169,"Hired")

Hired	Number of Employee
Male	2563
Female	1856

What is the average salary offered in this company ?

The function for this result:

- `=AVERAGEIF(E2:E7169,"Service Department",G2:G7169)`
`=AVERAGEIF(E2:E7169,"Operations Department",G2:G7169)`
`=AVERAGEIF(E2:E7169,"Sales Department",G2:G7169)`
`=AVERAGEIF(E2:E7169,"Finance Department",G2:G7169)`
`=AVERAGEIF(E2:E7169,"Production Department",G2:G7169)`
`=AVERAGEIF(E2:E7169,"Purchase Department",G2:G7169)`
`=AVERAGEIF(E2:E7169,"Marketing Department",G2:G7169)`
`=AVERAGEIF(E2:E7169,"General Management",G2:G7169)`
`=AVERAGEIF(E2:E7169,"Human Resource Department",G2:G7169)`

Departments	Avarage Salary
Service Department	50629.88418
Operations Department	49151.35438
Finance Department	49628.00694
Sales Department	49310.3807
Production Department	49448.48421
Purchase Department	52564.77477
Marketing Department	48489.93538
General Management	58722.09302
Human Resource Department	49002.27835

- Used the AVERAGEIF Function to uniquely identify the departments and do the average according to it.

Draw the class intervals for salary in the company ?

The Function To Find MAXIMUM and MINIMUM:

=MAX(G2:G7169)

=MIN(G2:G7169)

After Finding the MAXIMUM and MINIMUM ,We can calculate the range, For Intervals 5 bins were determined.

MAX SALARY	400000	
MIN SALARY	100	
RANGE	399900	
BINS	5	
RANGE/BINS	79980	

Draw the class intervals for salary in the company ?

The following function is used for Intervals:

```
=CONCATENATE(LEFT(C7227,3),"-"  
",LEFT(C7227,3)+$C$7230)  
=CONCATENATE(RIGHT(B7233,5)+1,"-"  
",RIGHT(B7233,5)+$C$7230)  
=CONCATENATE(RIGHT(B7234,6)+1,"-"  
",RIGHT(B7234,6)+$C$7230)  
=CONCATENATE(RIGHT(B7235,6)+1,"-"  
",RIGHT(B7235,6)+$C$7230)  
=CONCATENATE(RIGHT(B7236,6)+1,"-"  
",RIGHT(B7236,6)+$C$7230)
```

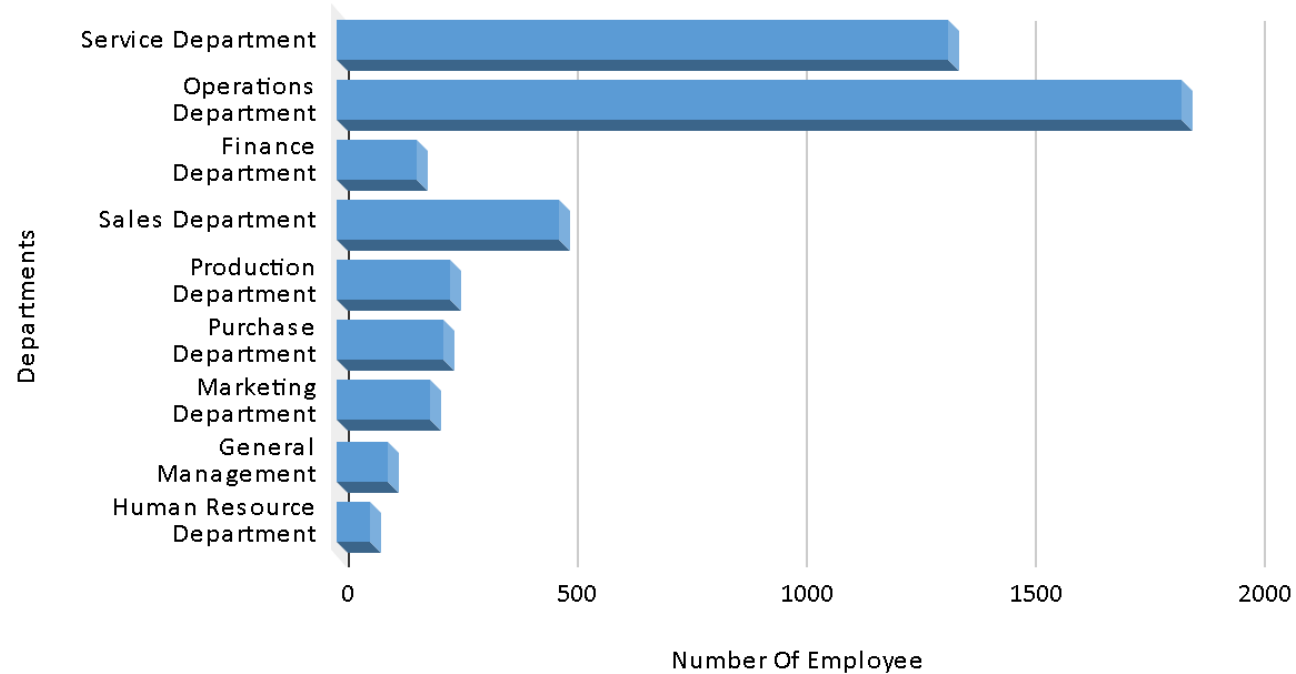
Class Interval For Salaries
100-80080
80081-160060
160061-240040
240041-320020
320021-400000



