

Hiring Process Analytics

BY SHIVAM





Agenda

- Project Description
- Approach
- Tech-Stack Used
- Insights
- Result



Description

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!



Approach

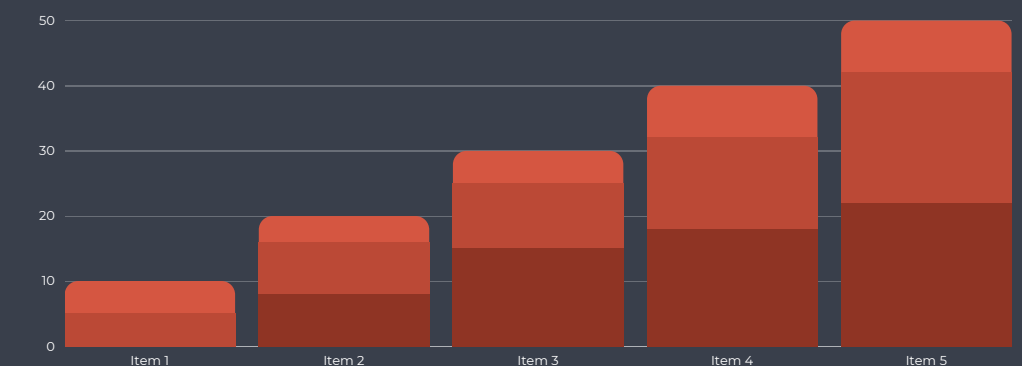


Exploratory data analysis(EDA) is used. (EDA) is an analysis approach that identifies general patterns in the data. These patterns include outliers and features of the data that might be unexpected



