Hiring Process Analytics

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By Shubham Saxena

About Project

As a data analyst at a multinational company like Google, my task is to analyze the company's hiring process data, identifying trends in rejections, interviews, job types, and vacancies. I begin by addressing missing values and consolidating columns for simpler analysis. Next, I detect outliers and decide on appropriate handling strategies. After data preparation, I summarize findings using statistical measures and visualizations. My goal is to provide actionable insights to enhance the hiring process and contribute to organizational success.

Approach Used

- Download the data sets

- Performing Formulas on MS Excel

- Analyzing Solutions

- Result

- Formulae Used

Tech Stack Used

- MS Excel

- Google Slides

- Google Sheets

Tasks

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

2. What is the average salary offered by this company? Use Excel functions to calculate this.

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

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

5. 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.
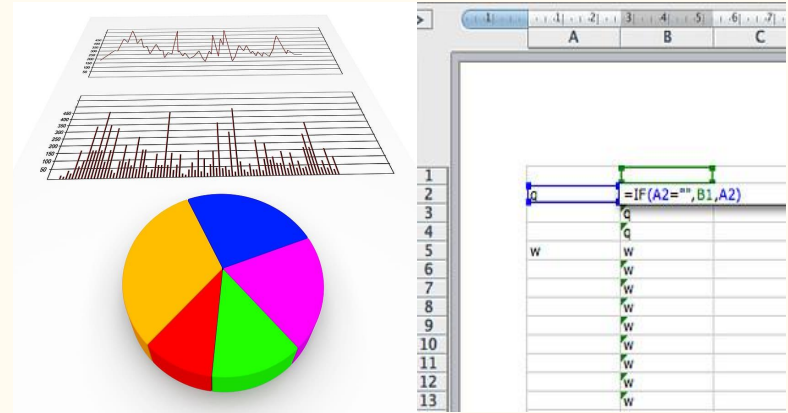
Task 1

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

ANS: No of males hired by the company
2563
No of females hired by the company
1856

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A3 f_x No of males hired by the company

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P
1	A. Hiring Analysis: The hiring process involves bringing new individuals into the organization for various roles.															
2	TASK 1 Determine the gender distribution of hires. How many males and females have been hired by the company?															
3	No of males hired by the company	2563														
4	No fo females hired by the company	1856														
5																
6																

Task 2

What is the average salary offered by this company? Use Excel functions to calculate this.

ANS: Average salary offered by the company
49983.02902

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
1	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.														
2	Task 2 What is the average salary offered by this company? Use Excel functions to calculate this.														
3	Average salary offered by the company	49983.02902													
4															
5															

Task 3

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

ANS: 1. Average Salary Of Finance Department

49628.01

2. Average Salary Of General Management

58722.09

3. Average Salary Of Human Resource Department

49002.28

4. Average Salary Of Marketing Department

48489.94

5. Average Salary Of Operation Department

49151.35

6. Average Salary Of Production Department

49448.48

7. Average Salary Of Purchase Department

52564.77

8. Average Salary Of Sales Department

49310.38

9. Average Salary Of Service Department

50629.88

	A	B
1	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.	
2	Task 3 Create class intervals for the salaries in the company. This will help you understand the salary distribution.	
3	1. Average Salary Of Finance Department	49628.01
4	2. Average Salary Of General Managemement	58722.09
5	3. Average Salary Of Human Resource Department	49002.28
6	4. Average Salary Of Marketing Department	48489.94
7	5. Average Salary Of Operation Department	49151.35
8	6. Average Salary Of Production Department	49448.48
9	7. Average Salary Of Purchase Department	52564.77
10	8. Average Salary Of Sales Department	49310.38
11	9. Average Salary Of Service Department	50629.88

Task 4

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

ANS: No of people department wise

Finance Department	176
General Management	113
Human Resource Department	70
Marketing Department	202
Operation Department	1843
Production Department	246
Purchase Department	230
Sales Department	485
Service Department	1332

Statistics.xlsx - Excel

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A3   No of people department wise

	A	B
1	D. Departmental Analysis: Visualizing data through charts and plots is a crucial part of data analysis.	
2	Task 4 Use a pie chart, bar graph, or any other suitable visualization to show the proportion of people working in different departments.	
3	No of people department wise	
4	Finace Department	176
5	General Managemement	113
6	Human Resource Department	70
7	Marketing Department	202
8	Operation Department	1843
9	Production Department	246
10	Purchase Department	230
11	Sales Department	485
12	Service Department	1332

