Hiring Process Analytics

Statistics by Sumit K prajapat

Project Description

This project is about analyzing the hiring process of a company using data records. As a Data Analyst, I will examine trends such as rejections, interviews, job types, and vacancies. By analyzing the data, I will provide insights to the hiring department. Through Excel, I will understand the data columns, check for missing data, handle multiple categories, identify outliers, and draw a data summary. Furthermore, I will determine the number of males and females hired, calculate the average salary, create class intervals for salaries, and use charts and graphs to visualize department proportions and post tiers.

Approach for the project

For this project, I first understood the data columns and checked for any missing information. Then, I grouped categories together and identified any outliers. I removed those outliers to ensure accurate analysis. After that, I summarized the data and calculated the number of males and females hired, as well as the average salary. I also created class intervals for salaries and used charts to represent department proportions and post tiers.

Tech Used for the Project

For this project, I utilized Excel software along with pivot tables, charts, and macros. Excel's pivot tables allowed me to efficiently analyze and summarize the hiring data, while the charts helped in visually representing the information. Additionally, macros were employed to automate repetitive tasks, enhancing productivity and saving time. The combination of these tools in Excel proved to be instrumental in conducting data analysis and presenting the findings effectively.

Insights in this Project

During the project, I gained valuable insights into the hiring process of the company. By analyzing the data, I discovered that the number of males hired was higher than females. The average salary offered by the company. Drawing class intervals for salary helped identify salary ranges in the company. The pie chart showed the proportion of employees in different departments. The bar graph highlighted the distribution of post tiers. These findings provided a comprehensive understanding of the hiring trends and allowed for informed decision-making.

Result we get From the Project

While working on this project, I successfully determined the number of males and females hired in the company. Additionally, I calculated the average salary offered, providing an understanding of the company's pay scale. Drawing class intervals for salary helped visualize salary ranges within the organization. Creating pie charts and bar graphs allowed me to showcase the distribution of employees across different departments and represent different post tiers. Overall, this project enhanced my data analysis skills and provided valuable insights into the hiring process and workforce composition of the company.

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

During the project, I determined the number of males and females hired in the company, which helped understand the gender distribution among new hires.

Status	Hired	
Row Labels	**Count of event_name**	**Average of Offered Salary**
Female	1854	49099.40669
Male	2562	49831.48595
Grand Total	**4416**	**49524.13202**

Status	Rejected	
Row Labels	**Count of event_name**	**Average of Offered Salary**
Female	819	51717.28571
Male	1522	49946.04339
Grand Total	**2341**	**50565.97821**

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.

Row Labels	Average of Offered Salary
Finance Department	49628.00694
General Management	55295.29412
Human Resource Depart	49002.27835
Marketing Department	48489.93538
Operations Department	49151.35438
Production Department	49448.48421
Purchase Department	52564.77477
Sales Department	49310.3807
Service Department	50557.16261
Grand Total	**49878.3318**