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



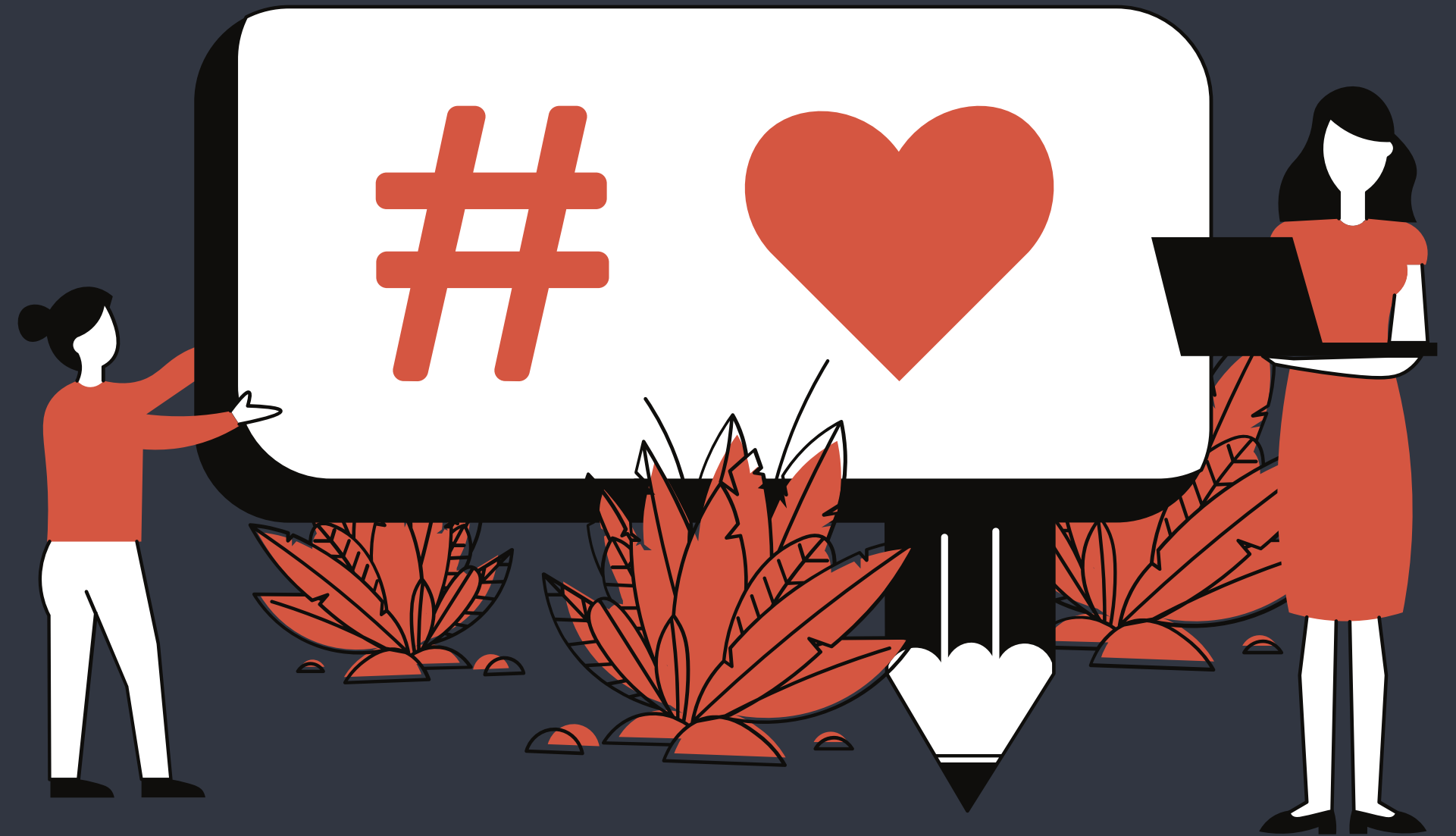


Tech-Stack Used

Excel is used in the project since it allows quickly manipulate, visualize and analyze the data. Excel's pivot tables are a great way to summarize and analyze large amounts of data



INSIGHTS

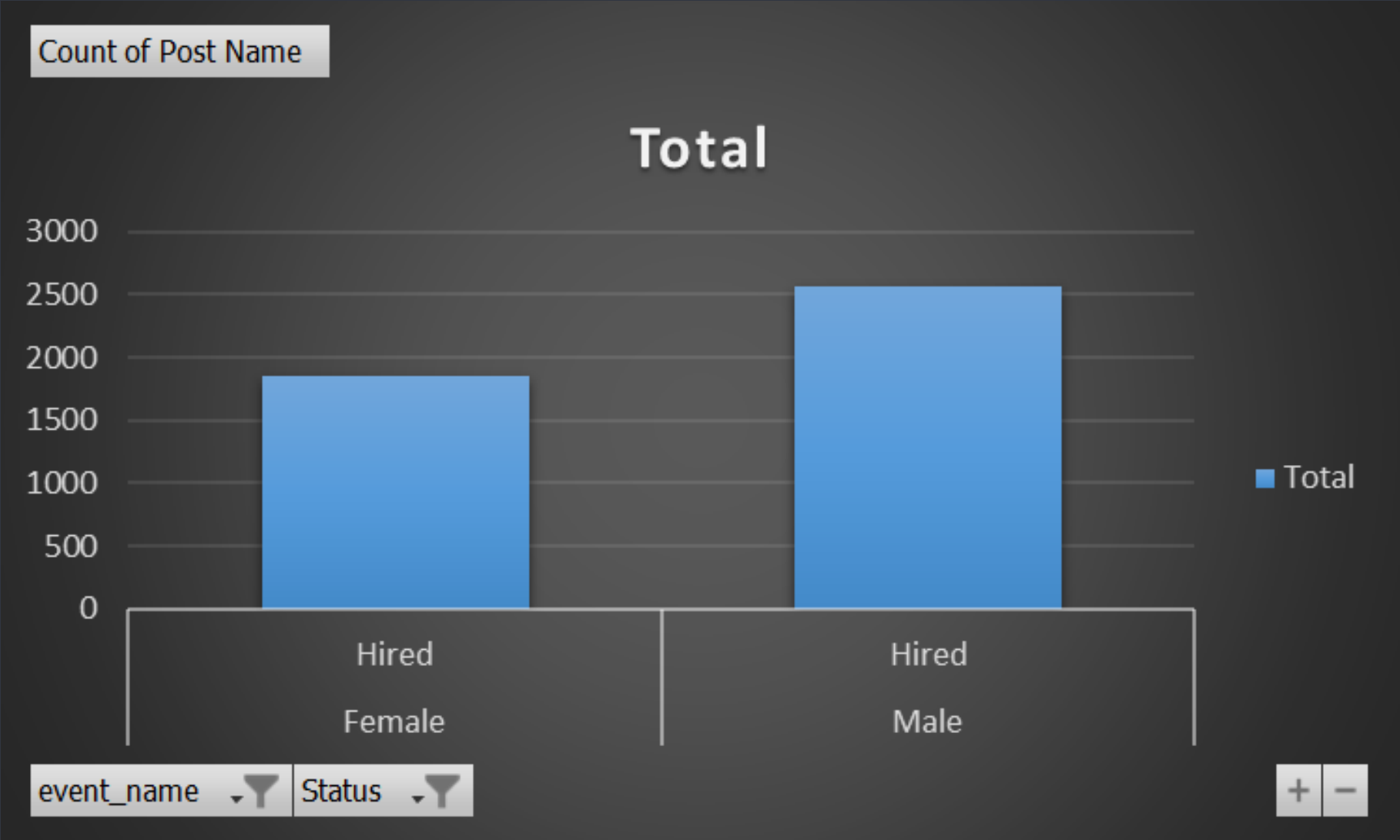


Hiring: Process of intaking of people into an organization for different kinds of positions.

