Hiring Process Analytics

Project Discription

Hiring process is the fundamental and the most important function of a company. Here, the MNCs get to know about the major underlying trends about the hiring process. Trends such as- number of rejections, number of interviews, types of jobs, vacancies etc. are important for a company to analyse before hiring freshers or any other individual. Thus, making an opportunity for a Data Analyst job here too!

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

You are working for a MNC such as Google as a lead Data Analyst and the company has provided with the data records of their previous hirings and have asked you to answer certain questions making sense out of that data.

Approach

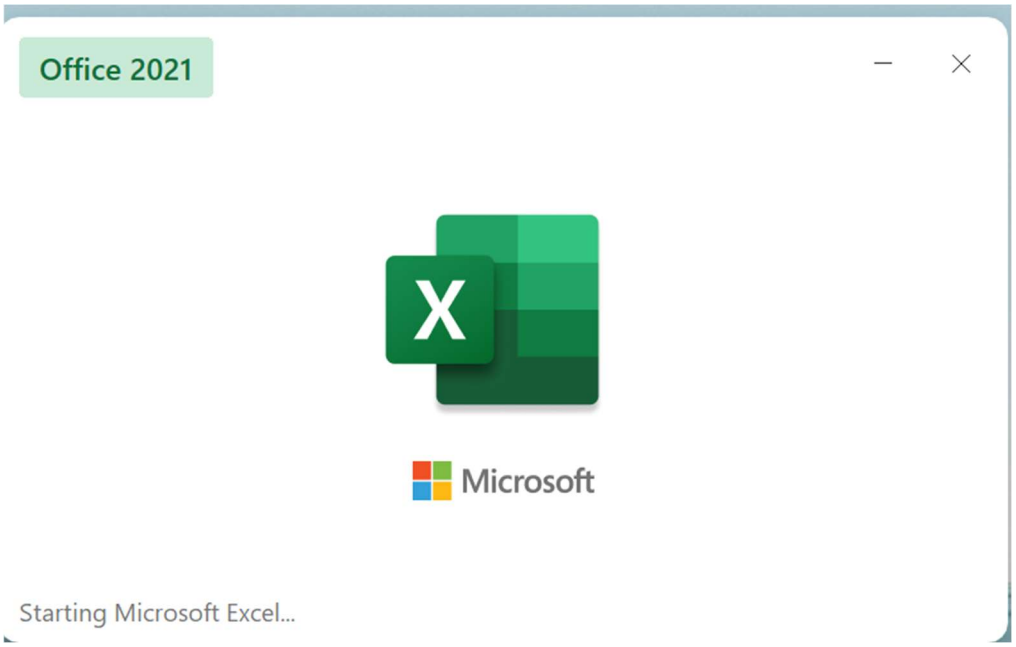
You are given a dataset of a company where the details about people who registered for a particular post in a department of this company. You are required to use your knowledge in statistics and use different formulas in excel and draw necessary conclusions about the company.

Use the below **Steps for EDA**

1. Understanding data columns and data
2. Checking for missing data
3. Clubbing columns with multiple categories
4. Checking for outliers
5. Removing outliers
6. Drawing Data Summary

Tech Stack Used

Name : Microsoft Excel 2021 and other functionalities of MS Excel like charts, Pivot tables etc.



