

Hiring Process Analytics



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Table of contents



Project description

A designated data analyst has an important role in evaluating the processes and progresses of organizations, with the help of given datasets a data analyst performs few steps to reach the insight.

In this project I have gathered the insights on the hiring process of my organization based on given previous records, these insights will be helpful to my organization for further hiring that will eventually be helpful in the growth and improvement of the organization.



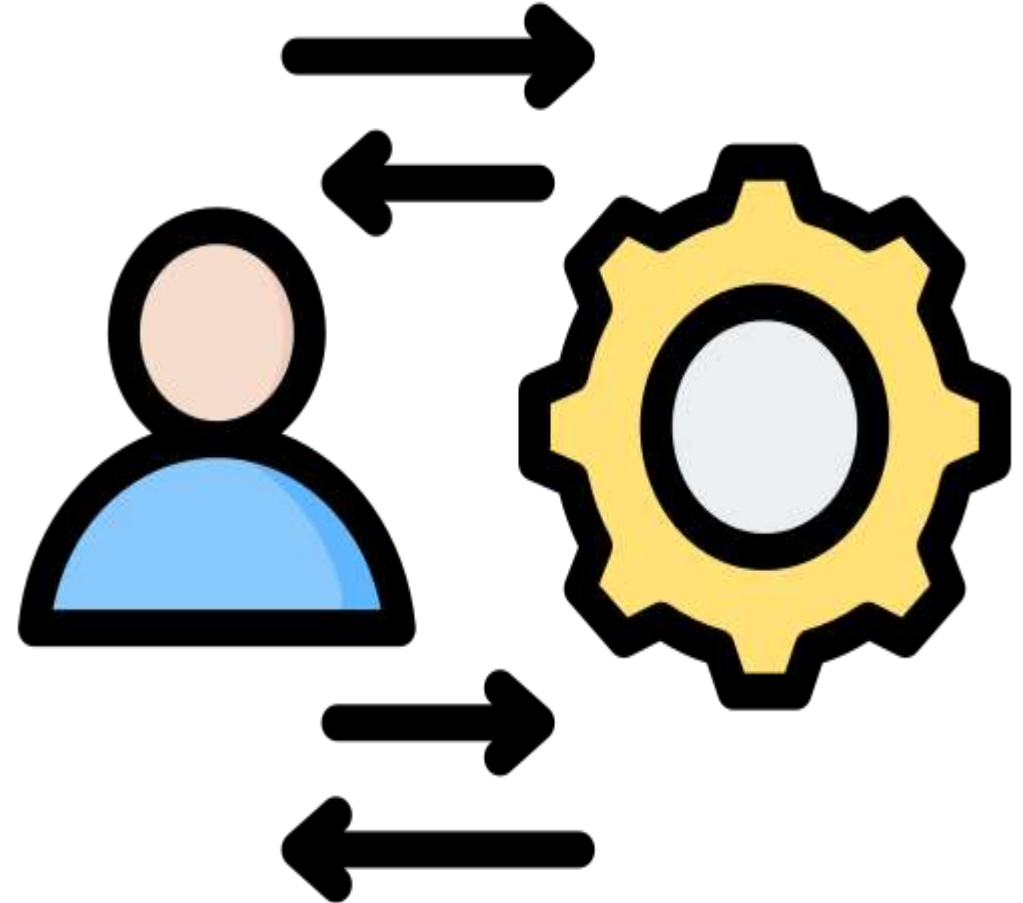
Project Objectives



- ✓ To calculate the number of male and female hired candidates.
- ✓ To calculate the average salary offered in the company.
- ✓ To represent the class intervals for salary in the company.
- ✓ To show proportion of people working in different department.
- ✓ Representing different post tiers using graph/chart.

Approach

I have used basic statistical concepts to calculate and inspect the queries and used different tools to visualize, inspect and represent the results, gathered the information and loopholes and jotted them down.



