PROJECT REPORT

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.

Approach:

* Downloading the data
* Understanding the data
* Checking for outliers
* Removing Outliers
* Drawing data summary

Tech Stack used: Microsoft Excel

Resources Used:

* Microsoft Excel
* Dataset provided

Solutions:

1. Hiring: Process of intake of people in an organization for different kinds of positions.

Task: How many males and females are hired?

Solution:

|  |  |
| --- | --- |
| Female | 1856 |
| Male | 2563 |

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.

Task: Calculate the average salary offered in this company

|  |  |
| --- | --- |
| **Department** | **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 |
| **Total Average** | **49983.03** |

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

Task: Calculate the class intervals for salary in the company

|  |  |
| --- | --- |
| **Class Interval for Salary** | **No. of Employees** |
| 1-10000 | 678 |
| 10001-20000 | 732 |
| 20001-30000 | 711 |
| 30001-40000 | 710 |
| 40001-50000 | 781 |
| 50001-60000 | 750 |
| 60001-70000 | 698 |
| 70001-80000 | 734 |
| 80001-90000 | 711 |
| 90001-100000 | 659 |
| 100000-400000 | 3 |
| Total | 7167 |

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

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

No. of Employees as per their Post Tiers

|  |  |
| --- | --- |
| **Post Tiers** | **No. of Employees** |
| - | 1 |
| b9 | 462 |
| c-10 | 232 |
| c5 | 1747 |
| c8 | 320 |
| c9 | 1792 |
| i1 | 222 |
| i4 | 88 |
| i5 | 787 |
| i6 | 527 |
| i7 | 982 |
| m6 | 3 |
| m7 | 1 |
| n6 | 1 |
| n9 | 1 |
| n10 | 1 |
| **Total** | 7167 |