HIRING PROCESS ANALYTICS

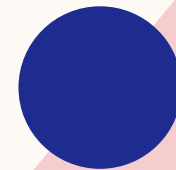Ritvik Kulkarni

AGENDA

PROJECT DESCRIPTION

APPROACH

TECH-STACK USED

PROBLEM

RESULTS

PROJECT DESCRIPTION

Today's project is the based on the company function of hiring process. Here we get to know the trends about the hiring process. Trends such as number of rejection, number of interviews conducted, types of jobs etc. These are the important factors while considering for hiring. A data analyst job is to find such trends.

Using the data set attached we are going to perform analysis and extract all the required information for consideration of hiring and pass on the data to the hiring department so that they can read it and take a proper decision required for the company.

APPROACH

- Today's data is purely performed on excel application as excel has many statistical functions which can be used for analysis

- The first step is to understand the data columns and provided

- Then to check whether it has any missing data and correct it accordingly

- Checking for any outliers and removing of outliers found

- Summarizing of data in a neat and concise form.

TECH-STACK USED

- Microsoft Excel – Used to perform statistical functions and creating charts and tables
- Microsoft Powerpoint – Used to create presentation to make it look attractive.

PROBLEM

1. Number of male and female hired.
2. Average Salary offered in the company
3. Class intervals of the salary offered.
4. People working in the different department of the company.
5. Types of post tiers present in the company

RESULT

1. Hiring

We first select the complete table and add a pivot table using it and add gender to columns row and user-id in the values and give it count function and filter the data using status column and select hired. The following chart shows us the result.
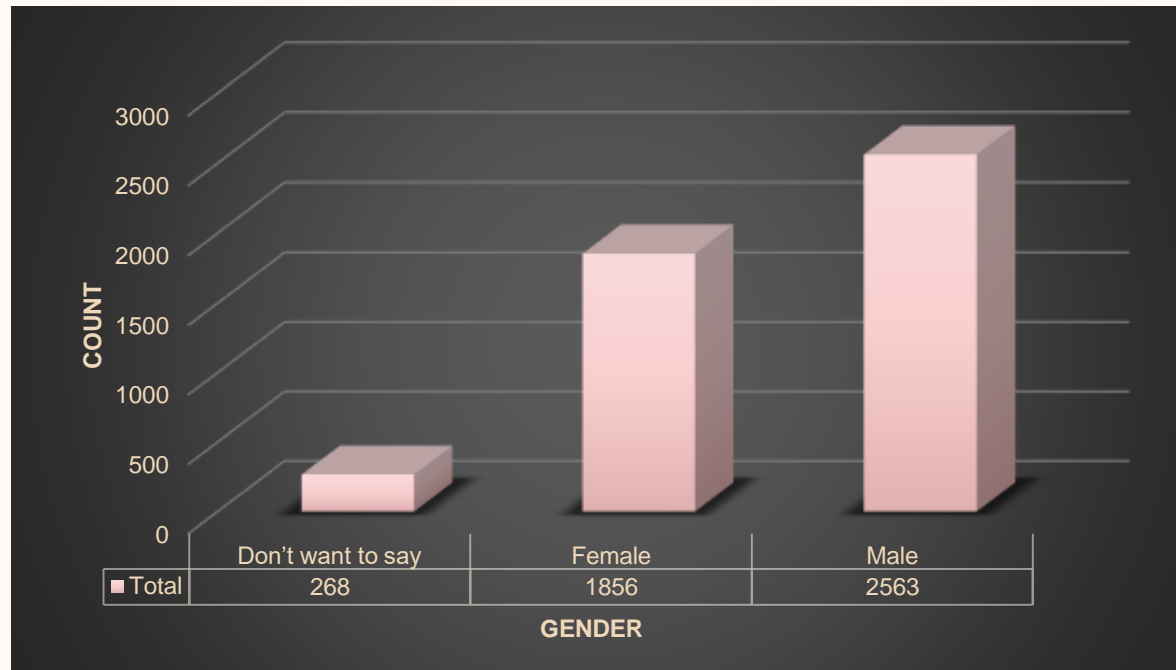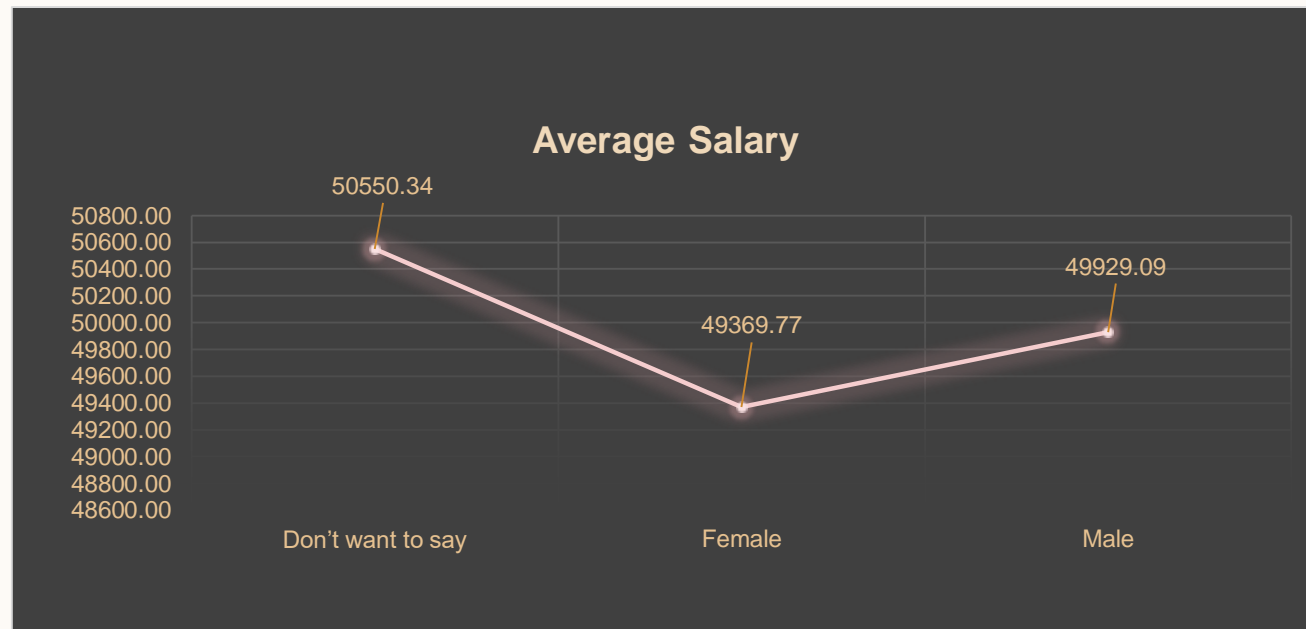
2. Average Salary