Charts And Plot

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

Number Of Employee vs. Departments



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

The function for this result:

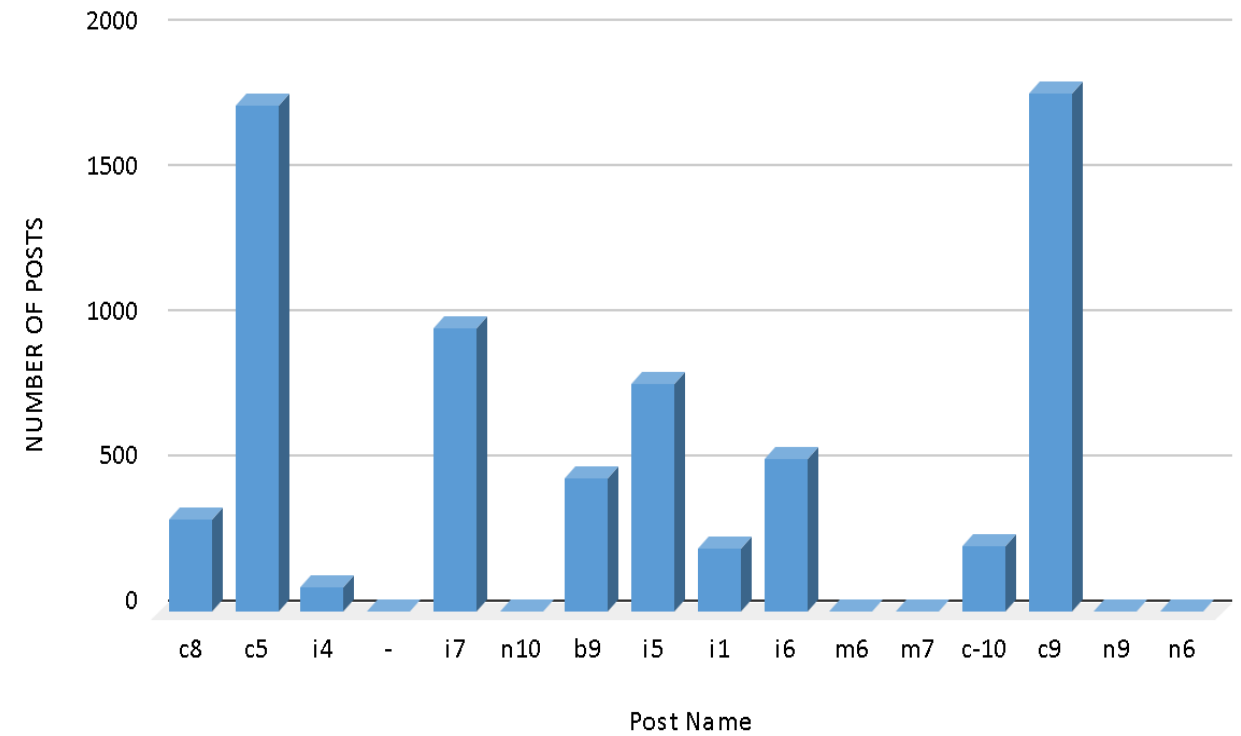
```
=COUNTIFS(E2:E7169,"Service Department",C2:C7169,"Hired")  
=COUNTIFS(E2:E7169," Operations  
Department",C2:C7169,"Hired") =COUNTIFS(E2:E7169," Sales  
Department",C2:C7169,"Hired") =COUNTIFS(E2:E7169," Finance  
Department",C2:C7169,"Hired") =COUNTIFS(E2:E7169," Production  
Department",C2:C7169,"Hired")  
=COUNTIFS(E2:E7169," Purchase Department",C2:C7169,"Hired")  
=COUNTIFS(E2:E7169," Marketing Department",C2:C7169,"Hired")  
=COUNTIFS(E2:E7169," General Management",C2:C7169,"Hired")  
=COUNTIFS(E2:E7169," Human Resource  
Department",C2:C7169,"Hired")
```

Representation different post tiers using chart.

Post Name	NUMBER OF POSTS
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

The no of post, table is used to draw the column chart

NUMBER OF POSTS vs. Post Name



Representation different post tiers using chart.

The function for this result:

=COUNTIF(F2:F7169,"c8")
=COUNTIF(F2:F7169,"c5")
=COUNTIF(F2:F7169,"i4")
=COUNTIF(F2:F7169,"-")
=COUNTIF(F2:F7169,"i7")
=COUNTIF(F2:F7169,"n10")
=COUNTIF(F2:F7169,"b9")
=COUNTIF(F2:F7169,"i5")
=COUNTIF(F2:F7169,"i1")
=COUNTIF(F2:F7169,"i6")
=COUNTIF(F2:F7169,"m6")
=COUNTIF(F2:F7169,"m7")
=COUNTIF(F2:F7169,"c-10")
=COUNTIF(F2:F7169,"c9")
=COUNTIF(F2:F7169,"n9")
=COUNTIF(F2:F7169,"n6")



THANK YOU