Your task: How many males and females are Hired ?

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Row Labels		Count of Post Name
Female		1853
Hired		1853
Male		2562
Hired		2562



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 ?

Average of Offered Salary

49892.13474

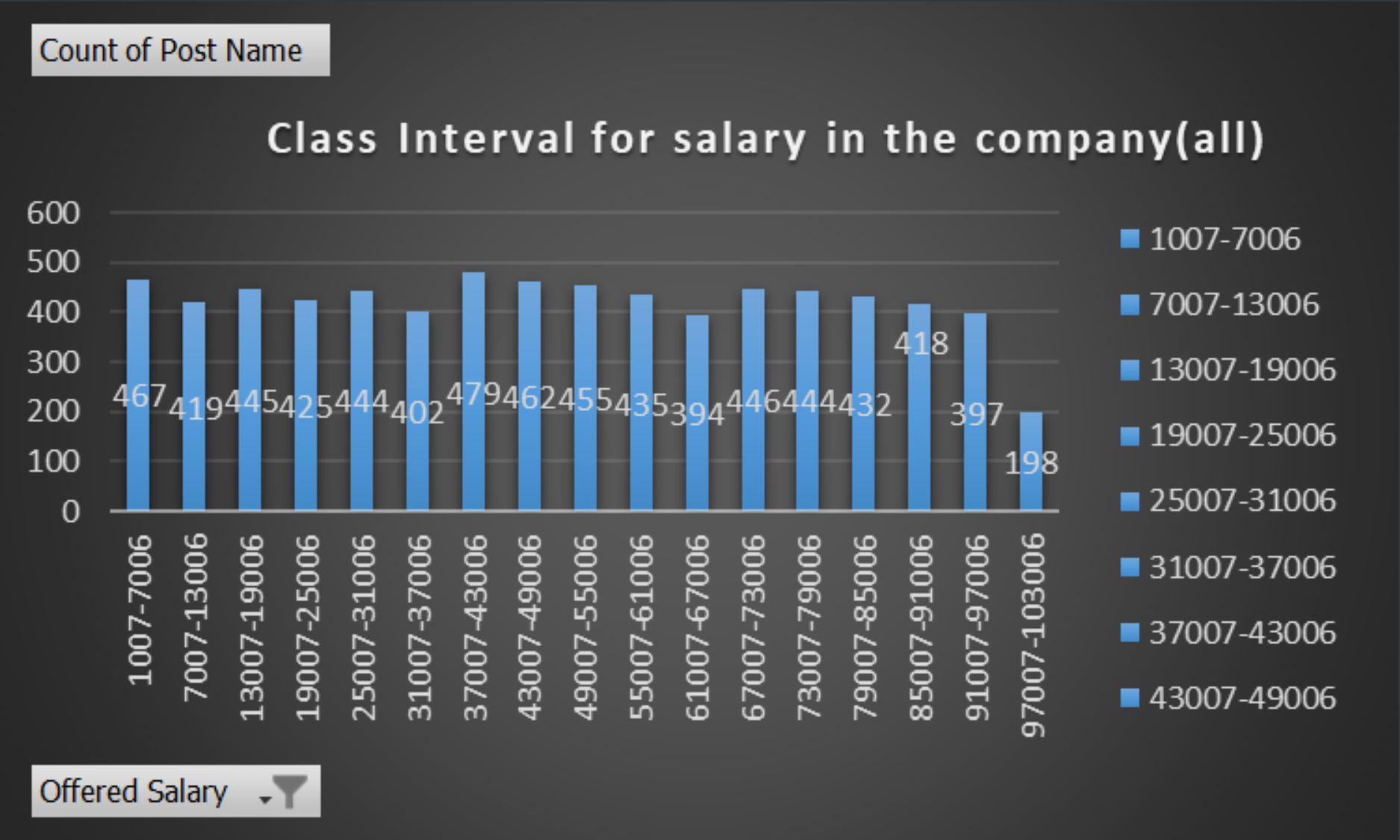


Class Intervals: The class interval is the difference between the upper class limit and the lower class limit.