Insight and Results

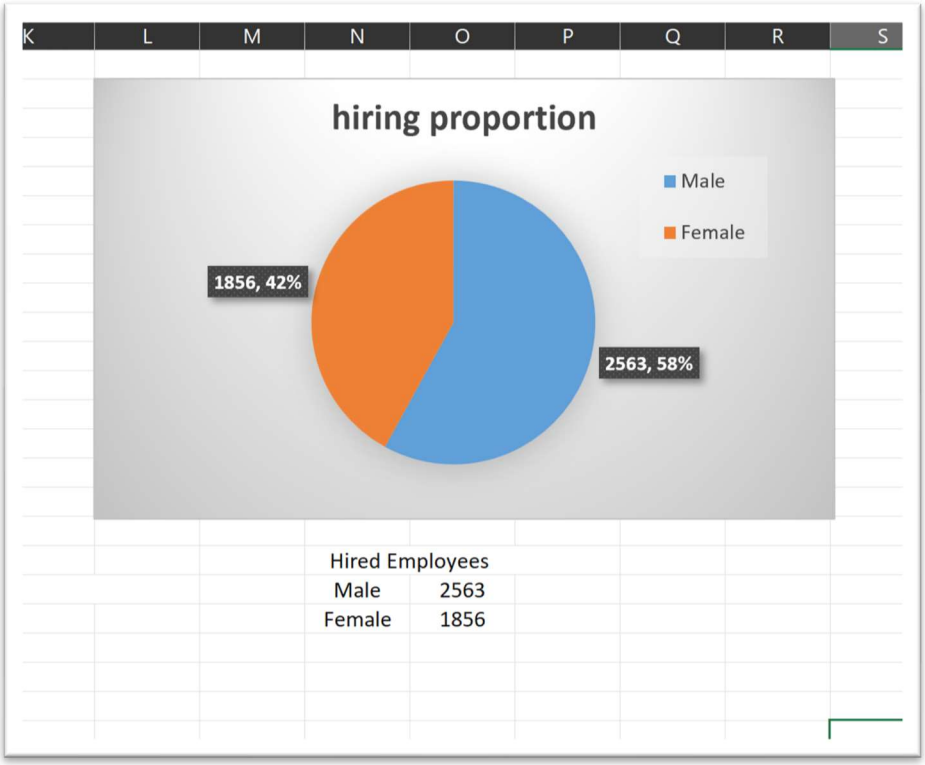
A. **Hiring:** Process of intaking of people into an organization for different kinds of positions.
Your task: How many males and females are Hired ?

Simple Excel formulas to find hiring proportion:

{ =COUNTIFS(Table1[event_name],"Male",Table1[Status],"Hired")

=COUNTIFS(Table1[event_name],"Female",Table1[Status],"Hired") }

We can also find this by making our data as table and apply appropriate filters.



B. **Average Salary:** Adding all the salaries for a select group of employees and then dividing the sum by the number of employees in the group.
Your task: What is the average salary offered in this company ?

Simple Excel formula to find average salary offered by company to different departments:

=SUMIFS(Table1[OfferedSalary],Table1[Status],AI26,Table1[Department],AN23)
/COUNTIFS(Table1[Status],AI26,Table1[Department],AN23)

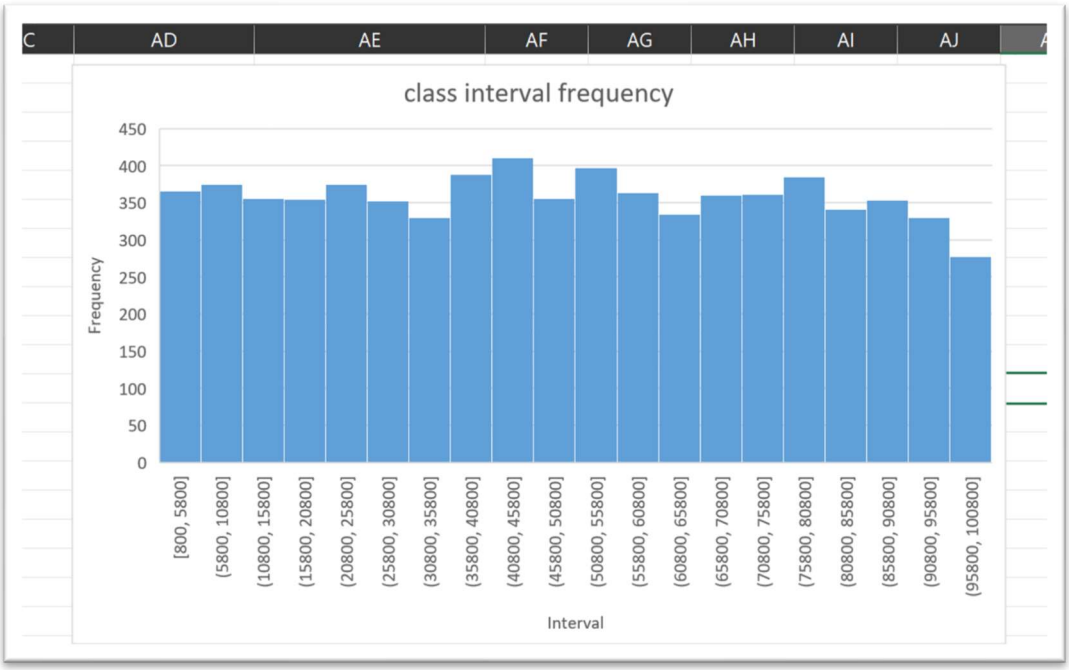
Likewise, We can apply this formula for different Departments.