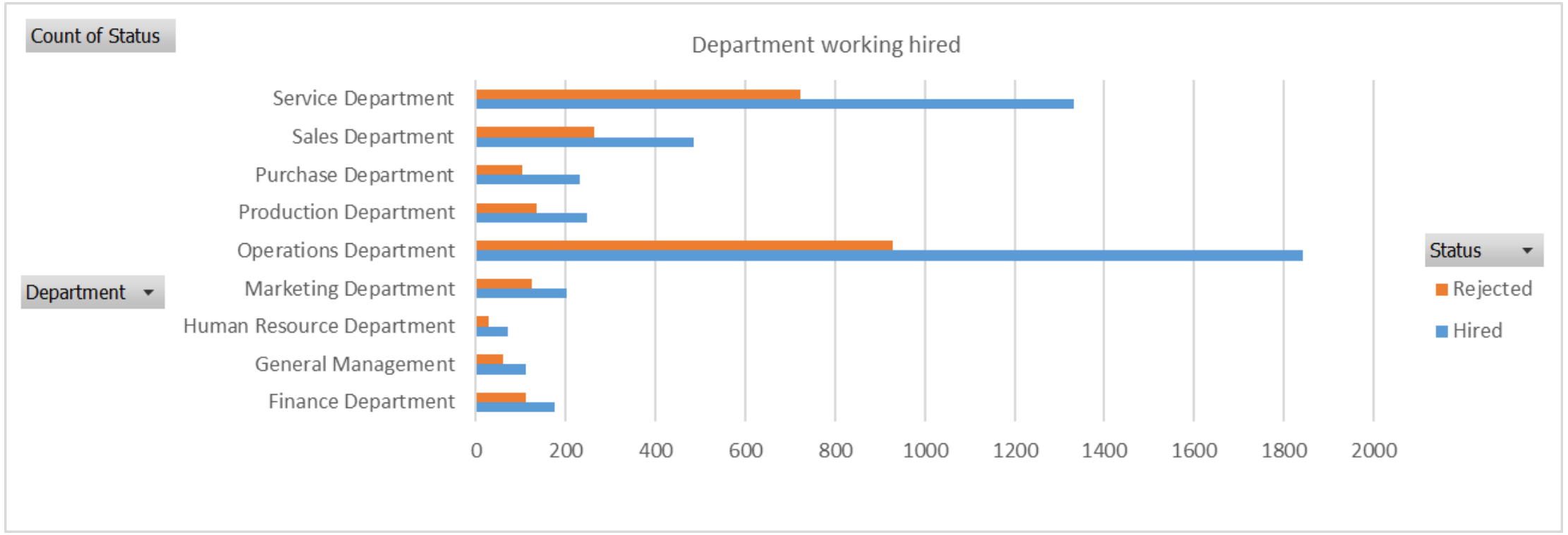
Statistics

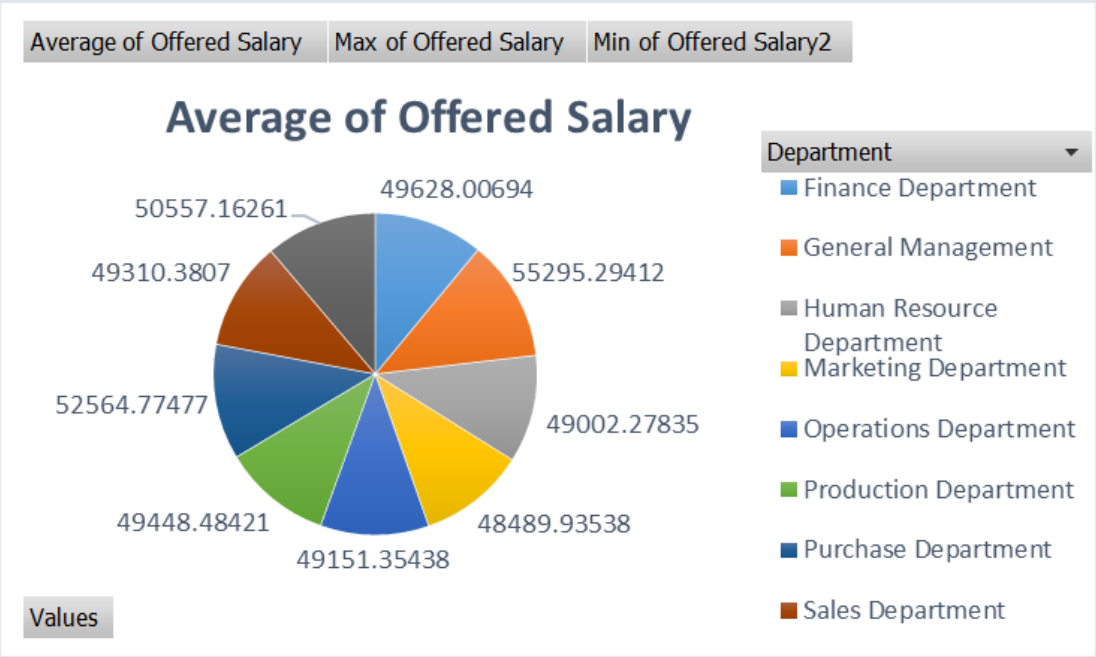
Class Intervals: The class interval is the difference between the upper class limit and the lower class limit.