Your task: Draw the class intervals for salary in the company ?

Row Labels	Count of Post Name
1007-7006	467
7007-13006	419
13007-19006	445
19007-25006	425
25007-31006	444
31007-37006	402
37007-43006	479
43007-49006	462
49007-55006	455
55007-61006	435
61007-67006	394
67007-73006	446
73007-79006	444
79007-85006	432
85007-91006	418
91007-97006	397
97007-103006	198

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Charts and Plots: This is one of the most important part of analysis to visualize the data.

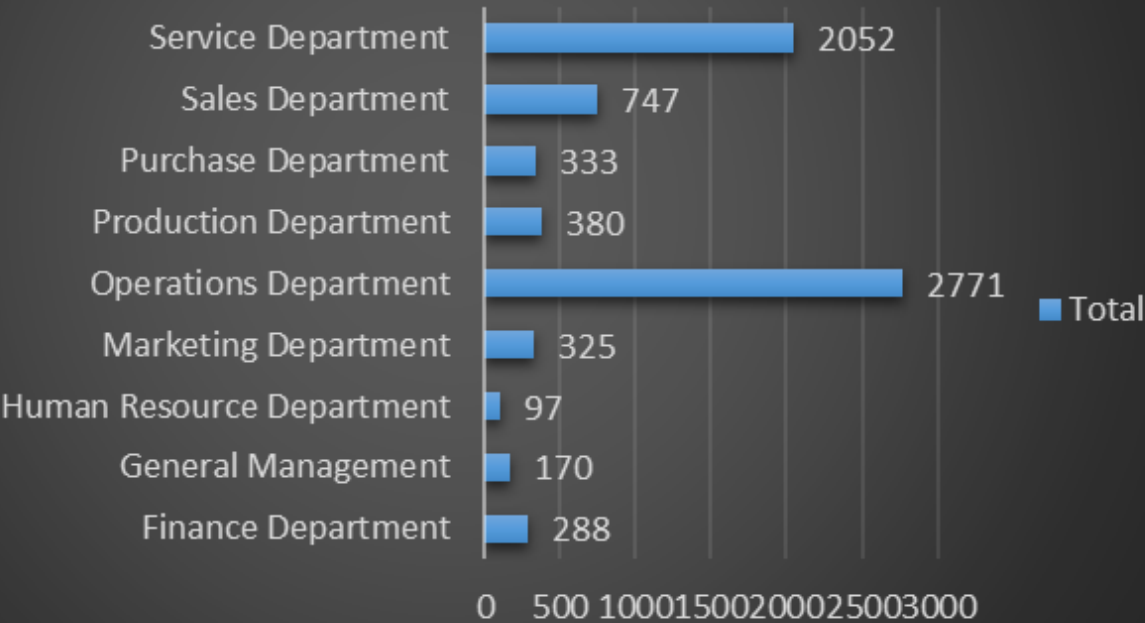
Your task: Draw Pie Chart / Bar Graph (or any other graph) to show proportion of people working different department ?

Row Labels	Count of Post Name
Finance Department	288
General Management	170
Human Resource Department	97
Marketing Department	325
Operations Department	2771
Production Department	380
Purchase Department	333
Sales Department	747
Service Department	2052
Grand Total	7163