Methodology & Tech Stack used

- ✓ Microsoft excel tool was used in this project.
- ✓ To evaluate the queries Microsoft advanced excel formulas were used.
- ✓ Few queries were visualized for better understanding using Microsoft excel Charts.
- ✓ Microsoft Powerpoint presentation was used to present the entire project.



Insert Icon

People

Technology and electronics

Communication

Business

Analytics

Commerce

Education

Analytics



Insights

Query 1: Number of males and female candidates hired.

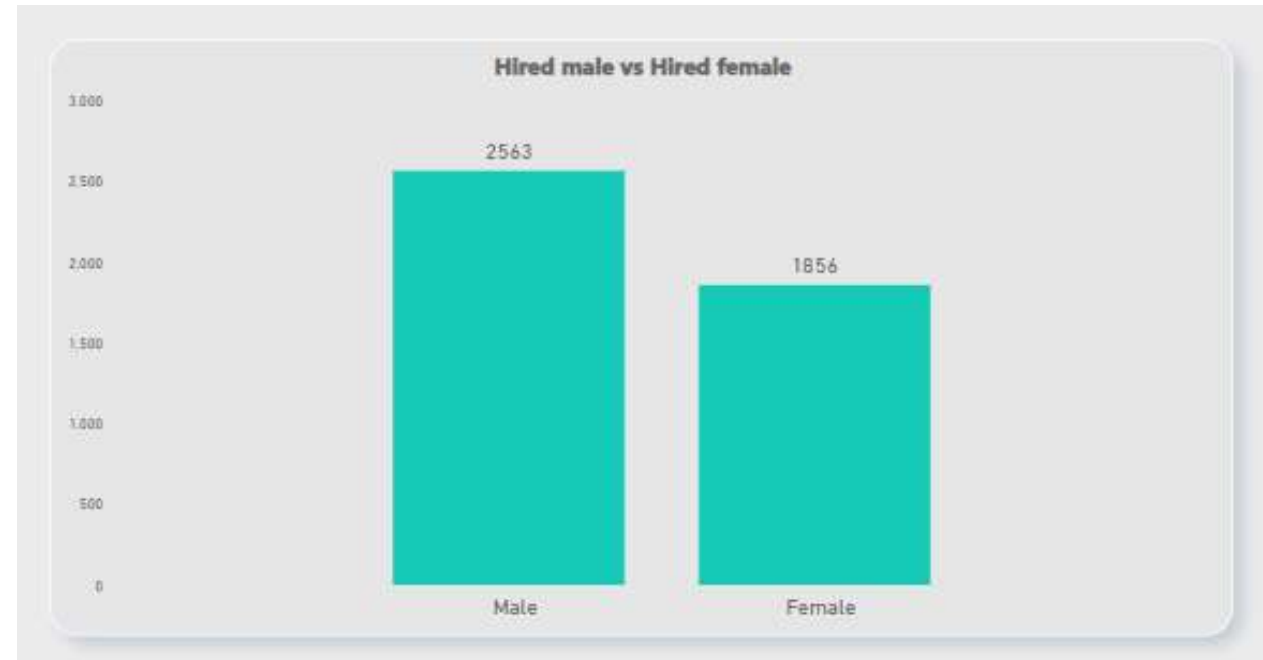
Code(The countifs function):

```
=COUNTIFS(D2:D7169,"Male",C2:C7169,"Hired")
```

```
=COUNTIFS(D2:D7169,"Female",C2:C7169,"Hired")
```

Male hired employees: 2563

Female hired employees: 1856




Insights

Query 2 : Average salary offered in the company

Code(The average function) :

`=AVERAGE(G2:G7169)`

 The average salary offered by the company is 49983.03



Insights

Query 3: Representing the class intervals for salary in the company.

- ✓ I have used MAX and MIN function in this calculation.
- ✓ Separated the salary range into 10 sections.
- ✓ Counted the number of employees in each section.
- ✓ Evaluated the frequency in each range.

