PROJECT 4

Hiring Process Analytics:

Description:

Imagine you're a data analyst at a multinational company like Google. Your task is to analyze the company's hiring process data and draw meaningful insights from it. The hiring process is a crucial function of any company, and understanding trends such as the number of rejections, interviews, job types, and vacancies can provide valuable insights for the hiring department.

As a data analyst, you'll be given a dataset containing records of previous hires. Your job is to analyze this data and answer certain questions that can help the company improve its hiring process.

Data Analytics Tasks:

After downloading the dataset. By using Excel.

A. Hiring Analysis: The hiring process involves bringing new individuals into the organization for various roles.

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

FORMULA:

BY USING COUNTIF FUNCTION :

=COUNTIF(Table1[event_name],"Male") #FOR TOTAL MALES

=COUNTIF(Table1[event_name],"Female") #FOR TOTAL FEMALES

1	MALES	FEMALES
	4085	2675

B. Salary Analysis: The average salary is calculated by adding up the salaries of a group of employees and then dividing the total by the number of employees.

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

FORMULA:

=AVERAGEIFS(Table1[Offered Salary],Table1[Department],I7)

USING AVERAGEIFS WE CAN CALCULATE THE AVERAGE SALARY OFFERED BY COMPANY

2	DEPARTMENTS	AVERAGE SALARY
	Finance Department	49628.01
	General Management	58722.09
	Human Resource Department	49002.28
	Marketing Department	48489.94
	Operations Department	49151.35
	Production Department	49448.48
	Purchase Department	52564.77
	Sales Department	49310.38
	Service Department	50629.88

C. Salary Distribution: Class intervals represent ranges of values, in this case, salary ranges. The class interval is the difference between the upper and lower limits of a class.

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

Create a new sheet and name it salary distiribution.

Using Max and Min function on Offered Salary

Formulas:

=MAX(Offered Salary)

=MIN(Offered Salary)

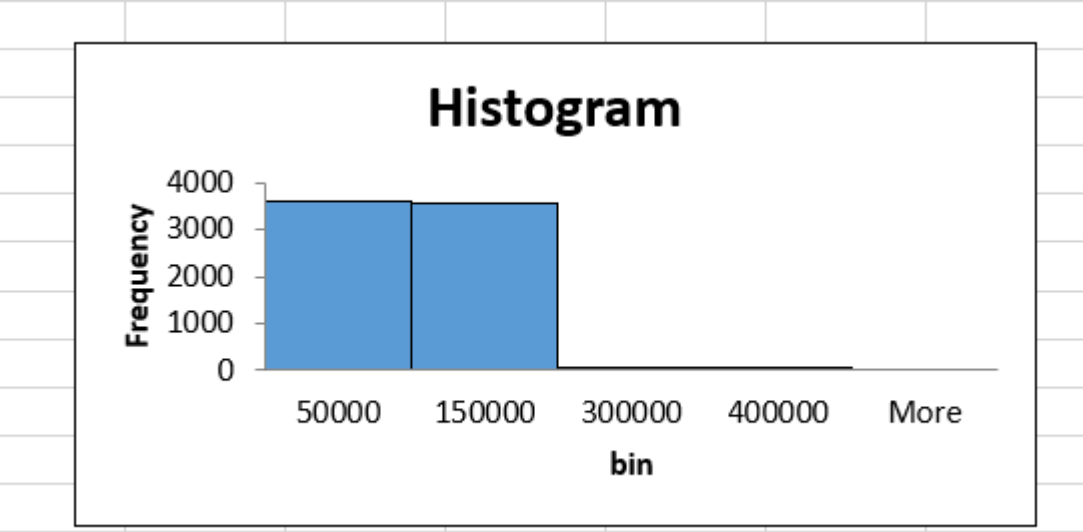
Create a new columns, class limit and bin. And add values in it.

CLASS LIMIT	bin
50-50000	50000
50001-150000	150000
150001-300000	300000
300001-400000	400000

MAX	400000.00
MIN	100.00

Next go th Data analysis tab and create bin and Frequencies using data analysis.