Count of Post Name

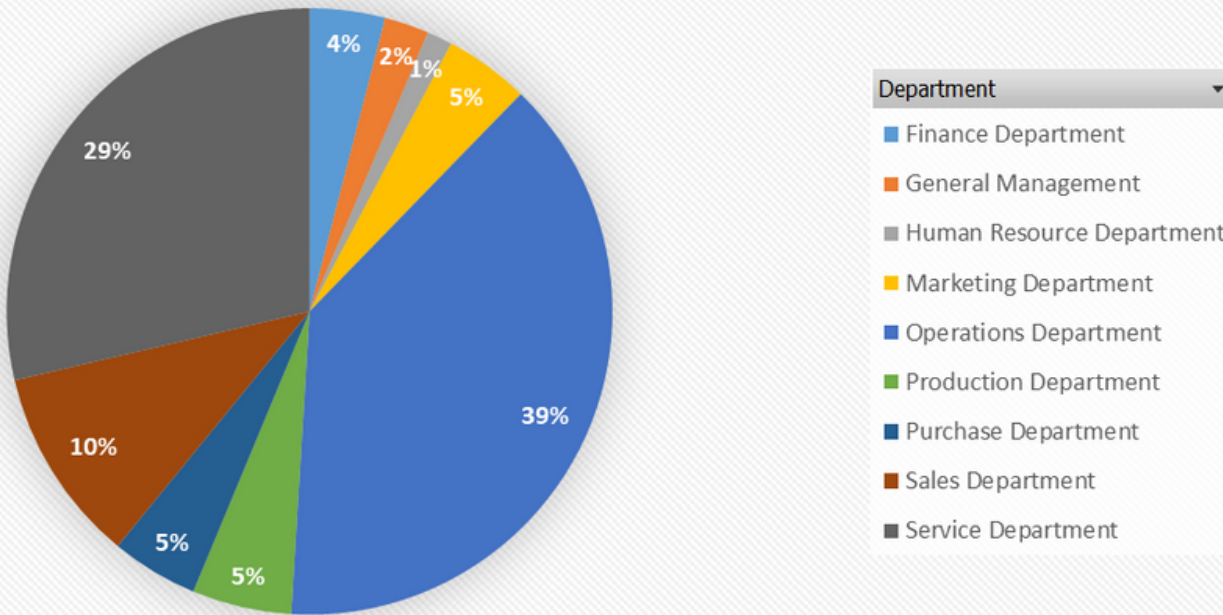
Count of Department Name (All)