Average salary offered by comapany to different departments

Service Department	50549.52
Finance Department	48748.28
Operations Departmen	48914.19
General Management	60810.2
Marketing Department	47843.4
Production Departmen	49350.87
Purchase Department	52086.57
Sales Department	48539.55
Human Resource Depa	49014.4

C. **Class Intervals:** The class interval is the difference between the upper class limit and the lower class limit.
Your task: Draw the class intervals for salary in the company ?

Class interval is visualized by histogram and table is done using the help of pivot table and grouping function.



AD	AE
Row Labels	**Count of application_id**
<800	2
800-5799	366
5800-10799	375
10800-15799	356
15800-20799	354
20800-25799	375
25800-30799	352
30800-35799	330
35800-40799	387
40800-45799	410
45800-50799	357
50800-55799	397
55800-60799	363
60800-65799	334
65800-70799	360
70800-75799	360
75800-80799	386
80800-85799	341
85800-90799	353
90800-95799	330
95800-100799	277
>100800	3
Grand Total	**7168**

Here we clearly can see there are outliers in our data.

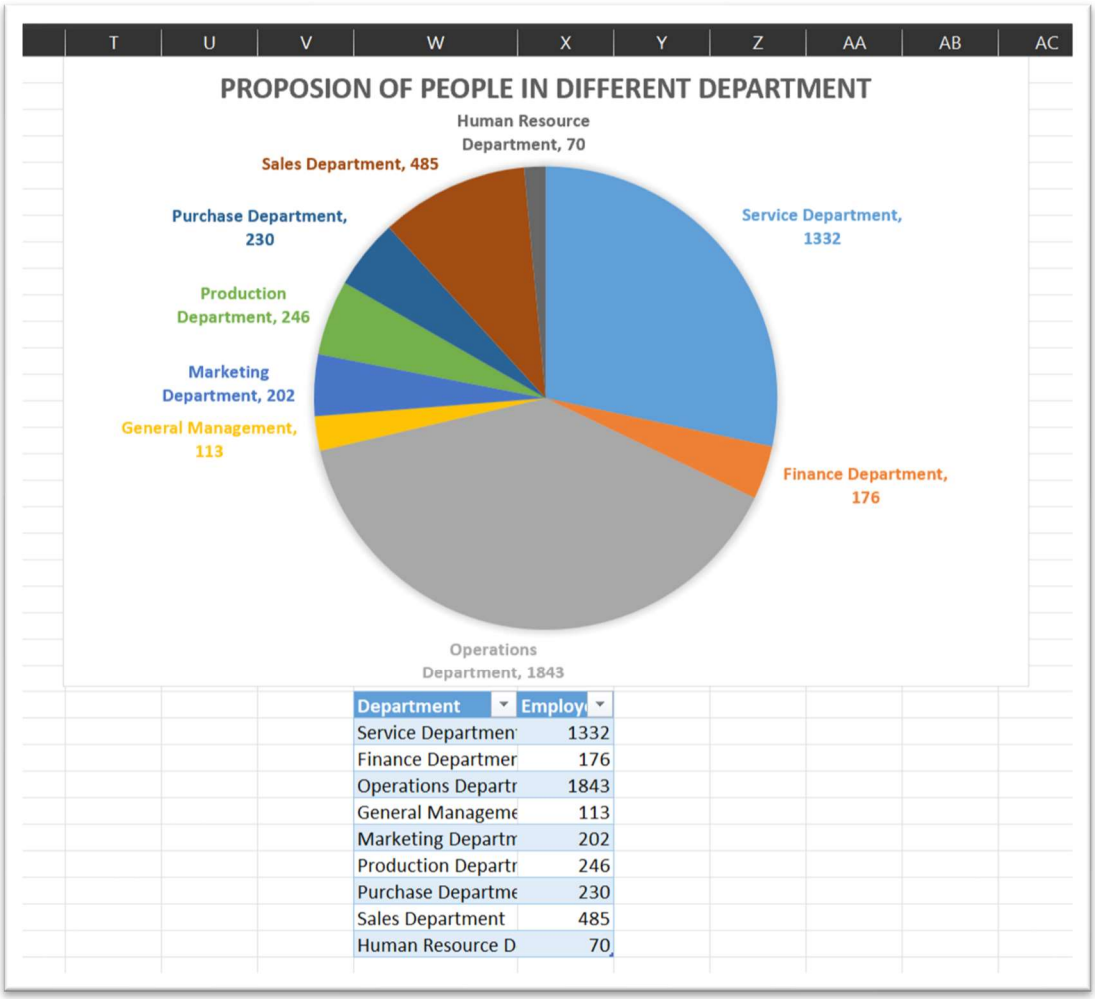
If we draw our histogram with outliers than our distribution will be wrong.

