

The background of the slide features a dense arrangement of 3D-rendered numbers (0-9) in a light blue color. These numbers are positioned on top of vertical blue pillars of varying heights, creating a sense of depth and a data-driven aesthetic.

HIRING PROCESS ANALYTICS

PROJECT DESCRIPTION

As a lead data analyst in Google, company ask to analysis their hiring process data and draw meaningful insight from it. The hiring process is a crucial function of any company, and understanding trends such as the number of rejections, interviews, job type, and vacancies can provide valuable insight for the hiring department.

To make the data useful for better insights we need to do some steps:

- ❖ Handling missing data – check if there are any missing values in the dataset. If there are, whether delete or replace it.
- ❖ Clubbing columns: if there are columns with multiple categories that can be combined, do so to simplify the data.
- ❖ Outlier detection: check for outliers in the dataset that may skew analysis.
- ❖ Removing outliers: decide the best strategy to handle outliers. This could be removing them, or leaving them as is, depending on the situation.

APPROACH

- Download and open the dataset in excel
- Try to understand the data and clean the data by finding missing values, duplicate values, outliers etc.
- Create table of dataset and use various statistical functions like if, stdev, sum, avg etc.
- Solve the problem one-by-one and use pivot table to make charts and graphs of data.
- Save the file and create ppt for better representation of data.

TECH STACK USED

This project is done with the help of two product of Microsoft office home and student 2021:

- ❑ Microsoft excel : It is a spreadsheet editor software which is used professionally to enter data , make table formats for different data, perform various mathematical by using formulas , use graphs and charts to get and display the insights in better or understandable way.
- ❑ Power point : This is used to present the data and insight briefly and in attractive way.

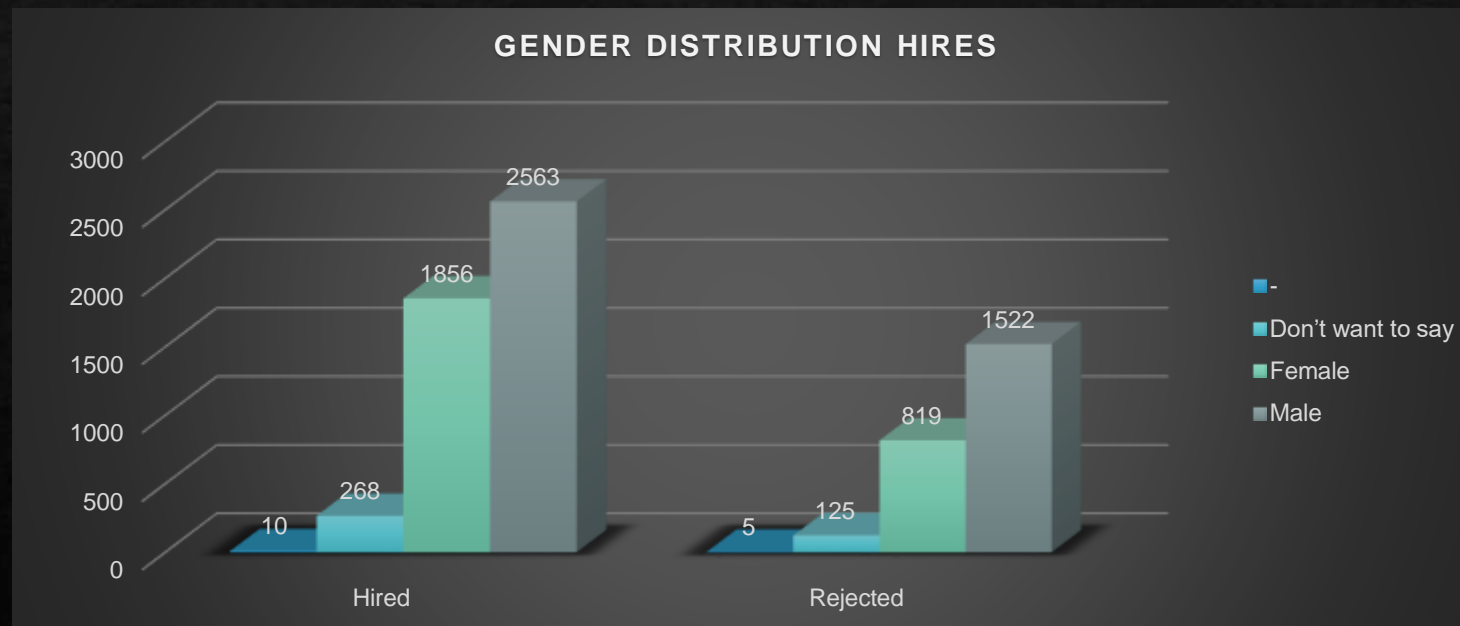
INSIGHTS

- ◊ While doing this project I have learned and gained the knowledge of various excel function which helped me to solve the question asked by the company.
- ◊ I have used various functions like sum, average, if etc.
- ◊ Also, I have used pivot table and charts to display the calculations.
- ◊ Then I make ppt of whole project for better presentation.

