



HIRING PROCESS ANALYTICS

Project description:

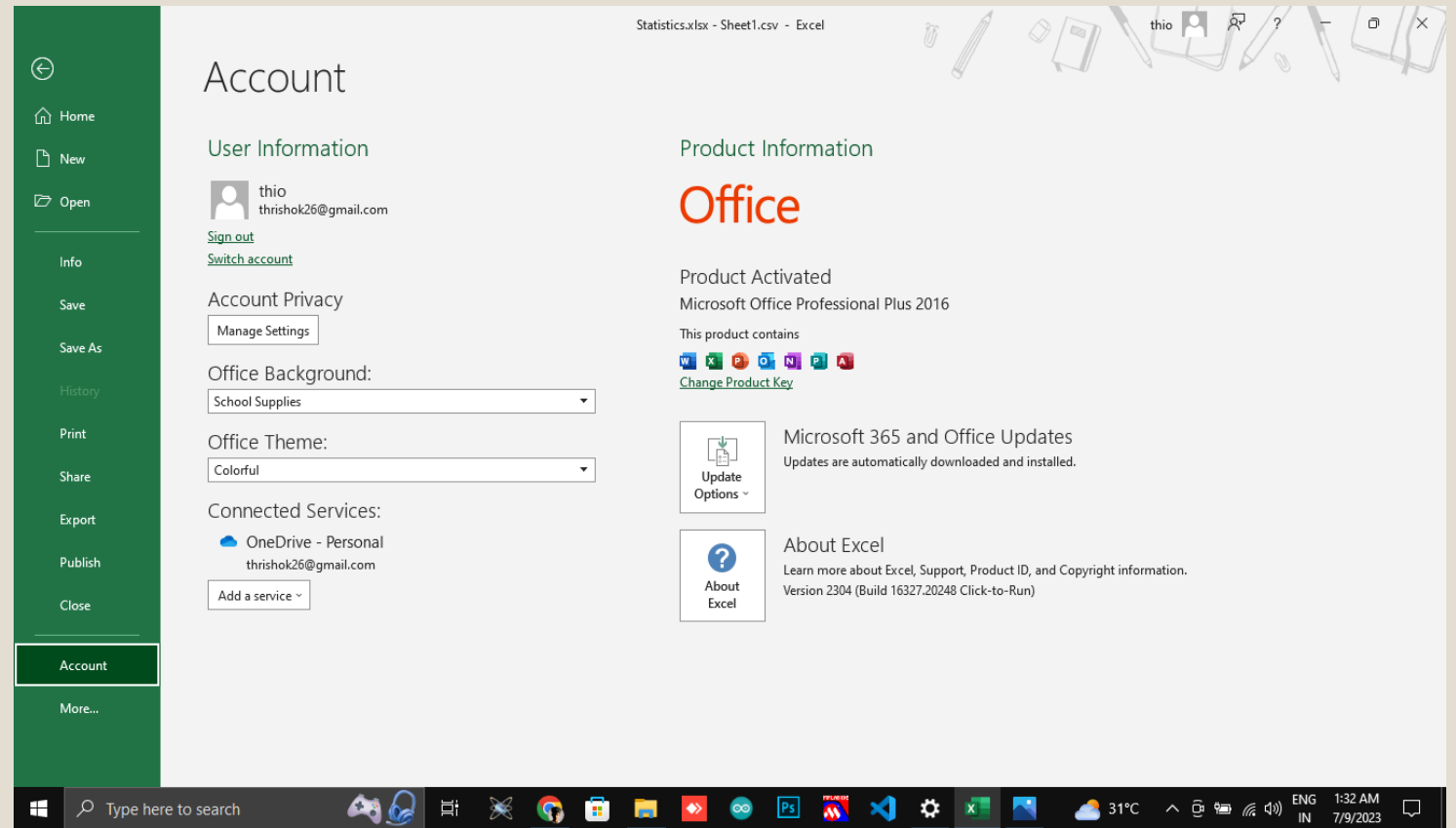
- Hiring process is the fundamental and the most important function of a company.
- MNCs get to know about the major underlying trends about the hiring process. Trends such as- number of rejections, number of interviews, types of jobs, vacancies etc. are important for a company to analyse before hiring freshers or any other individual.

Approach:

- In this project, I have used MS Excel to Filter ,group ,order , aggregate and plotting chart for the given data set.

Tech-Stack used:

I have used Microsoft Office Professional Pro 2016 to achieve output for the he given data.



Insights:

- Through this project, I have gained the knowledge of hiring process in a Company.
- There are various factors such as application_id, Interview Taken on, Status, event_name, Department, Post Name, Offered Salary to consider for further analysis.

A. How many males and females are Hired ?

No of Males
and Females
are hired in
the company.

