

2023

HIRING PROCESS ANALYTICS

USING STATISTICS IN EXCEL

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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 analyze before hiring fresher's or any other individual. Thus, making an opportunity for a Data Analyst job here too!

Being a Data Analyst, your job is to go through these trends and draw insights out of it for hiring department to work upon.

You are working for a MNC such as Google as a lead Data Analyst and the company has provided with the data records of their previous hiring and have asked you to answer certain questions making sense out of that

PROCESS APPROACH



The approach is been used in the process of analyzing the given respected dataset , that involves the following steps....

- The data needs to be cleaned up by removing duplicates or any irrelevant entries and need to ensure that data has been formatted properly.
- Check and identify the outliers that may have significant impact on the analysis and remove the outliers.
- Perform the respected statistic calculations is to gain a understanding of given dataset.
- Then extract the useful insights using statistical predictions and give a visual insights using a visualization techniques.

TECH-STACK USED



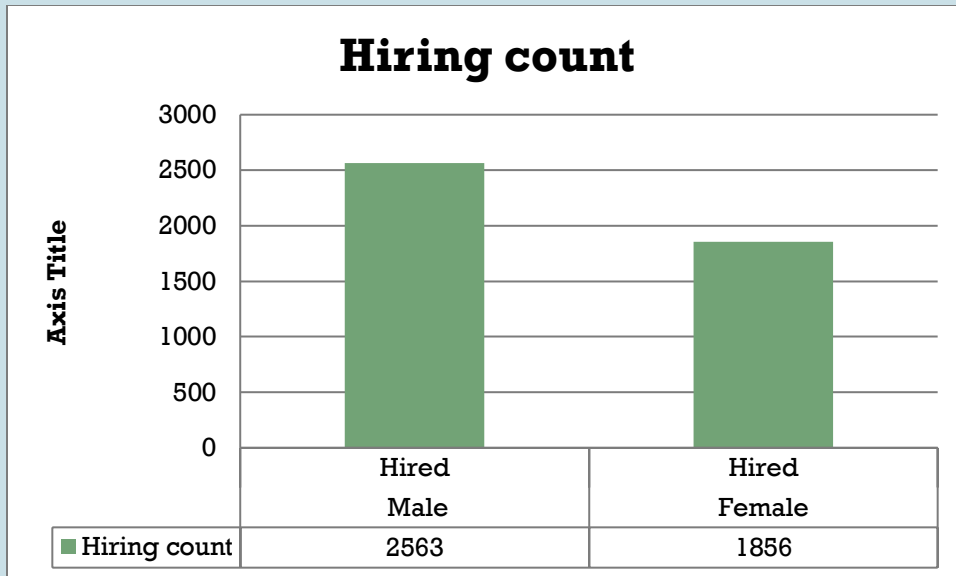
Microsoft office Excel application is used to perform the statistical analysis with the provided dataset.

ANALYSIS AND INSIGHTS

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

How many males and females are Hired ?

event_name	status	Hiring count
Male	Hired	2563
Female	Hired	1856



From the above bar plot , we can observe that there are 2563 males and 1856 females have been hired for different positions of organizations of the company.

2. **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.

What is the average salary offered in this company ?

Average salary	49983.03
Median of salary	49625
minimum salary	100
maximum salary	400000