And create Histogram



bin	Frequency
50000	3612
150000	3552
300000	2
400000	1
More	0

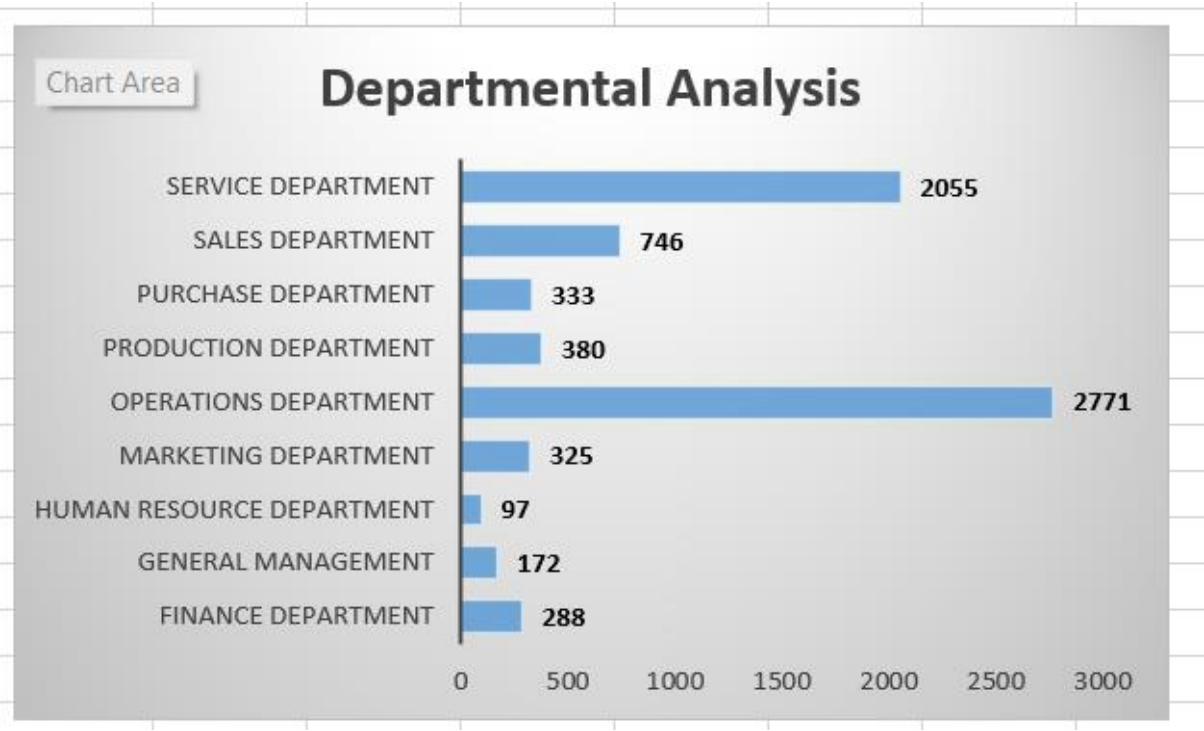
Offered SALARY	Frequency
50-50000	3612
50001-150000	3552
150001-300000	2
300001-400000	1

D. Departmental Analysis: Visualizing data through charts and plots is a crucial part of data analysis.

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

Using Pivot Tables and adding Relavent columns and Rows to find Department Wise Analysis

Row Labels	Count of Offered Salary
Finance Department	288
General Management	172
Human Resource Department	97
Marketing Department	325
Operations Department	2771
Production Department	380
Purchase Department	333
Sales Department	746
Service Department	2055
Grand Total	**7167**



E. Position Tier Analysis: Different positions within a company often have different tiers or levels.

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.

Using Pivot tables ADD post name and count into the values, we get position wise analysis

Row Labels	Count of Offered Salary
b9	463
c-10	232
c5	1747
c8	320
c9	1792
i1	222
i4	88
i5	787
i6	527
i7	981
m6	3
m7	1
n10	1
n6	1
n9	1