The screenshot shows an Excel window with a PivotTable and the PivotTable Fields task pane. The PivotTable is titled 'PivotTable1' and is located in the range A4:I7. The task pane shows the following fields:

- Filters:** Status
- Columns:** (empty)
- Rows:** event_name
- Values:** Count of event_name

The PivotTable data is as follows:

Row Labels	Count of event_name
Female	1856
Male	2563
Grand Total	4419

B. What is the average salary offered in this company ?

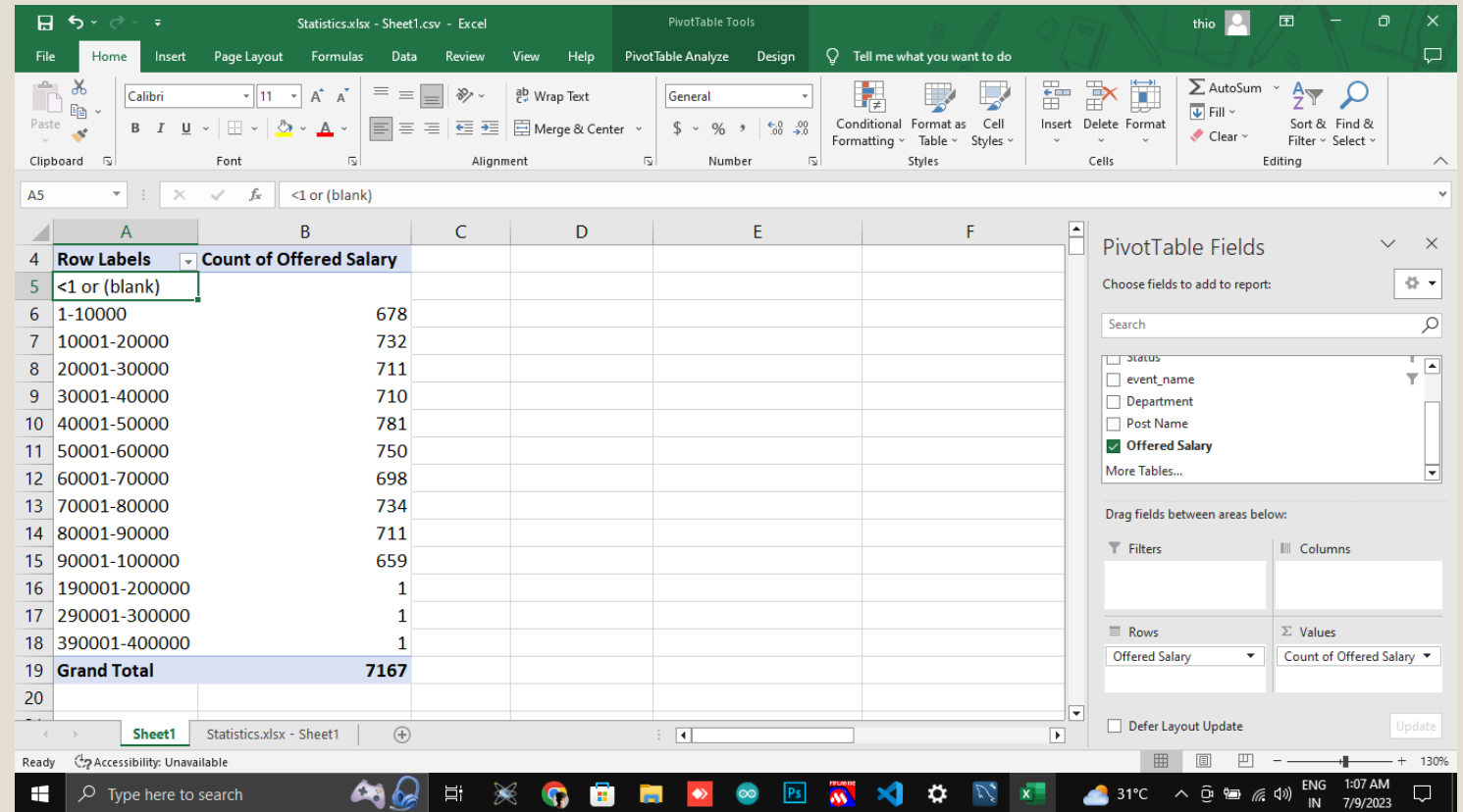
Average salary offered in the company for different sector.

The screenshot displays the Microsoft Excel interface with a PivotTable named 'PivotTable1' showing the average offered salary by department. The PivotTable is located in the range B4:D14. The 'Value Field Settings' dialog box is open, showing the 'Offered Salary' field summarized by 'Average'. The 'PivotTable Fields' task pane on the right shows the 'Department' field in the Rows area and the 'Offered Salary' field in the Values area.

