Hiring Process Analytics

Project Description

In this project we are trying to analyse the data given which is data related to hiring process of a company. From the dataset we get to know about application_id,interview_taken,Status i.e Hired or Rejected, Event i.e the person is Male/Female,Department for which the person was hired, Post Name i.e the post for which the person was interviewed and the offered salary.

Approach

Downloaded the excel sheet and analysed the data using excel. Used various functions and pivot tables to solve the given problems.

Tech-Stack Used

Microsoft Excel

Insights

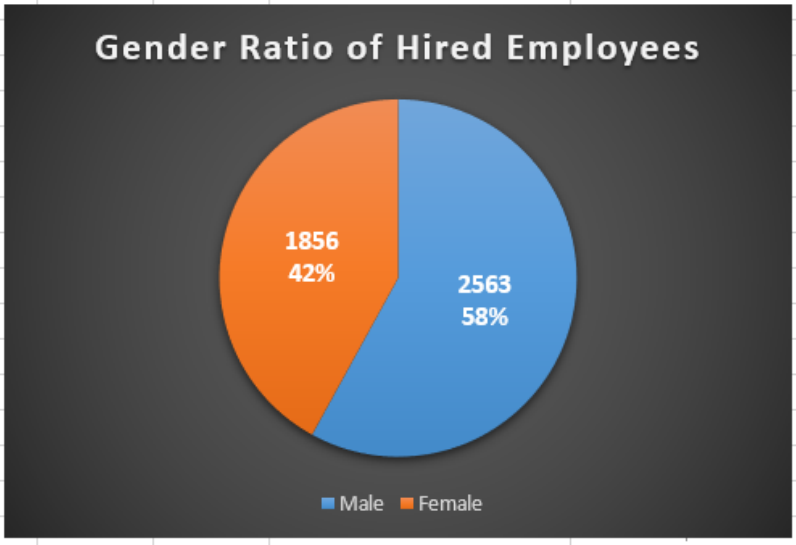
Below insights we could make like :

1. **Hiring:** Process of intaking of people into an organization for different kinds of positions.
   Your task: How many males and females are Hired ?

Using the formula

```
=COUNTIFS($C$2:$C$7169,"Hired",$D$2:$D$7169,"Male")
```

Gender	Count of Hired Employees
Male	2563
Female	1856



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.
   Your task: What is the average salary offered in this company ?

Average salary offered. Here I have considered both Hired and Rejected candidates using formula