Department



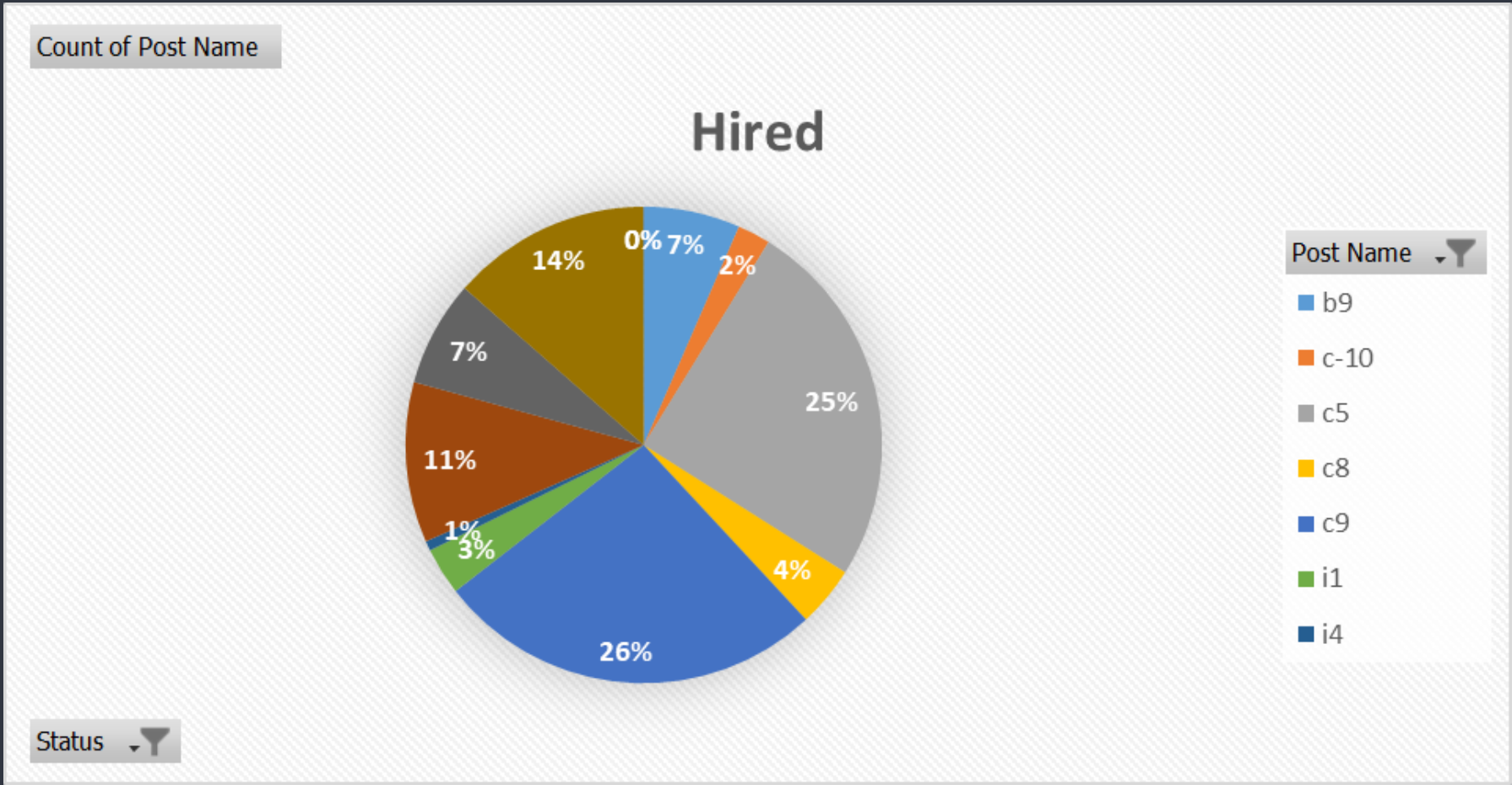
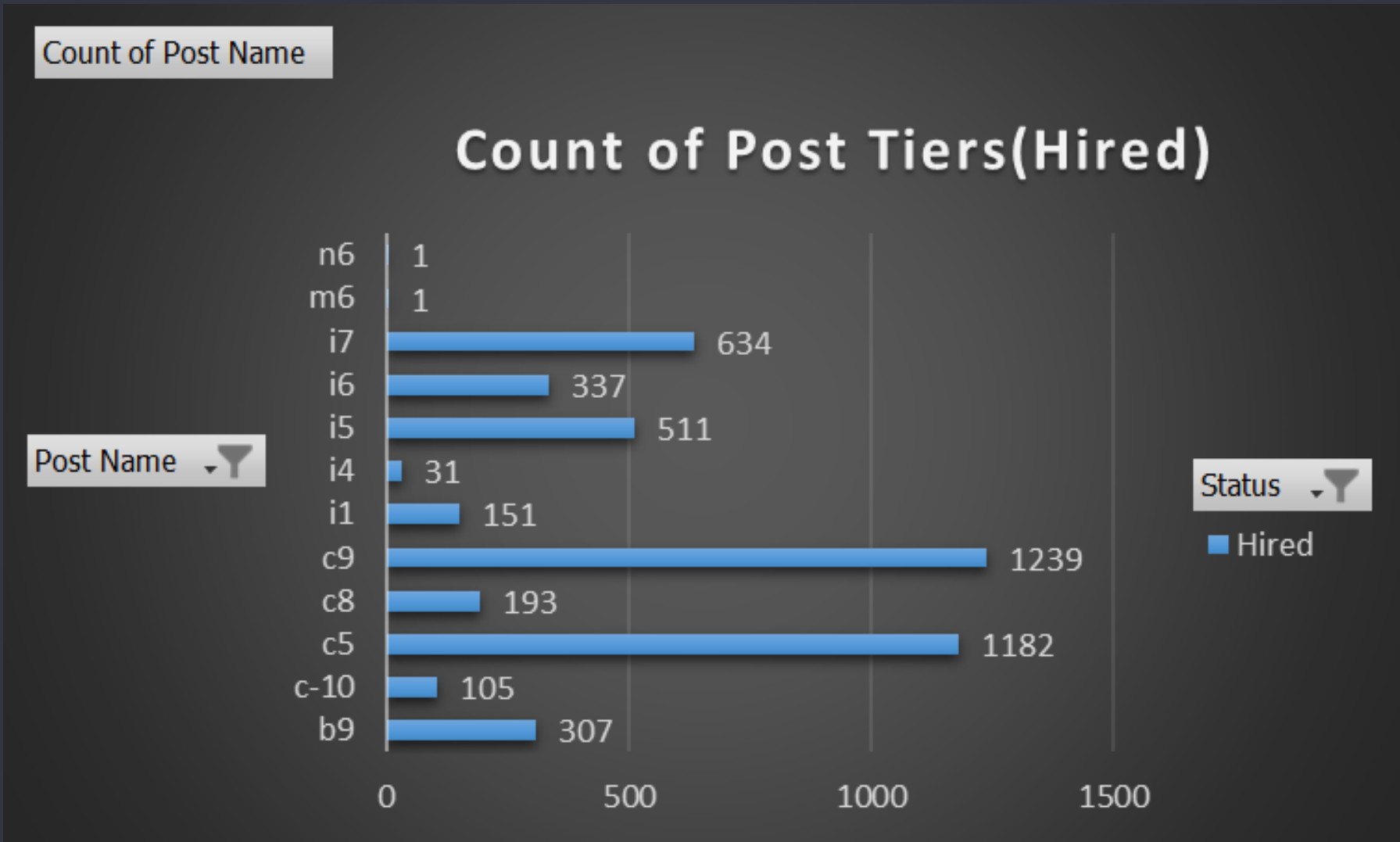
Count of Post Name

Count of Department Name (All)



Charts: Use different charts and graphs to perform the task representing the data.