The average salary is counted by the sum of the salary divided by the total number of employee.

The Average salary of the company = 49752.90

The following chart shows us the average salary according to the gender
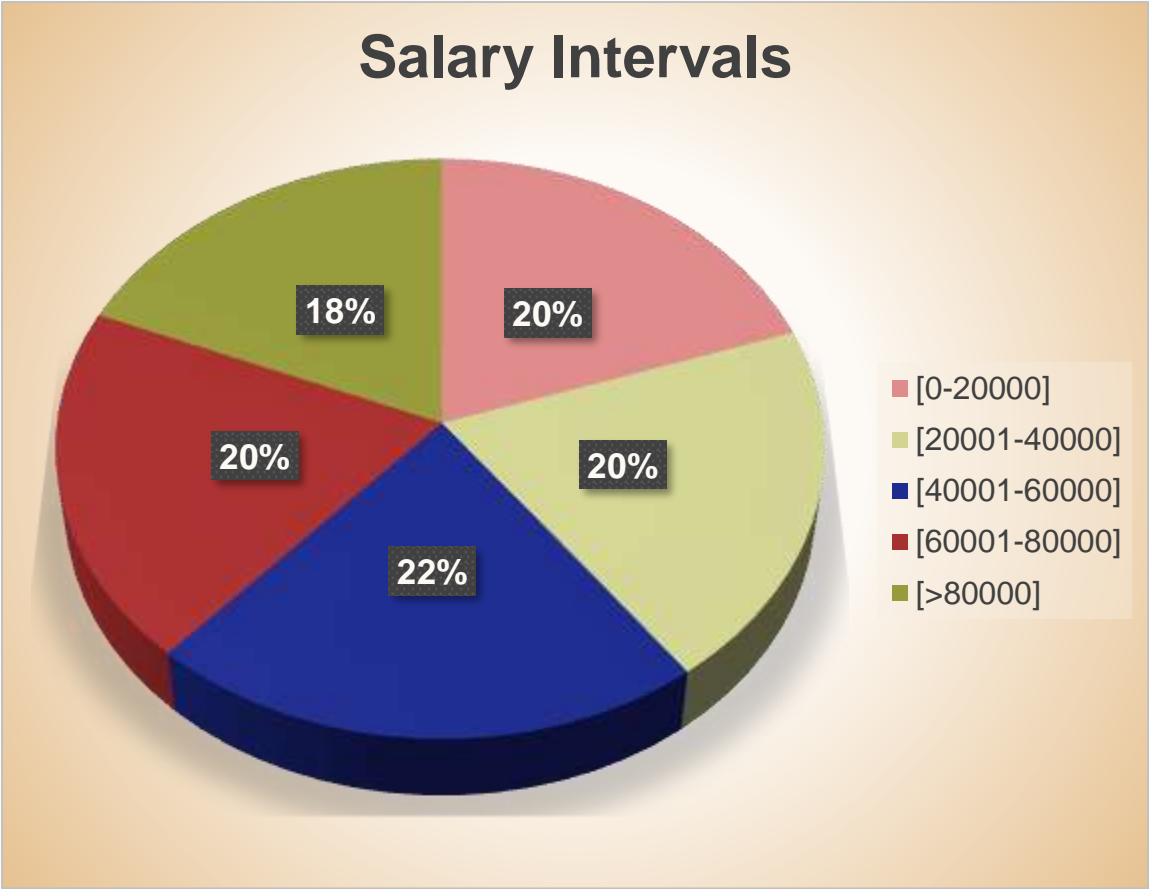
3.Salary Intervals