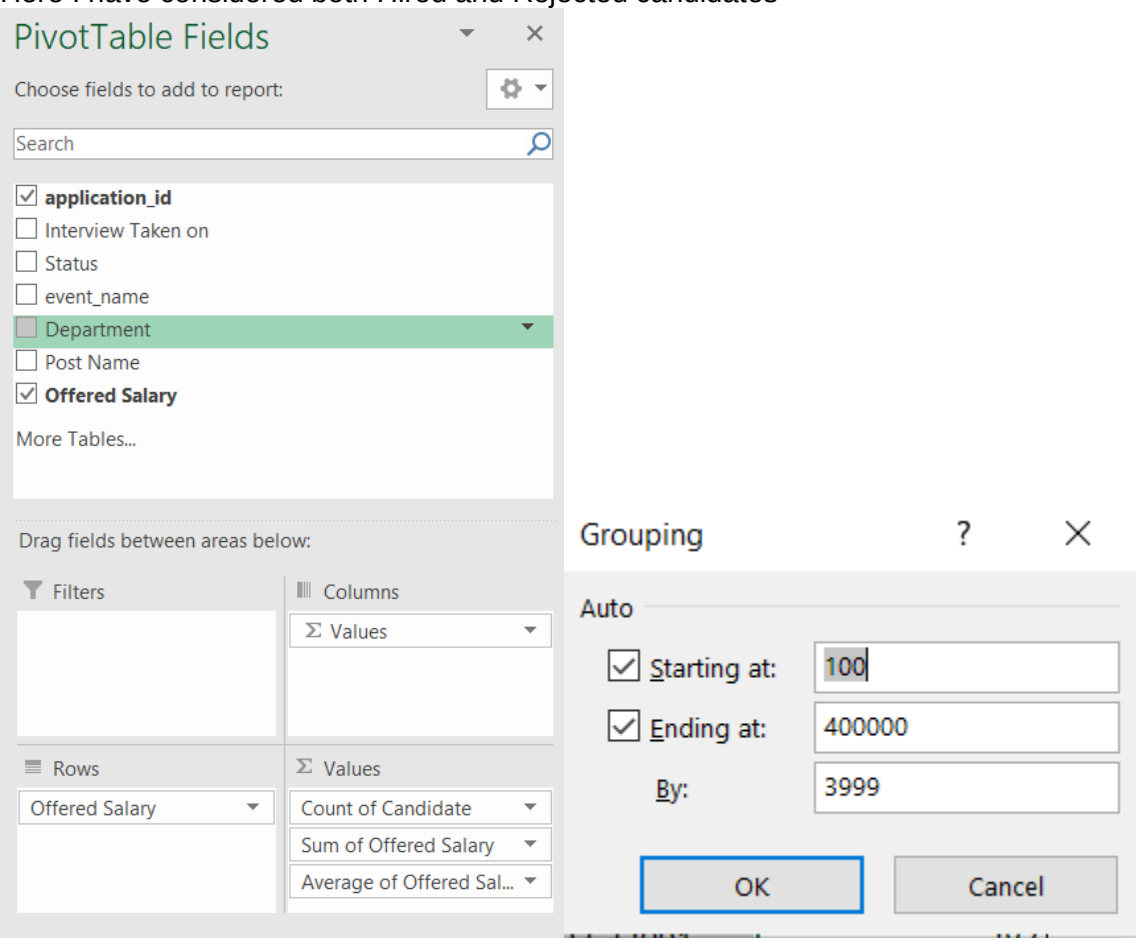
```
=AVERAGE(G2:G7169)
```

Result:

Average salary offered in this compan	49983.03

3. **Class Intervals:** The class interval is the difference between the upper class limit and the lower class limit.
   Your task: Draw the class intervals for salary in the company ?

Created Pivot table and taken Offered Salary in rows and Count of application_id,sum and avg of offered salary in values then grouped the salary range starting from the lower limit i.e 100 and upper limit 400000. Also shown the sum and average offered salary in that range.
Here I have considered both Hired and Rejected candidates



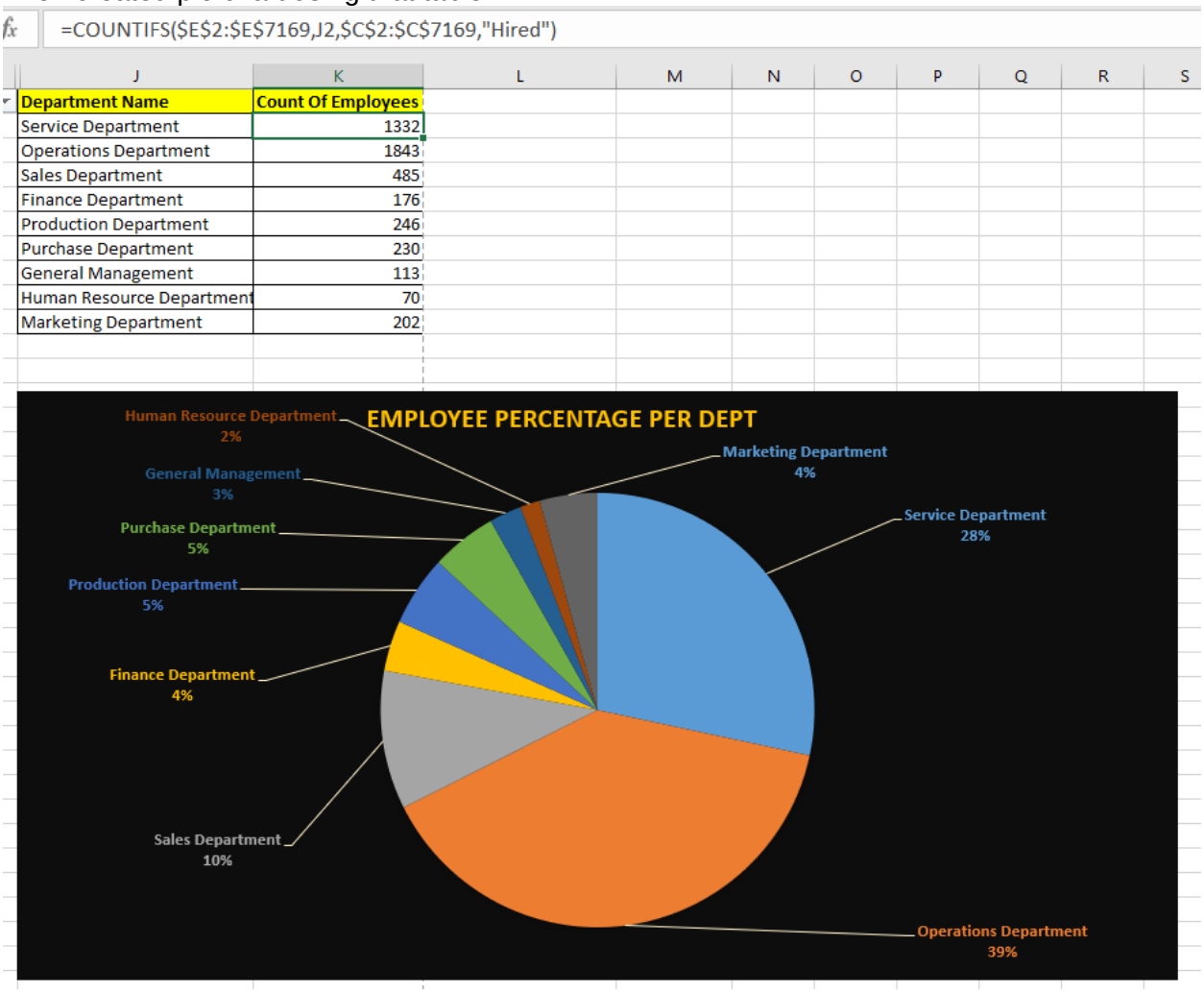
Offered Salary	Count of Candidate	Sum of Offered Salary	Average of Offered Salary
(blank)	1		
100-4098	224	5,62,509.00	2,511.20
4099-8097	328	19,95,763.00	6,084.64
8098-12096	274	27,77,251.00	10,135.95
12097-16095	294	41,55,974.00	14,135.97
16096-20094	292	52,72,374.00	18,056.08
20095-24093	282	62,61,286.00	22,203.14
24094-28092	290	75,57,949.00	26,061.89
28093-32091	287	86,19,500.00	30,033.10
32092-36090	260	88,86,971.00	34,180.66
36091-40089	307	1,16,89,130.00	38,075.34
40090-44088	332	1,39,73,966.00	42,090.26
44089-48087	313	1,44,26,467.00	46,090.95
48088-52086	275	1,37,89,761.00	50,144.59
52087-56085	325	1,75,87,091.00	54,114.13
56086-60084	284	1,65,07,831.00	58,126.17
60085-64083	274	1,70,03,333.00	62,055.96
64084-68082	260	1,71,78,504.00	66,071.17
68083-72081	299	2,09,20,341.00	69,967.70
72082-76080	297	2,19,98,747.00	74,069.86
76081-80079	302	2,35,82,556.00	78,087.93
80080-84078	293	2,40,18,640.00	81,974.88
84079-88077	273	2,35,10,409.00	86,118.71
88078-92076	281	2,52,88,222.00	89,993.67
92077-96075	257	2,41,85,329.00	94,106.34
96076-100074	261	2,55,78,465.00	98,001.78
196051-200049	1	2,00,000.00	2,00,000.00
296026-300024	1	3,00,000.00	3,00,000.00
396001-400000	1	4,00,000.00	4,00,000.00
Grand Total	**7168**	**35,82,28,369.00**	**49,983.03**