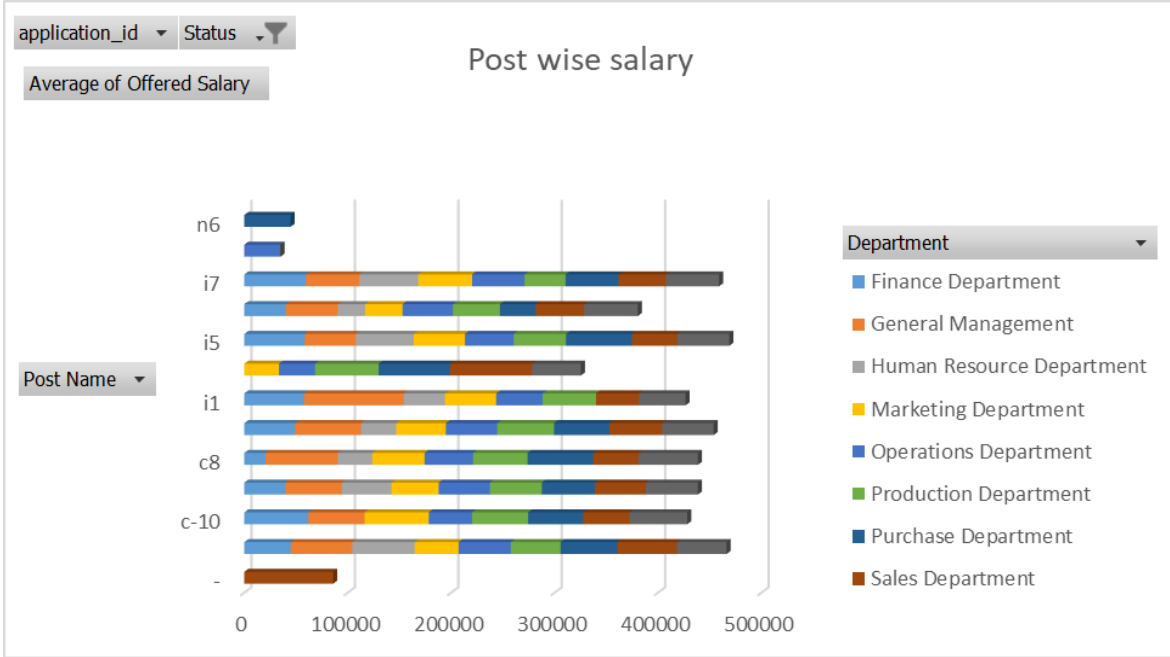
Class Interval
Class Interval 1: 100 - 20073.4
Class Interval 2: 20073.4 - 40046.8
Class Interval 3: 40046.8 - 60020.2
Class Interval 4: 60020.2 - 79993.6
Class Interval 5: 79993.6 - 99967

Statistics	
Mean	49000.14286
Standard Error	3350.205492
Median	52176
Standard Deviation	29397.93388
Sample Variance	864238516.5
Kurtosis	-1.145365672
Skewness	-0.154193315
Range	99474
Minimum	100
Maximum	99574
Sum	3773011