RESULT

- ◆ TASK A: HIRING ANALYSIS : Determine the gender distribution of hires. How many males and females hired by the company.

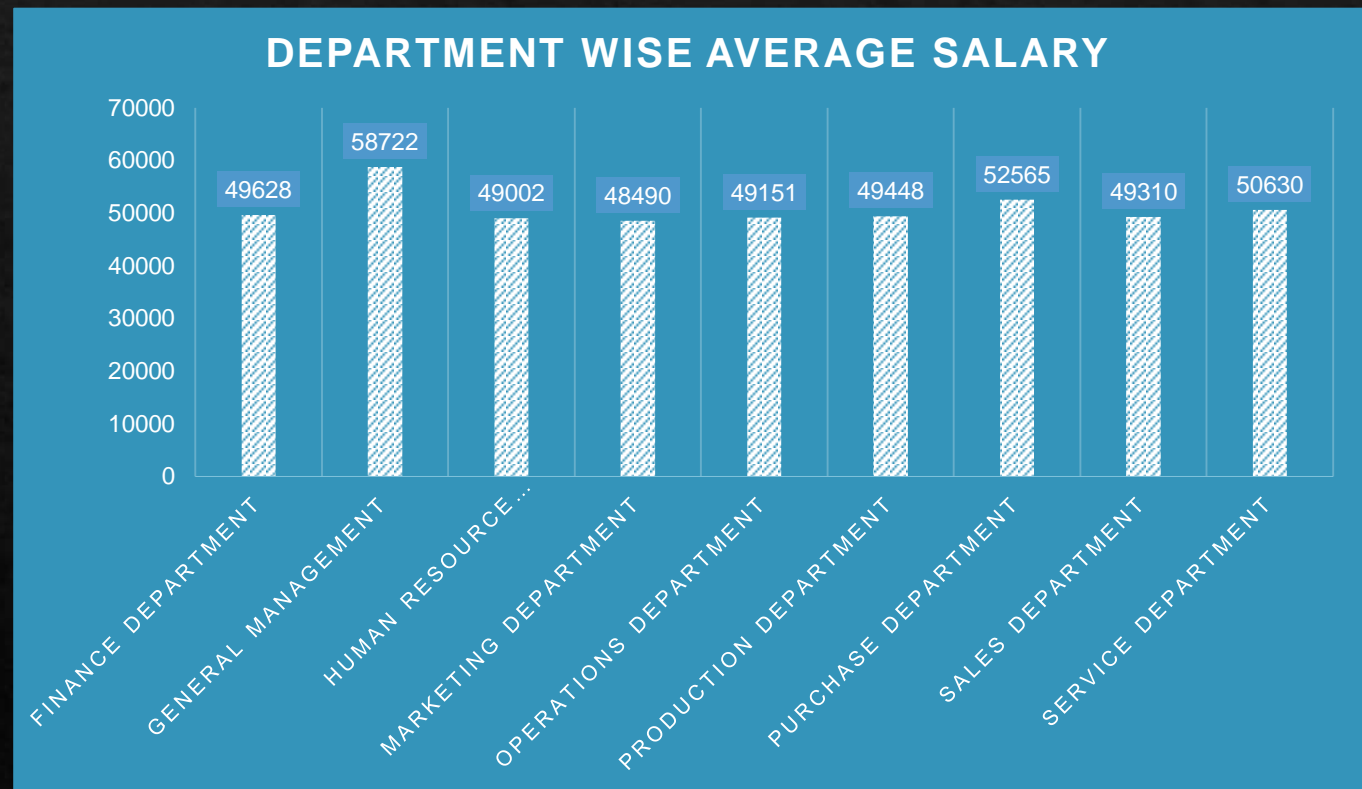
Count of Status	EVENT_NAME				
STATUS	-	Don't want to say	Female	Male	Grand Total
Hired	10	268	1856	2563	4697
Rejected	5	125	819	1522	2471
Grand Total	15	393	2675	4085	7168



TASK B: SALARY ANALYSIS : WHAT IS THE AVERAGE SALARY OFFERED BY COMPANY

◇ **AVERAGE SALARY OFFERED = 49983**

DEPARTMENT	Average of Offered Salary
Finance Department	49628
General Management	58722
Human Resource Department	49002
Marketing Department	48490
Operations Department	49151
Production Department	49448
Purchase Department	52565
Sales Department	49310
Service Department	50630
Grand Total	49983