So we have not included outliers in our histogram.

D. **Charts and Plots:** This is one of the most important part of analysis to visualize the data.
Your task: Draw Pie Chart / Bar Graph (or any other graph) to show proportion of people working different department ?

Simple Excel formula to find hired employees in each department:

=COUNTIFS(Table1[Status],"Hired",Table1[Department],"Sales Department")

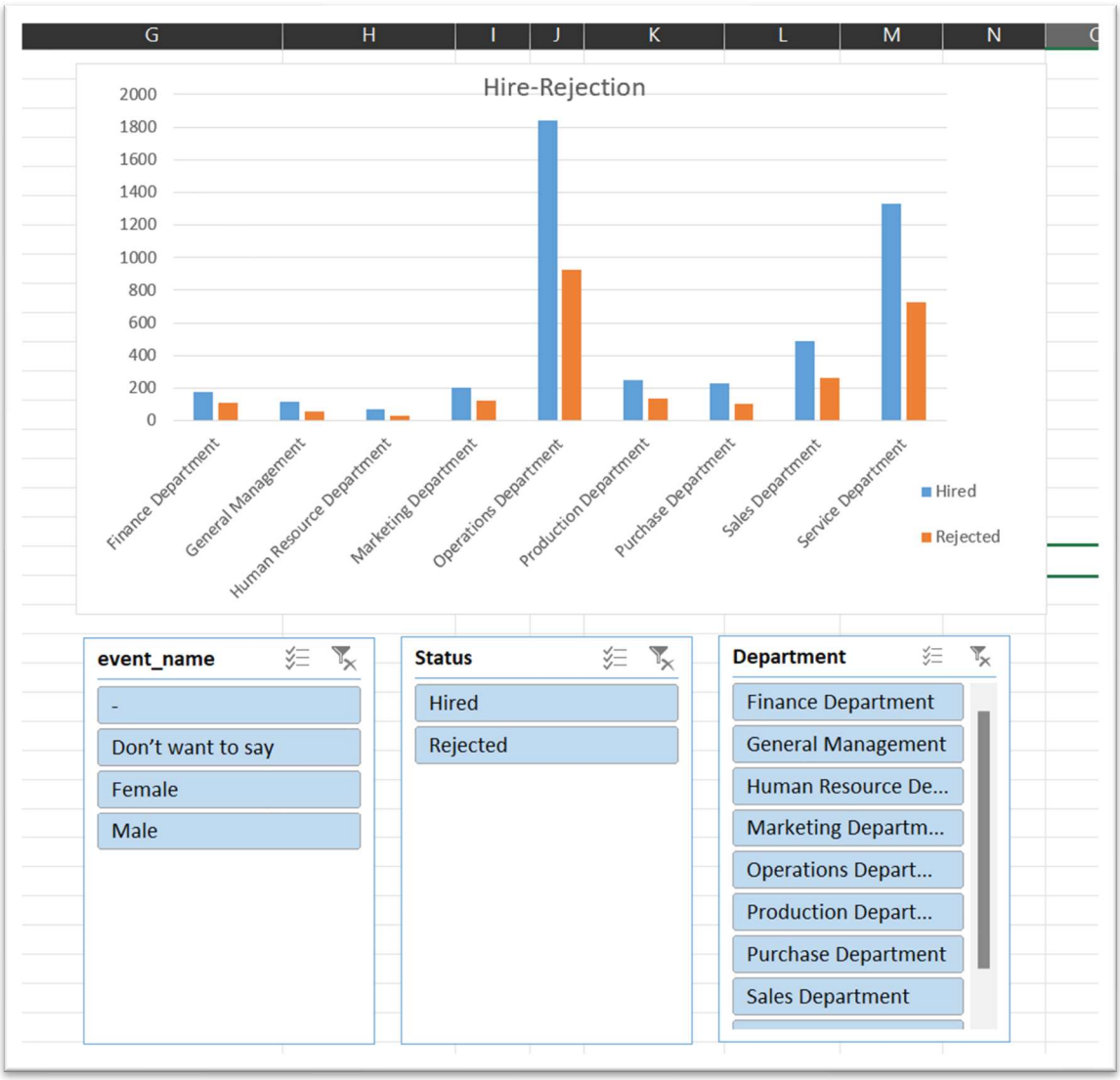


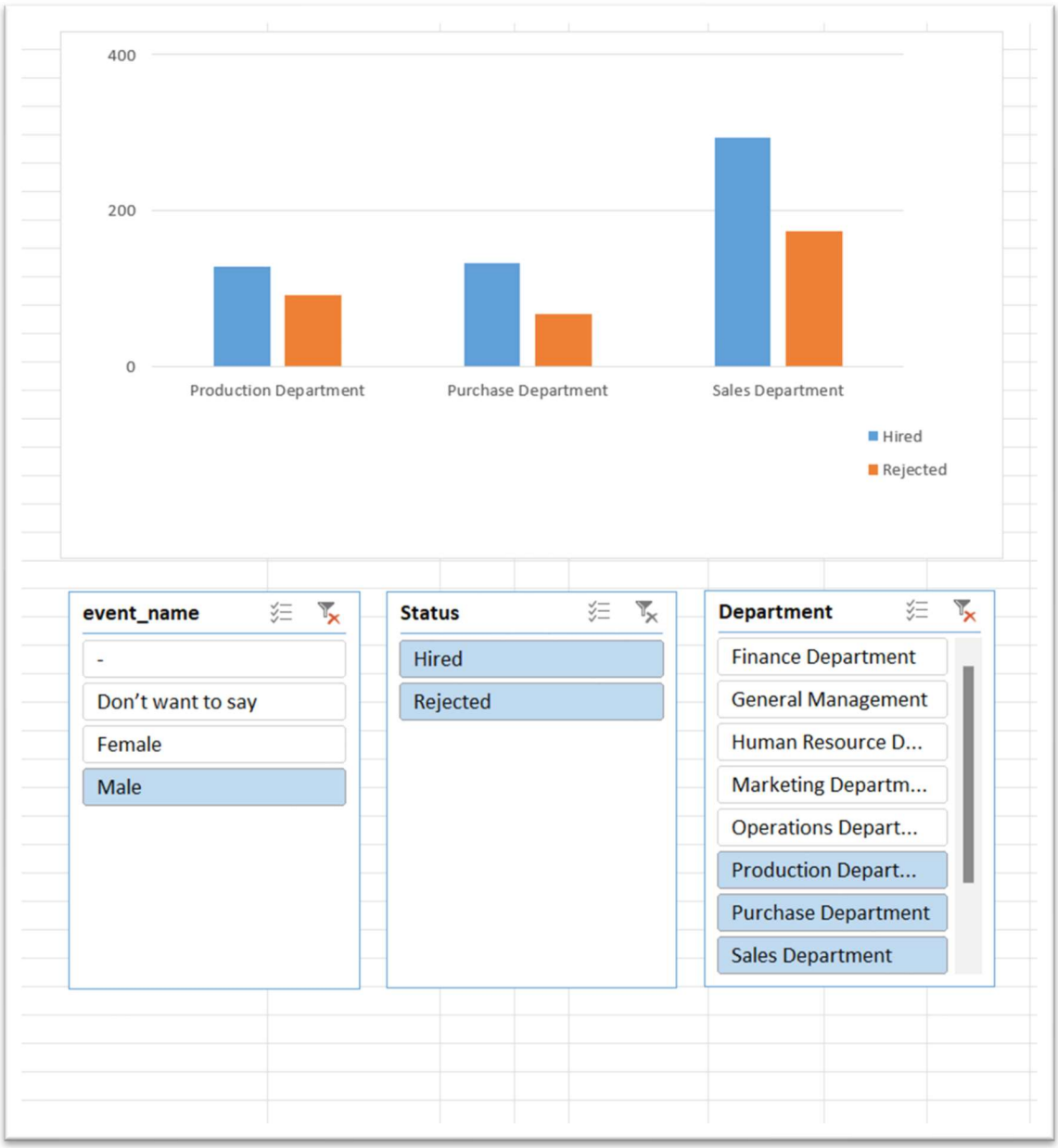
Pie Chart is used with view to presenting the data effectively.

E. **Charts:** Use different charts and graphs to perform the task representing the data.
Your task: Represent different post tiers using chart/graph?

With the use of pivot table and bar chart tha data of hired and rejected candidates are presented.

Slicer is also inserted in the chart so one can easily see tha data of specific department along with gender.




400
200
0
Production Department
Purchase Department
Sales Department
Hired
Rejected
event_name
-
Don't want to say
Female
Male
Status
Hired
Rejected
Department
Finance Department
General Management
Human Resource D...
Marketing Departm...
Operations Depart...
Production Depart...
Purchase Department
Sales Department

~~~~~~The End~~~~~~