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

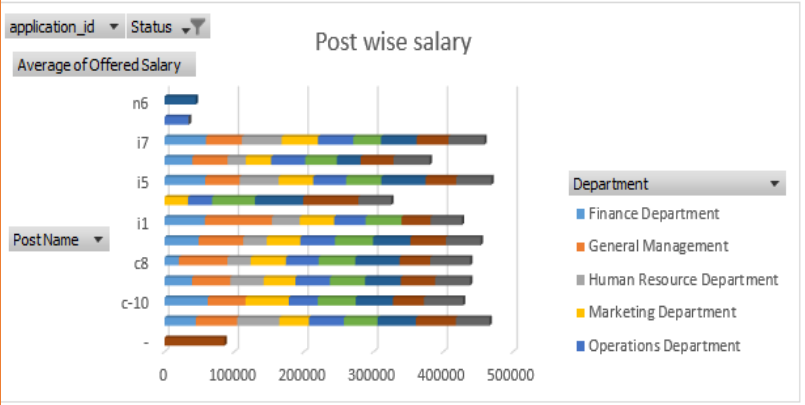


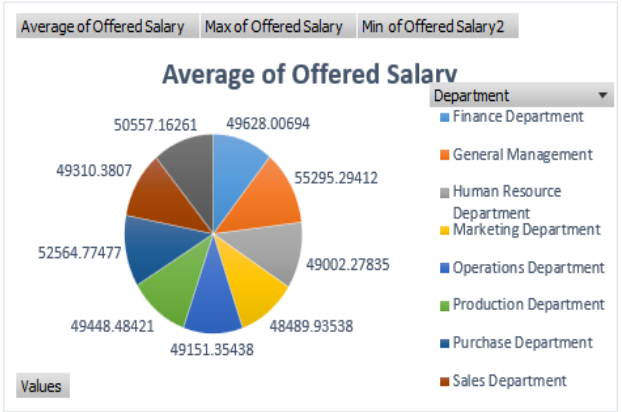




Charts: Use different charts and graphs to perform the task representing the data.

Dashboard





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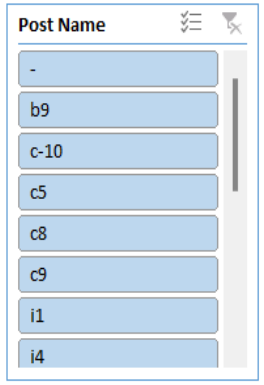
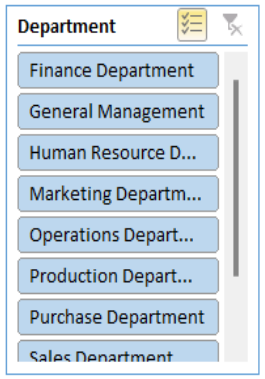
Human Resource Department	49002.27835
Marketing Department	48489.93538
Operations Department	49151.35438
Production Department	49448.48421
Purchase Department	52564.77477
Sales Department	49310.3807
Service Department	50557.16261
Grand Total	**49878.3318**

Row Labels	Count of event_	Average of Offer
Female	2673	49901.51777
Male	4084	49874.16091
Grand Total	**6757**	**49884.98461**





Sales Department (Department)
Category: Sales Department

Row Labels	Finance Department	General M	Human Resourc	Marketing Dep	Operations De	P
c-10	61981	54207		62151.85714	41725.02273	
c5	39571.82353	54751.33	47885.13333	45709.7037	49474.33187	5
c8	20521	69763	33486	50493.63158	46810.52941	
c9	48956.54321	63951.71	33845.75	48017.97297	49752.10558	5
i1	57694.5	96469	39853.5	49478.3	44953.52308	5
i4				33631	34699.13333	
i5	58324.83333	49398.13	56052.23333	49511.82353	47173.46392	
i6	40029.4	50282.67	26408.8	36195.8	48869.39247	4
i7	59550.6	51522.54	57015	52078.51613	50774.66524	3
m6					34298	
n6						
Grand Total	**48748.28409**	**55599.58**	**49014.4**	**47843.39604**	**48914.19099**	4

Thank you

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Excel Sheets

https://docs.google.com/spreadsheets/d/1nGTt83CL-avfGdQ7WT8PYmXt5ajbIEx9/edit?usp=sharing&ouid=108390169982720376104&rtpof=true&sd=true