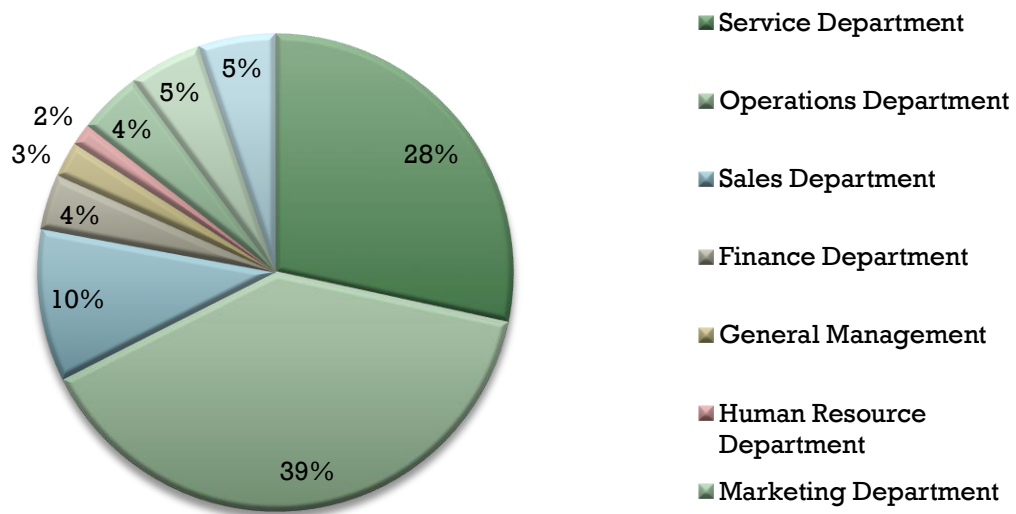
From above , the average salary offered by this company was **49983.03**

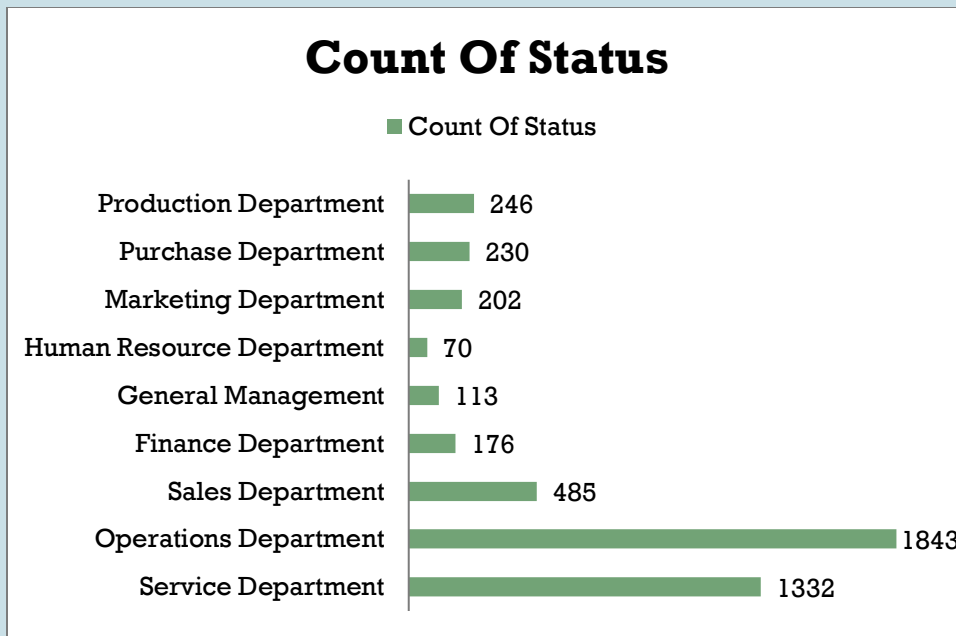
3. Charts and Plots: This is one of the most important part of analysis to visualize the data.

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

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

Count Of Status





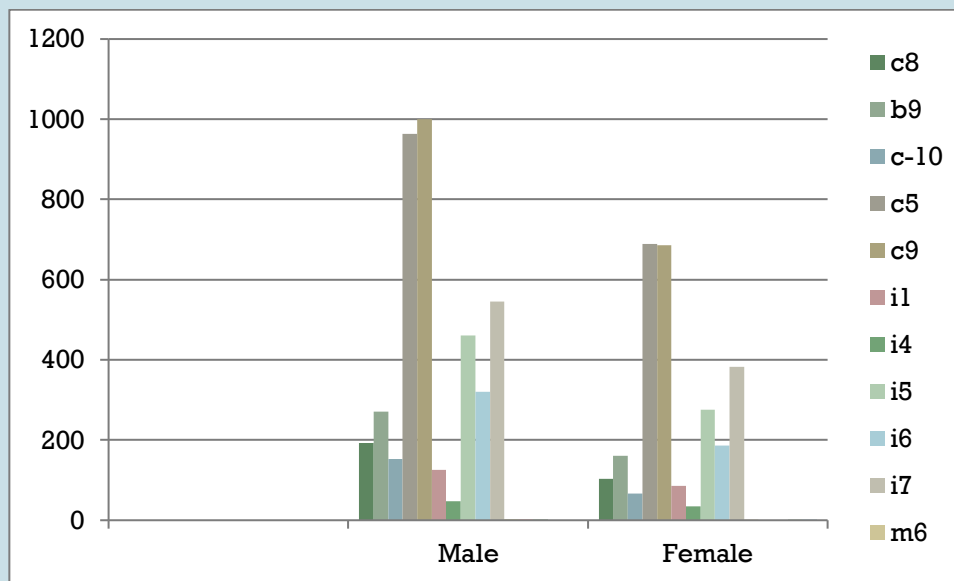
From the above pie chart and bar plot I have analyzed that most of the people are working on the Operations Department (i.e) people hired on this particular department and Least number of people hired for Human Resource Department.