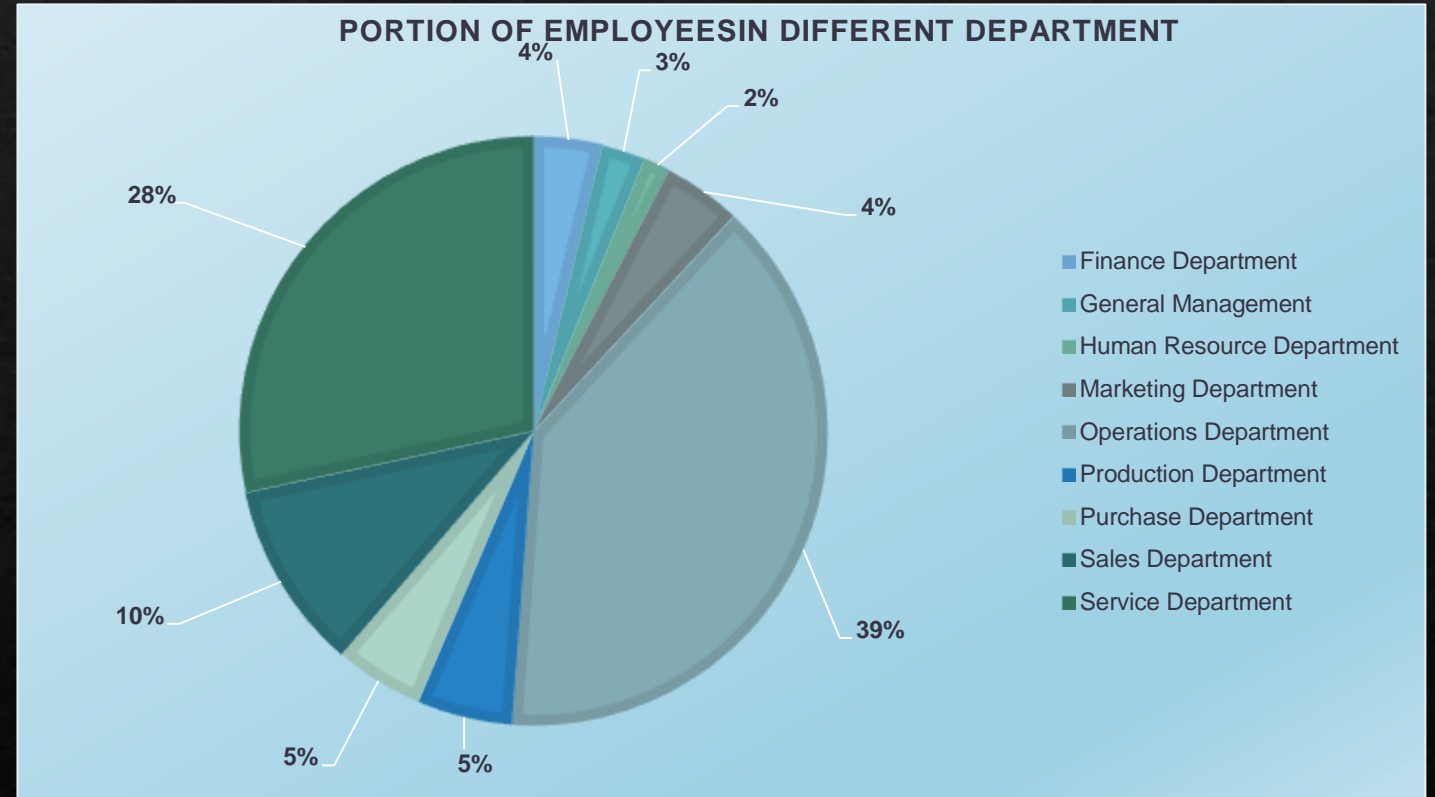
TASK C: SALARY DISTRIBUTION: CREATE THE CLASS INTERVAL FOR SALARIES HELP TO UNDERSTAND SALARY DISTRIBUTION

SALARY INTERVAL	Count of Offered Salary
(blank)	
100-10099	686
10100-20099	728
20100-30099	711
30100-40099	713
40100-50099	777
50100-60099	754
60100-70099	698
70100-80099	733
80100-90099	716
90100-100099	649
190100-200099	1
290100-300099	1
390100-400099	1
Grand Total	7168