Chart Title

- Finace Department
- General Managemement
- Human Resource Department
- Marketing Department
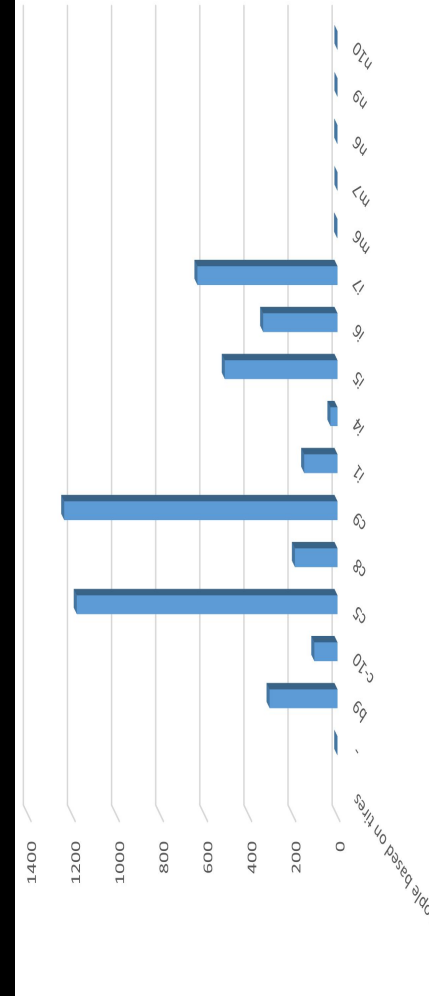- Operation Department
- Production Department
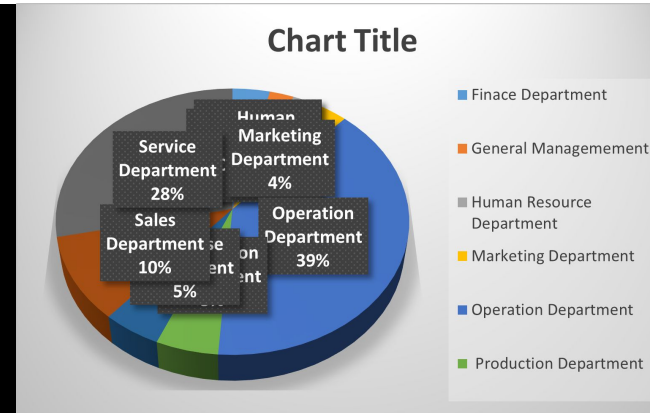
Task 5

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.

ANS: No of people based on tires

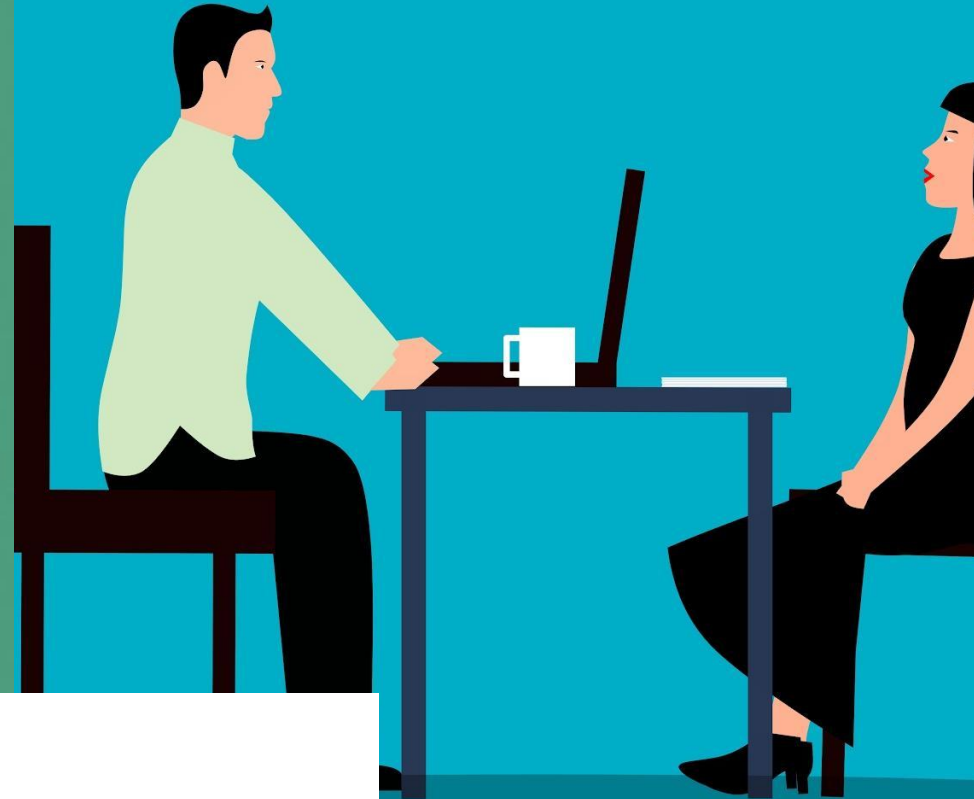|	
-	1
B9	308
C-10	105
C5	1182
C8	193
C9	1239
I1	151
I4	32
I5	511
I6	337
I7	635
M6	2
M7	0
N6	1
N9	0
N10	0

Formulae Used

Task 1: =COUNTIFS(Sheet1!D:D,"Male",Sheet1!C:C,"Hired")

Task 2: =SUM(Sheet1!G:G)/COUNT(Sheet1!A:A)

Task 3: =AVERAGEIF(Sheet1!E:E,"Finance Department",Sheet1!G:G)

Task 4: =COUNTIFS(Sheet1!E:E,"Finance Department",Sheet1!C:C,"Hired")

Task 5: =COUNTIFS(Sheet1!F:F,"-",Sheet1!C:C,"Hired")

Thank You