39% hired people that is ,(1843) people are working in the Operations Department and 1% of hired people that is, (70) only people working in the Human Resource Department.

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

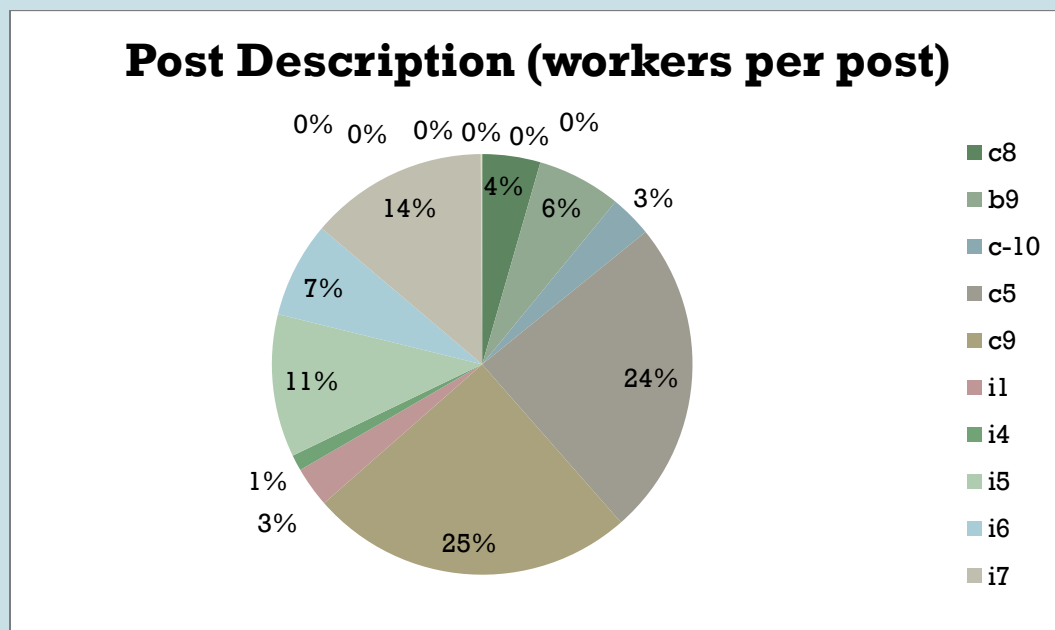
Represent different post tiers using chart/graph?

Event_name	c8	b9	c-10	c5	c9	i1	i4	i5	i6	i7	m6	m7	n10	n6	n9
Male	193	271	152	963	1001	125	48	461	320	546	2	1	1	0	0
Female	103	161	67	689	686	86	35	275	187	383	1	0	0	1	1



From above column chart, Post Description (Gender wise distribution per post) is then male has the highest post tiers than the female employees.