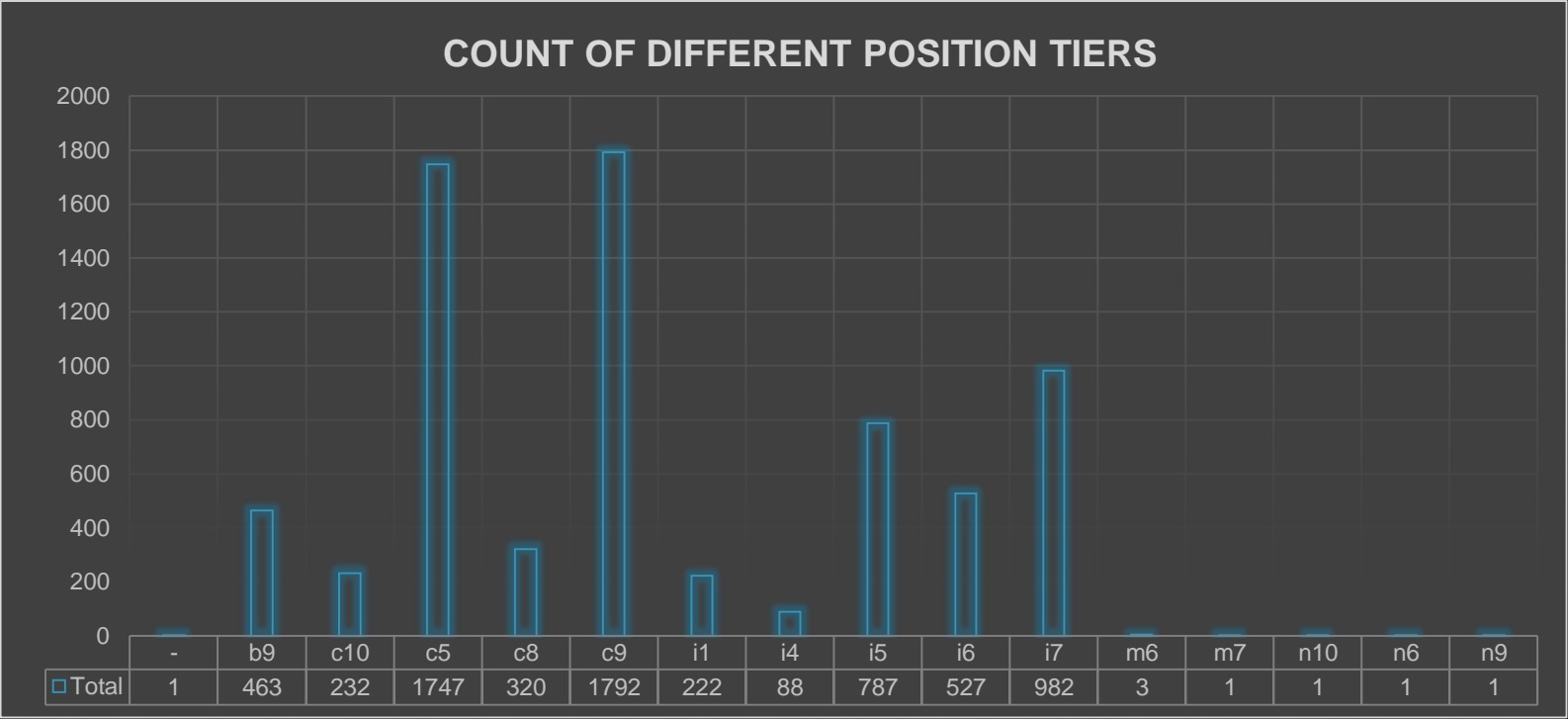
TASK D: DEPARTMENTAL ANALYSIS: SHOW THE PORTION OF PEOPLE WORKING IN DIFFERENT DEPARTMENT

Count of event_name	Column Labels		
Row Labels	Hired	Grand Total	Grand TotalL %
Finance Department	176	176	3.75%
General Management	113	113	2.41%
Human Resource Department	70	70	1.49%
Marketing Department	202	202	4.30%
Operations Department	1843	1843	39.24%
Production Department	246	246	5.24%
Purchase Department	230	230	4.90%
Sales Department	485	485	10.33%
Service Department	1332	1332	28.36%
Grand Total	4697	4697	100.00%



TASK E: POSITION TIER ANALYSIS : REPRESENT THE DIFFERENT POSITION TIERS WITHIN THE COMPANY.

POST NAME	Count of Post Name
-	1
b9	463
c10	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
Grand Total	7168



Hyperlink of excel file:

https://docs.google.com/spreadsheets/d/1NxZploP3ukyiaRfLvVKS_GRZHHBc2Cf7/edit?usp=sharing&ouid=106249217706005764863&rtpof=true&sd=true