Code 1(The MAX/MIN function) :

=MAX(G2:G7169)

=MIN(G2:G7169)

Code 2(The countifs function):

=COUNTIFS(G2:G7169,">="&H2,G2:G7169,"<="&I2)

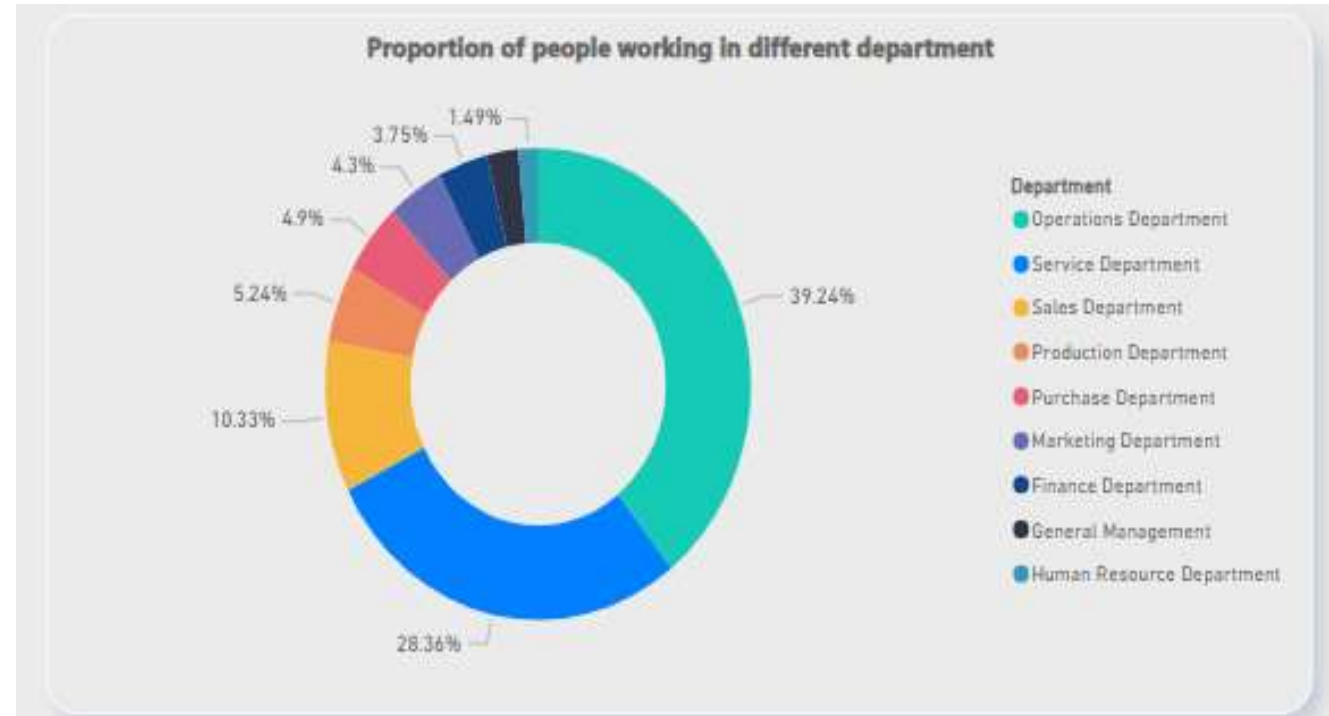
After calculating the frequency(number of employees in first salary range, I have copy pasted the formula in other salary ranges to get the consequent frequencies.)



Insights

Query 4:

Proportion of people working in different department.