No. of People	post_name
320	c8
463	b9
232	c-10
1747	c5
1792	c9
222	i1
88	i4
787	i5
527	i6
982	i7
3	m6
1	m7
1	n10
1	n6
1	n9
1	-



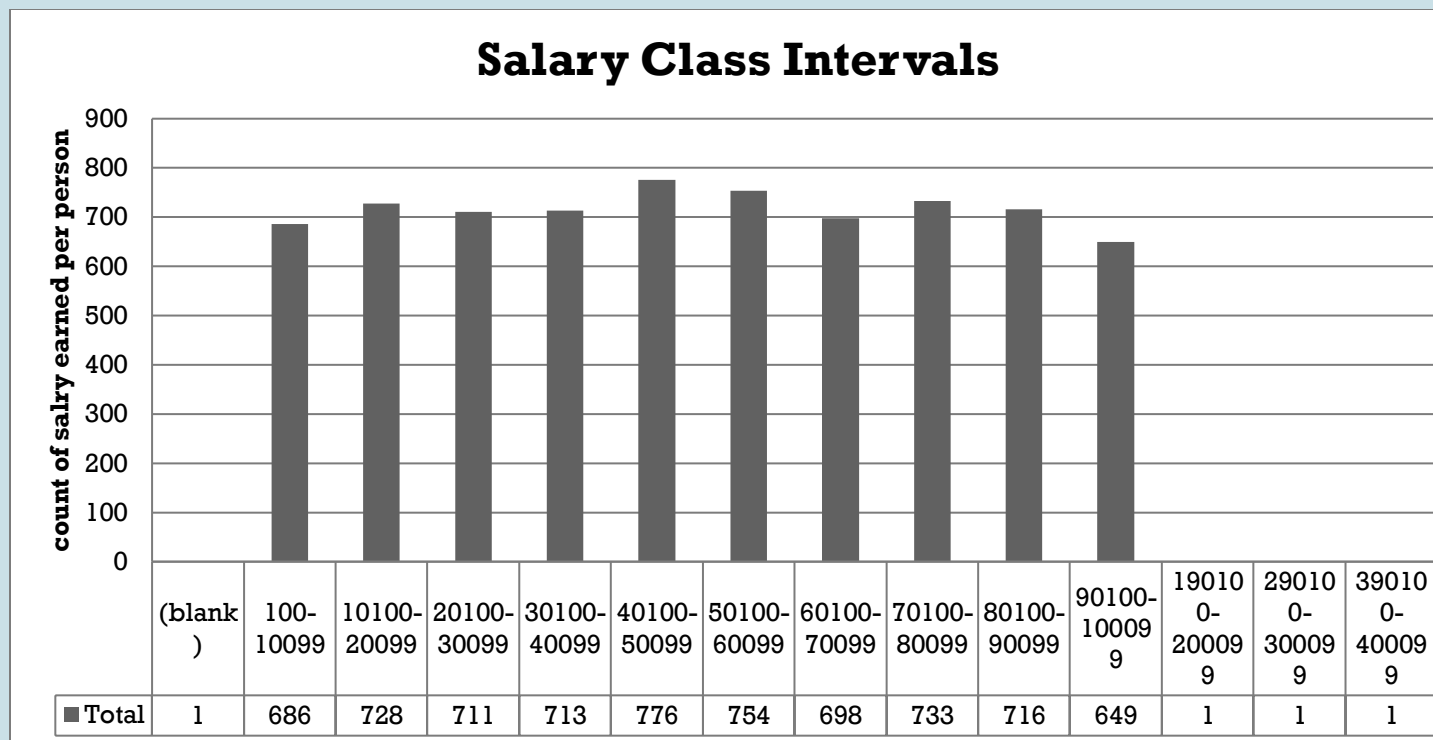
From above pie chart , I have inferred a post description (workers per post) then there c9 post of 25% is the most workers working in c9 post.

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

Draw the class intervals for salary in the company ?

Row Labels	Count of Status
(blank)	1
100-10099	686
10100-20099	728
20100-30099	711
30100-40099	713
40100-50099	776
50100-60099	754
60100-70099	698
70100-80099	733
80100-90099	716
90100-100099	649
190100-200099	1
290100-300099	1
390100-400099	1
Grand Total	7168





From the above class interval column chart represents that most of the people are on the intervals of **40100 – 50099** i.e, **(776)** are getting salary more than 40100.

RESULT

The given project helped me gain mastery in pivot tables, basic data operations and use of some functions. This helped in establishing a strong foundation for MS Excel.

DRIVE LINK

https://drive.google.com/file/d/13hIf2XhhMIQtwl70n5BKBuNt8afX5DaD/view?usp=drive_link