Your task: Represent different post tiers using chart/graph? *(FOR HIRED)*

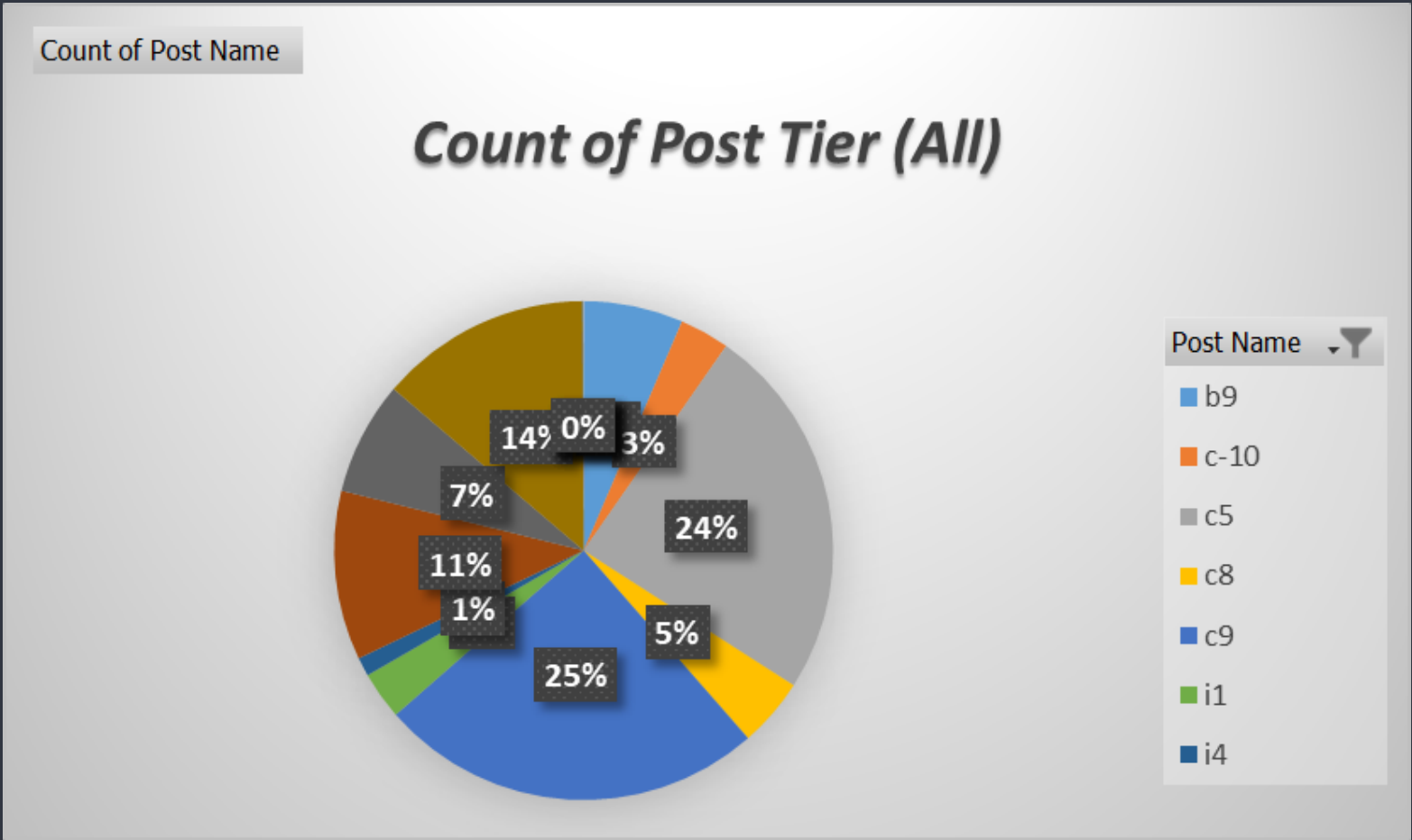
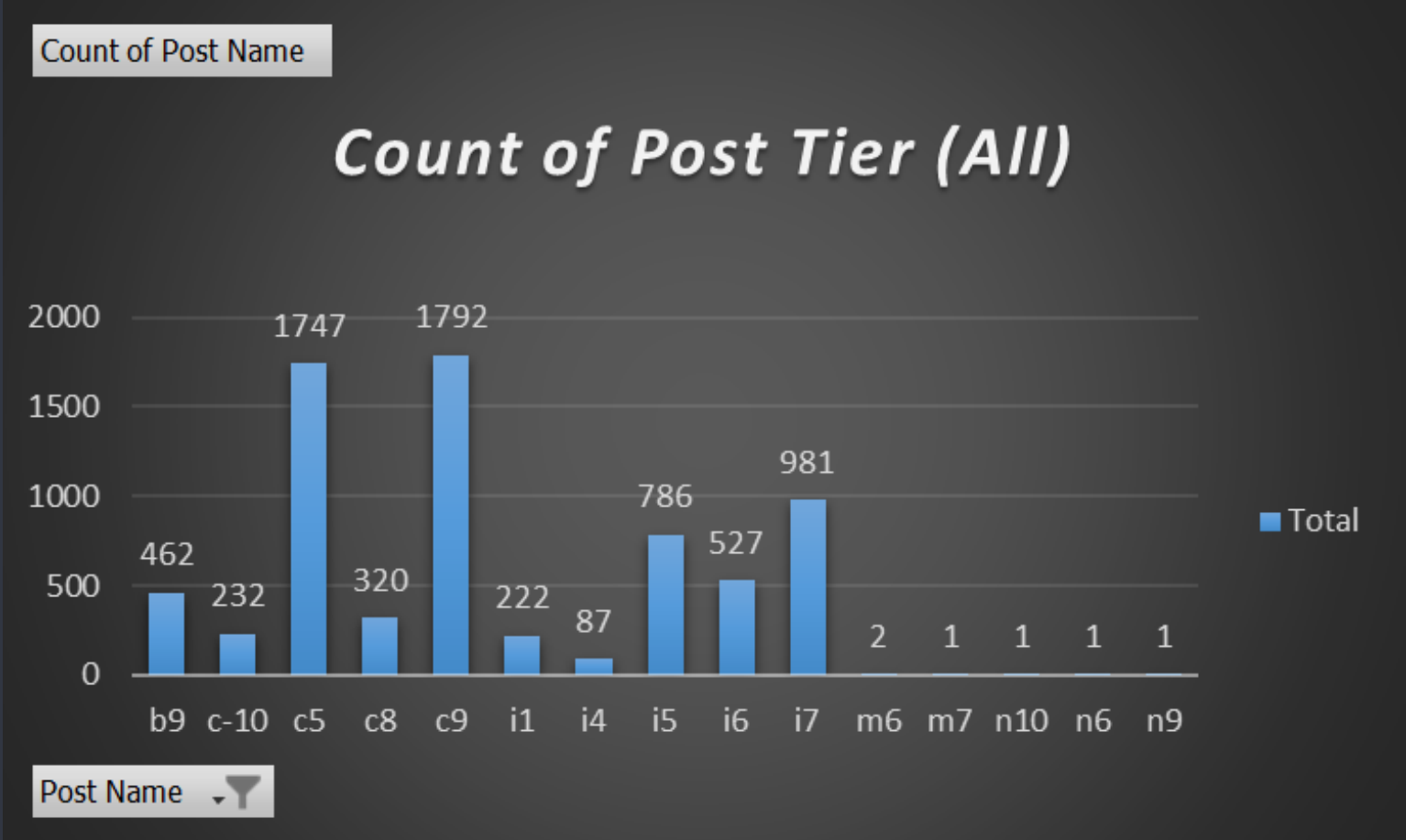


Count of Post Column Labels	
Row Labels	Hired
b9	307
c-10	105
c5	1182
c8	193
c9	1239
i1	151
i4	31
i5	511
i6	337
i7	634
m6	1
n6	1
Grand Total	4692

Charts: Use different charts and graphs to perform the task representing the data.

Your task: Represent different post tiers using chart/graph? *(FOR ALL)*

Row Labels	Count of Post Name
b9	462
c-10	232
c5	1747
c8	320
c9	1792
i1	222
i4	87
i5	786
i6	527
i7	981
m6	2
m7	1
n10	1
n6	1
n9	1
Grand Total	7162





RESULT

- Insights were developed based on the data provided.
- It's necessary to know average salary of the company to manage the capital flow required to run the workforce.
- Charts/Bar Plot created key insights to get an overview of number of employees present along with their departments .



Thank
You

