Hiring Process Analytics

PROJECT DESCRIPTION:

In this project i.e. Hiring Process Analytics, I provided support in the effort to produce business insights for the marketing, product, and by giving the data to the development teams working on this project using Microsoft Excel. I am utilising a variety of Excel queries during this process to obtain the relevant data. Based on the data obtained, I managed to figure out-

• Hired employees.

• Average salary offered.

• Class intervals for salary in the company .

• Proportion of people working different department.

• Different post tiers.

APPROACH:

I initially examined the objective to find the relevant data that the team needed and then I imported the data into Excel and using different formulas in excel to find necessary conclusions about the company. By using the below Steps for EDA

• Understanding data columns and data

• Checking for missing data

• Clubbing columns with multiple categories

• Checking for outliers

• Removing outliers

• Drawing Data Summary

TECH-STACK USED:

I carried out the project using **MS Excel.**

INSIGHTS:

I identify and clarify the main objective and by using Excel, I learn more about real-time analytics and obtain insights by applying various Excel formulas on this project. I identified the employees' info that was provided. I gained various insights into the hired employees, company's average salary, class interval for salary, chart for working people with multiple departments and graphs representing different posts.

RESULTS:

By the completion of the project, I had improved my Excel skills, learned how to work with real-world data and experienced how to approach and resolve problems.

Based on the data provided, I was able to achieve a number of results which are listed below.

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

Task: How many males and females are Hired?

Result:

Gender	Hired
Male	2563
Female	1856
Don't want to say	268
Grand Total	**4687**

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.

Task: What is the average salary offered in this company?

Result:

Department	Average Salary
Service Department	50629.88418
Operations Department	49151.35438
Sales Department	49310.3807
Finance Department	49628.00694
Production Department	49448.48421
Purchase Department	52564.77477
General Management	58722.09302
Human Resource Department	49002.27835
Marketing Department	48489.93538
GRAND TOTAL	**456947.192**

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

Task: Draw the class intervals for salary in the company?
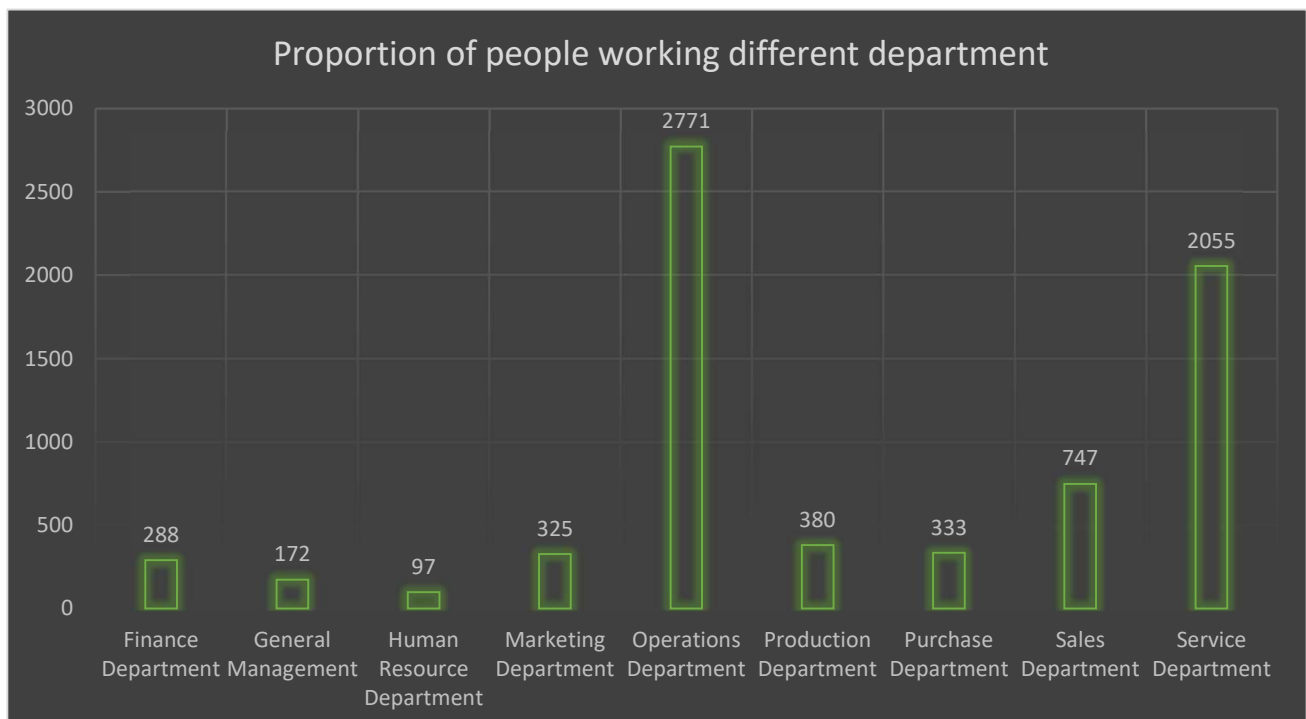
Result:

APPLICATION IDS INTERVALS	COUNT OF OFFERED SALARY
1-99999	621
100000-199999	706
200000-299999	755
300000-399999	707
400000-499999	735
500000-599999	715
600000-699999	735
700000-799999	695
800000-899999	780
>900000	719
GRAND TOTAL	**7168**

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

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

Result:

DEPARTMENT	COUNT OF EMPLOYEES
Finance Department	288
General Management	172
Human Resource Department	97
Marketing Department	325
Operations Department	2771
Production Department	380
Purchase Department	333
Sales Department	747
Service Department	2055
GRAND TOTAL	**7168**

Proportion of people working different department

Department	Count
Finance Department	288
General Management	172
Human Resource Department	97
Marketing Department	325
Operations Department	2771
Production Department	380
Purchase Department	333
Sales Department	747
Service Department	2055

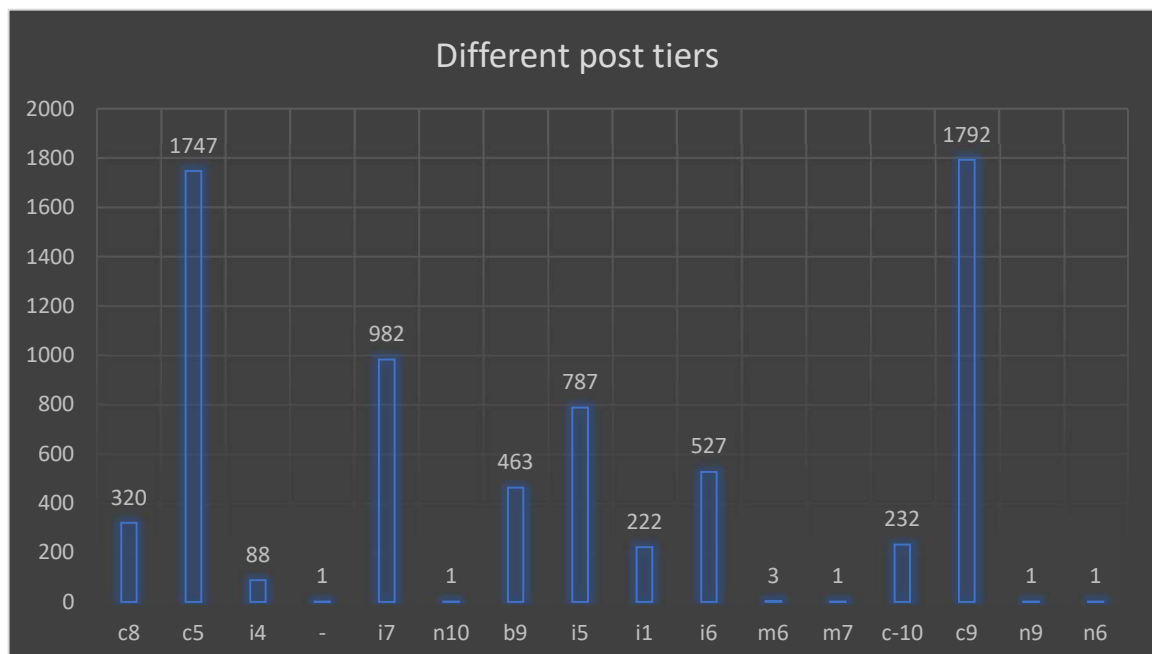**5. Charts**: Use different charts and graphs to perform the task representing the data.

Task: Represent different post tiers using chart/graph.

Result:

POST NAME	COUNT OF IDS
c8	320
c5	1747
i4	88
-	1
i7	982
n10	1
b9	463
i5	787
i1	222
i6	527
m6	3
m7	1
c-10	232
c9	1792
n9	1
n6	1
GRAND TOTAL	7168

LINK: ↓

statistics-Tennyson

Web address: https://docs.google.com/spreadsheets/d/1p-
_DkBbpxRk9RcMO3KMlHJmL2OCeP4MS/edit?usp=share_link&ouid=115123843229850064
657&rtpof=true&sd=true