To complete this task I have used the 'COUNTIFS' function to arrange the data into different intervals. After creating the intervals I used pivot table to create a pie chart. We can see the different intervals of salary in the given table and percentage of people in the form of pie chart.

Example :-

Range	[0-20000]	[20001-40000]	[40001-60000]	[60001-80000	[>80000]
Total	928	943	1021	929	876

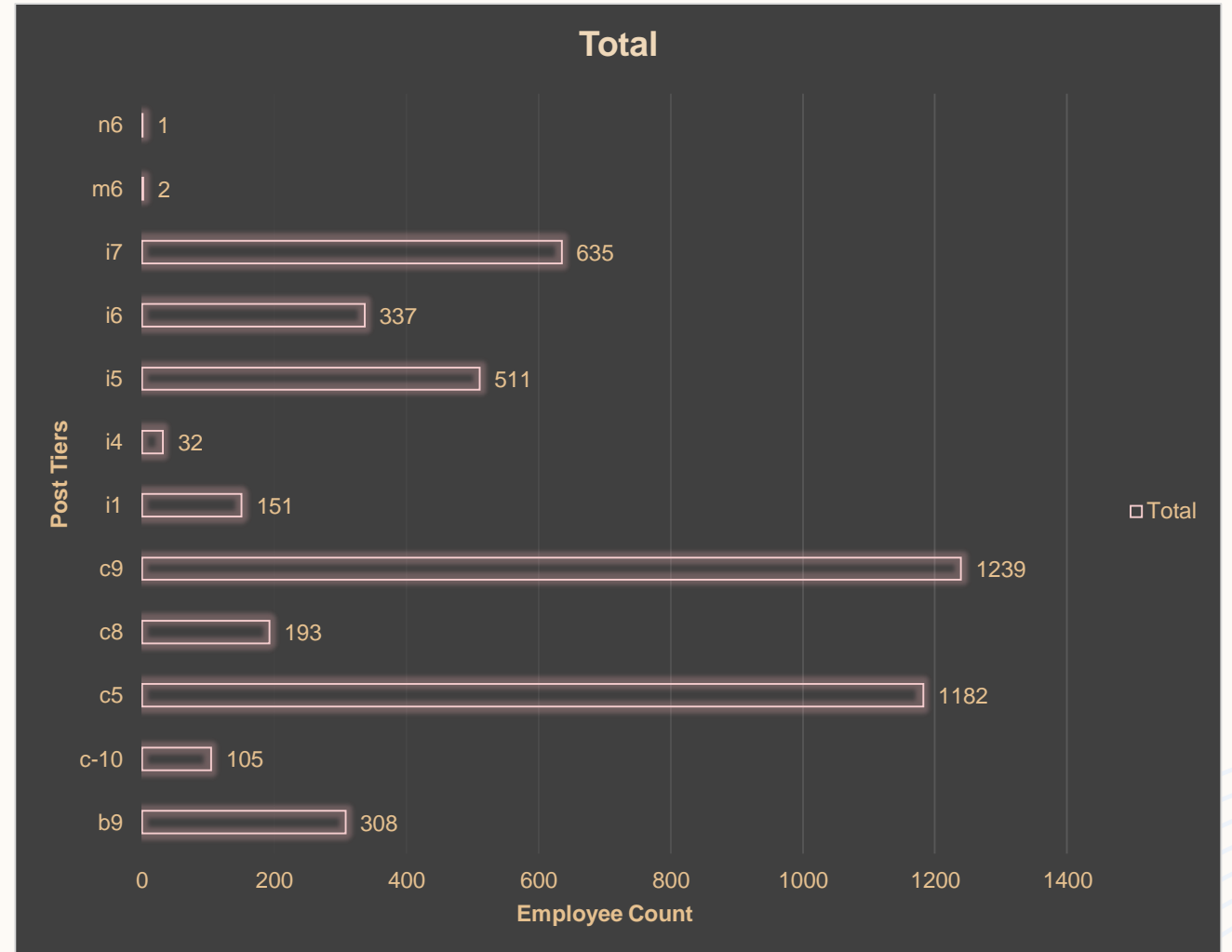# 4. People working in the different department of the company