4. **Charts and Plots:** This is one of the most important part of analysis to visualize the data.
   Your task: Draw Pie Chart / Bar Graph (or any other graph) to show proportion of people working different department ?

Created one table using the distinct department name and count of candidate in each department.

Used the countifs function . `=COUNTIFS($E$2:$E$7169,J2,$C$2:$C$7169,"Hired")`

Then created pie chart using that table



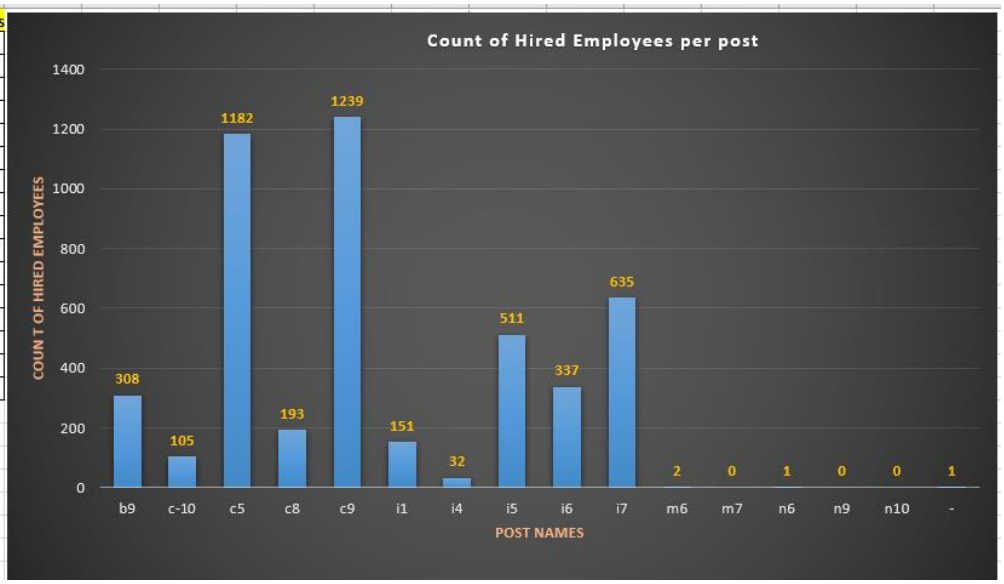
5. **Charts:** Use different charts and graphs to perform the task representing the data.
Your task: Represent different post tiers using chart/graph?

Created one table for distinct post names and count of employees working in that post.Using Countifs function

```
=COUNTIFS($F$2:$F$7169,T2,$C$2:$C$7169,"Hired")
```

Then made a column chart from that data

Post Names	Count Of Employees
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
-	1



Result

I was able to create meaningful insights from the dataset which can be crucial for business. I was able to sharpen my Excel skills from here. Successfully completing this project boosted my confidence.