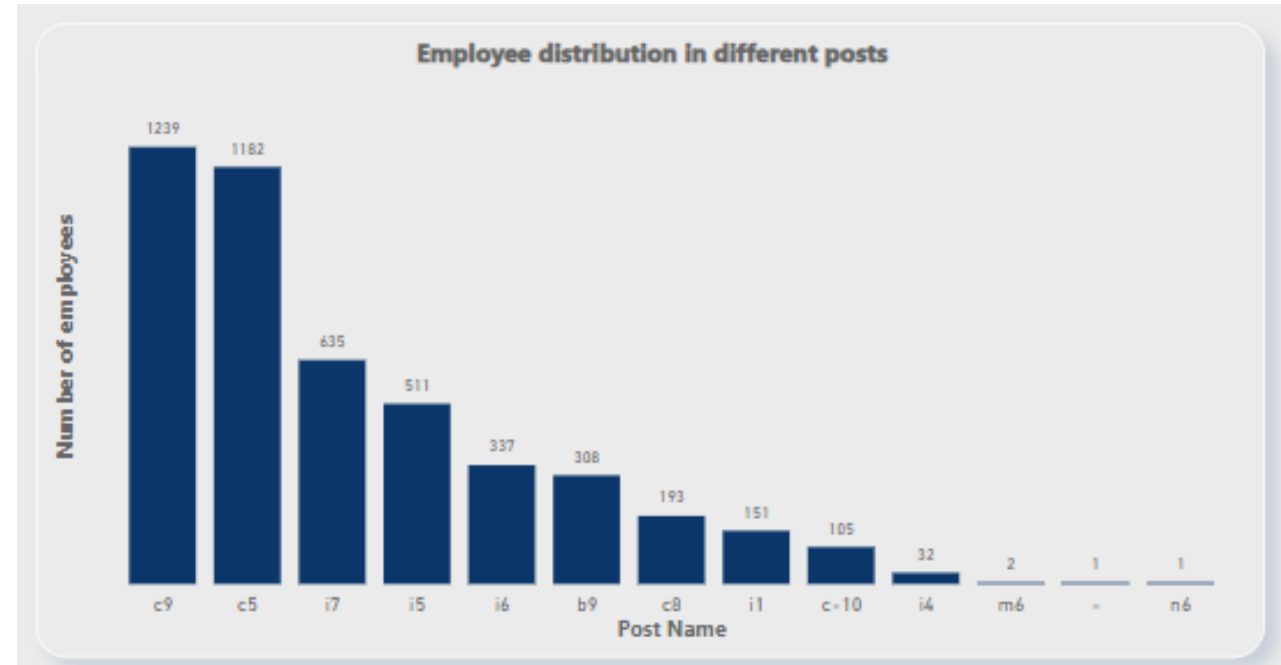
Insights

Query 5: Representing different post tiers using graph/chart.

Code(The countif function) :

`=COUNTIF(F2:F7169,"Name of the post")`

*By putting the **Post Name** (e.g. : i5,c8 etc) in the name of the post section of the formula, we get consequent number of employees in that post.*



Key Findings

- ✓ I was provided with previous hiring record that consists of 7169 rows and consequent columns.
- ✓ The number of male candidates hired(2563) is higher than that of female hired candidates(1856).
- ✓ The average salary package offered by the organization including all the departments and posts is 49983.03.
- ✓ The highest number of employees(2963) working in the salary range 40000 to 79999.
- ✓ The operations department has highest number of employees working in the organization that is 39.25% of total employee strength followed by HR and Sales department.
- ✓ C9,C5 are the first and second posts with highest number of employees working and the number of employees has significantly dropped from post i7.



Achievements



- ✓ **Data handling:** The entire project has helped me in learning methods to handle large dataset and tract records of each column.
- ✓ **Practical knowledge:** Experienced a practical exposure on how different MNCs hire and what are the areas they consider before launching an hiring process.
- ✓ **Uses of Microsoft excel as business tool:** learned how Microsoft excel is being used with it's entire diversity in the process of business optimization and statistical calculations.
- ✓ **The beauty of Excel formulas:** Learned how MS Advanced excel is used to calculate complex and simple calculations on large datasets.
- ✓ **The power of Powerpoint:** Learned how Powerpoint can strongly help explaining complex business queries in simple ways and slides.



Thank You