The following chart shows us the people working in diff company, We can see the maximum number of the people are in the Operations department and least number in the human resource department.
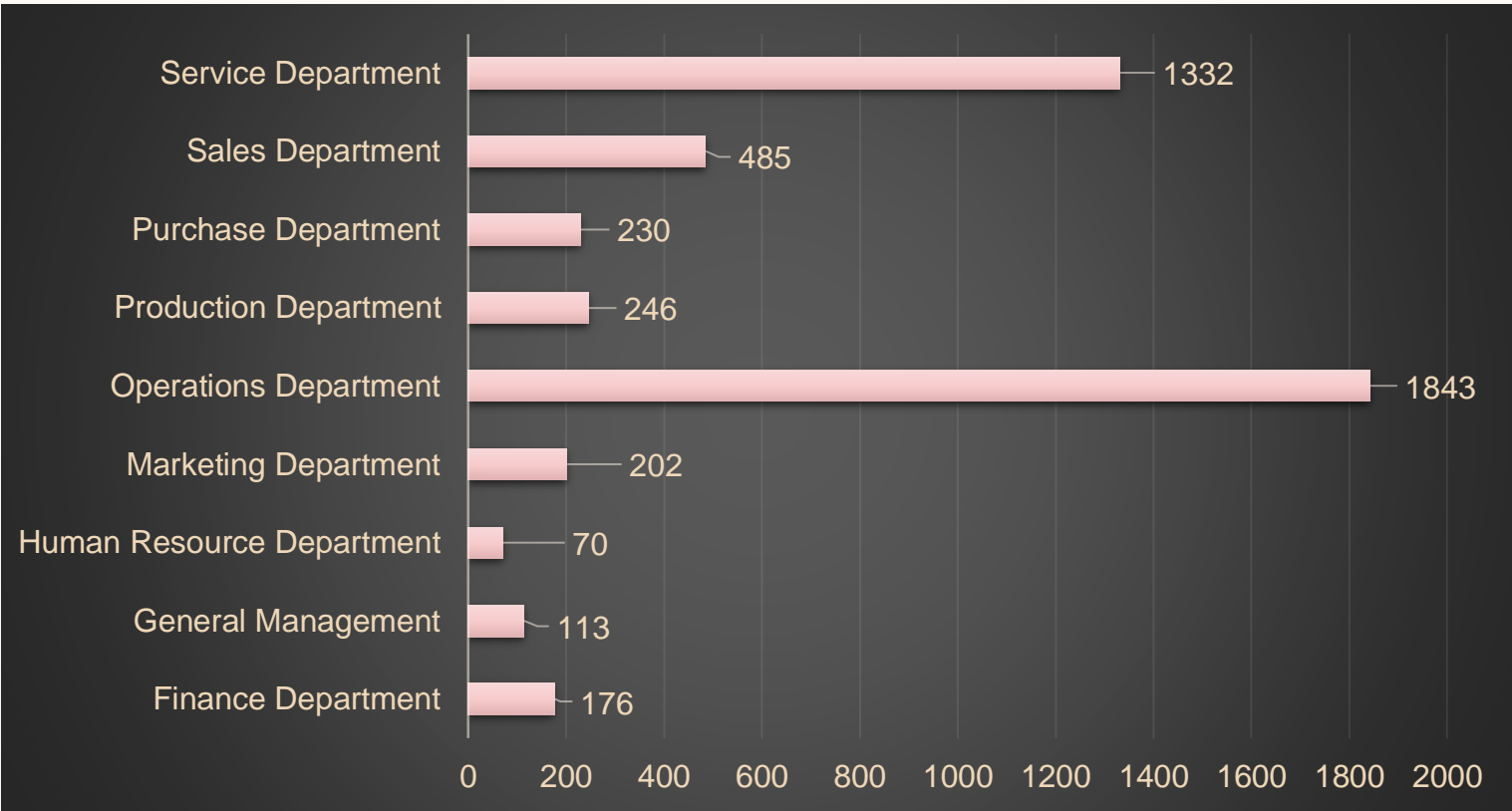
5.POST TIERS

The following Table represents the data about the number of different tiers in the company and how many people belong to each tier.

We do this operation using the pivot table function with post tiers on the y-axis and employee count on the x-axis.

THANK YOU