Hiring Process Analytics

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 analyse before hiring freshers or any other individual. Thus, making an opportunity for a Data Analyst job here too!

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

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

The given a dataset of a company has the details about people who registered for a particular post in a department of this company. This project has been madee with the knowledge in statistics and use of different formulas in excel and draw necessary conclusions about the company.

I used the below Steps for Excel Data Analysis

1. Understanding data columns and data
2. Checking for missing data
3. Clubbing columns with multiple categories
4. Checking for outliers
5. Removing outliers
6. Drawing Data Summary

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

→ The number of people being hired can be found out by the count of the entire rows present in the table. If not we can scroll down to the last and now we can see the row number which is the number of people hired.
→ To calculate the number of people hired of a particular gender or type we can select the filter tab of the given column and select the value or type of data.
→ Now the data of selected type will be listed
→ To find the number of same type value present in the list of same type is present using the formula.
→ =SUBTOTAL('col','range of values')

Inference:

The number of females hired is 2675

The number of males hired is 4085

Where as the remaining people belong to others category.

B) 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.
→ It can be also solved by using excel formula :-

=AVERAGE(G2:G7169)
This is the average salary of the given excel data

49983.03

C) Class Intervals:

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

from	to	Frequency
0	10000	1410
10000	20000	1410
20000	30000	2120
30000	40000	2830
40000	50000	3611
50000	60000	4359
60000	70000	5057
70000	80000	5789
80000	90000	6498
90000	100000	7156
100000	110000	7155
110000	120000	7154
120000	130000	7154
130000	140000	7153
140000	150000	7152
150000	160000	7151
160000	170000	7150
170000	180000	7149
180000	190000	7148
190000	200000	7147

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

Graph to show proportion of people working at different department.
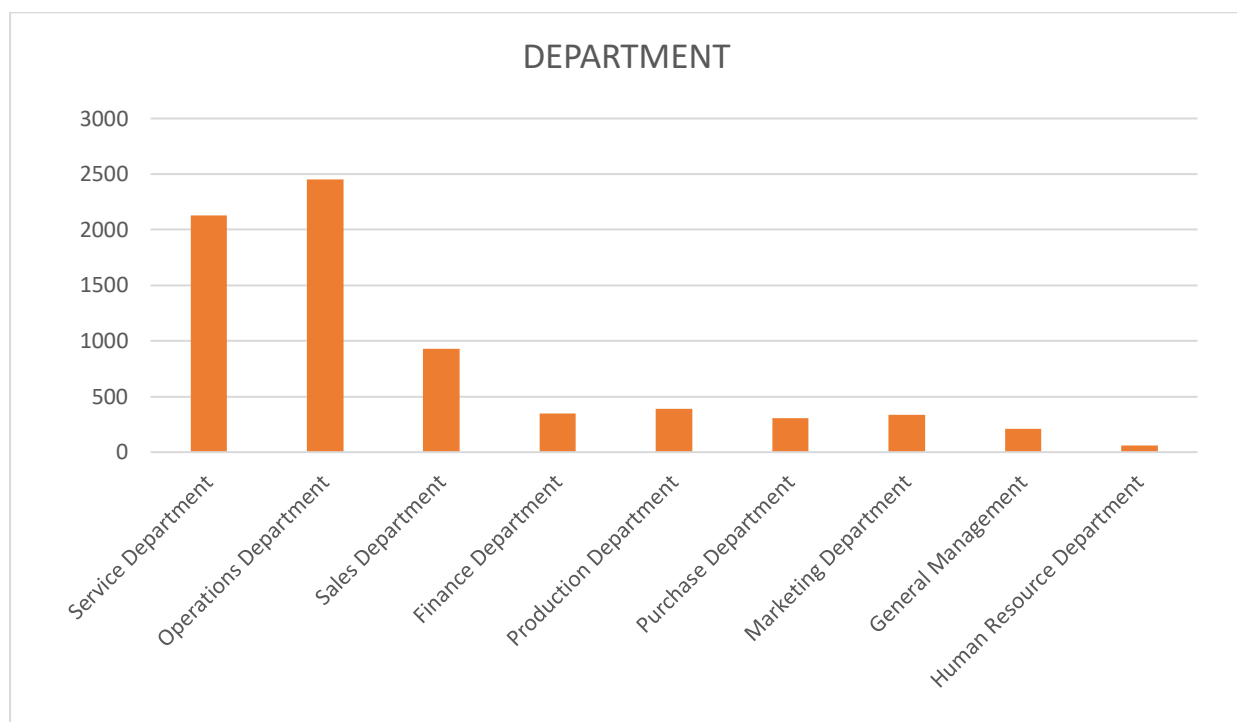
E) Charts: Use different charts and graphs to perform the task representing the data.

This chart represents the post tiers job positions and the number of people belonging to each post given by their percentage. Here it is represented by pie charts.