Row Labels	Average Offered Salary
Finance Department	49628.01
General Management	58722.09
Human Resource Department	49002.28
Marketing Department	48489.94
Operations Department	49151.35
Production Department	49448.48
Purchase Department	52564.77
Sales Department	49310.38
Service Department	50629.88
Grand Total	49983.03

C . Draw the class intervals for salary in the company ?

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

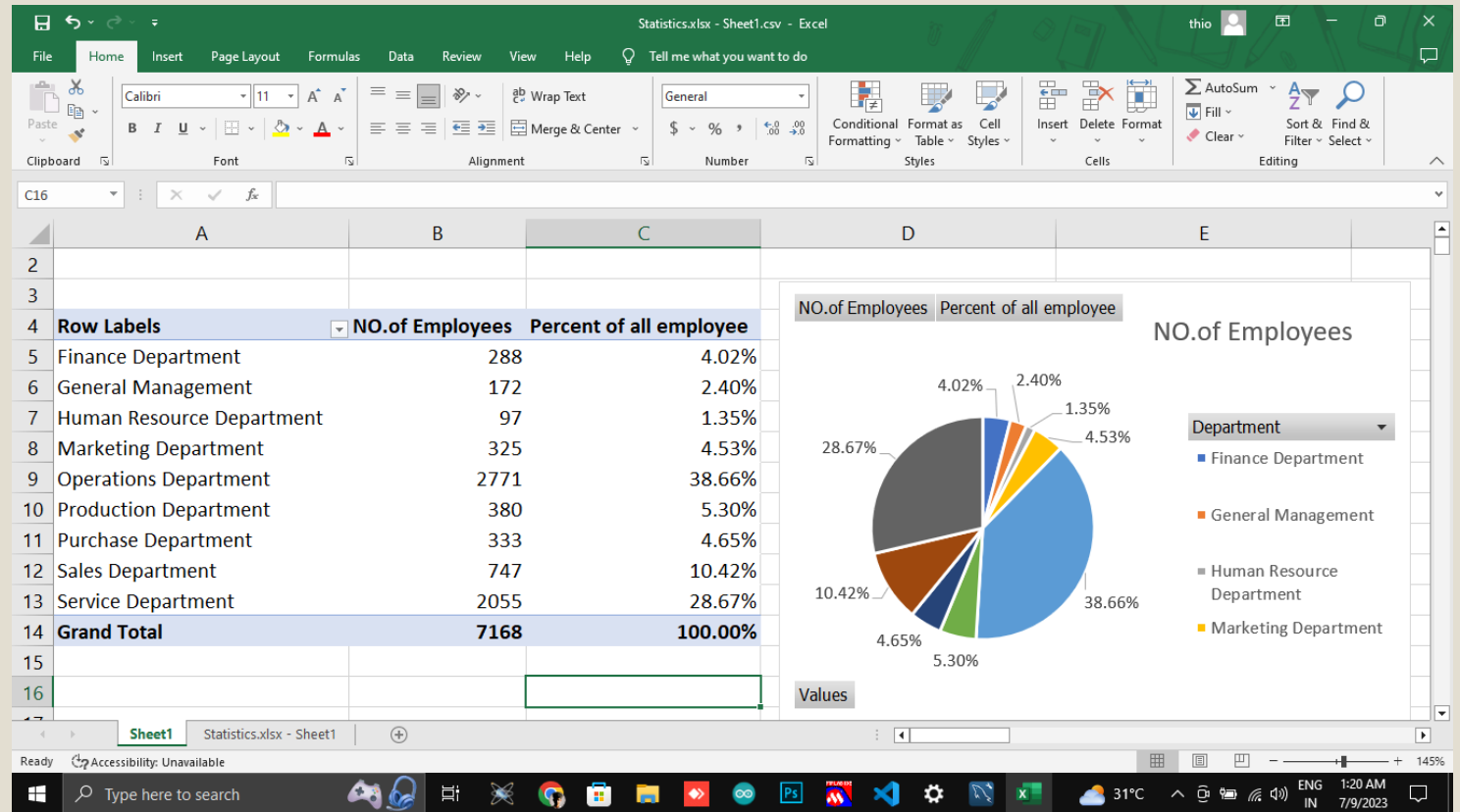


The screenshot displays an Excel spreadsheet with a PivotTable summarizing salary data. The PivotTable is located in the range A4:F19. The PivotTable Fields task pane on the right shows that 'Offered Salary' is selected and placed in the Values area, with the summary function set to 'Count of Offered Salary'.

Row Labels	Count of Offered Salary
<1 or (blank)	
1-10000	678
10001-20000	732
20001-30000	711
30001-40000	710
40001-50000	781
50001-60000	750
60001-70000	698
70001-80000	734
80001-90000	711
90001-100000	659
190001-200000	1
290001-300000	1
390001-400000	1
Grand Total	7167

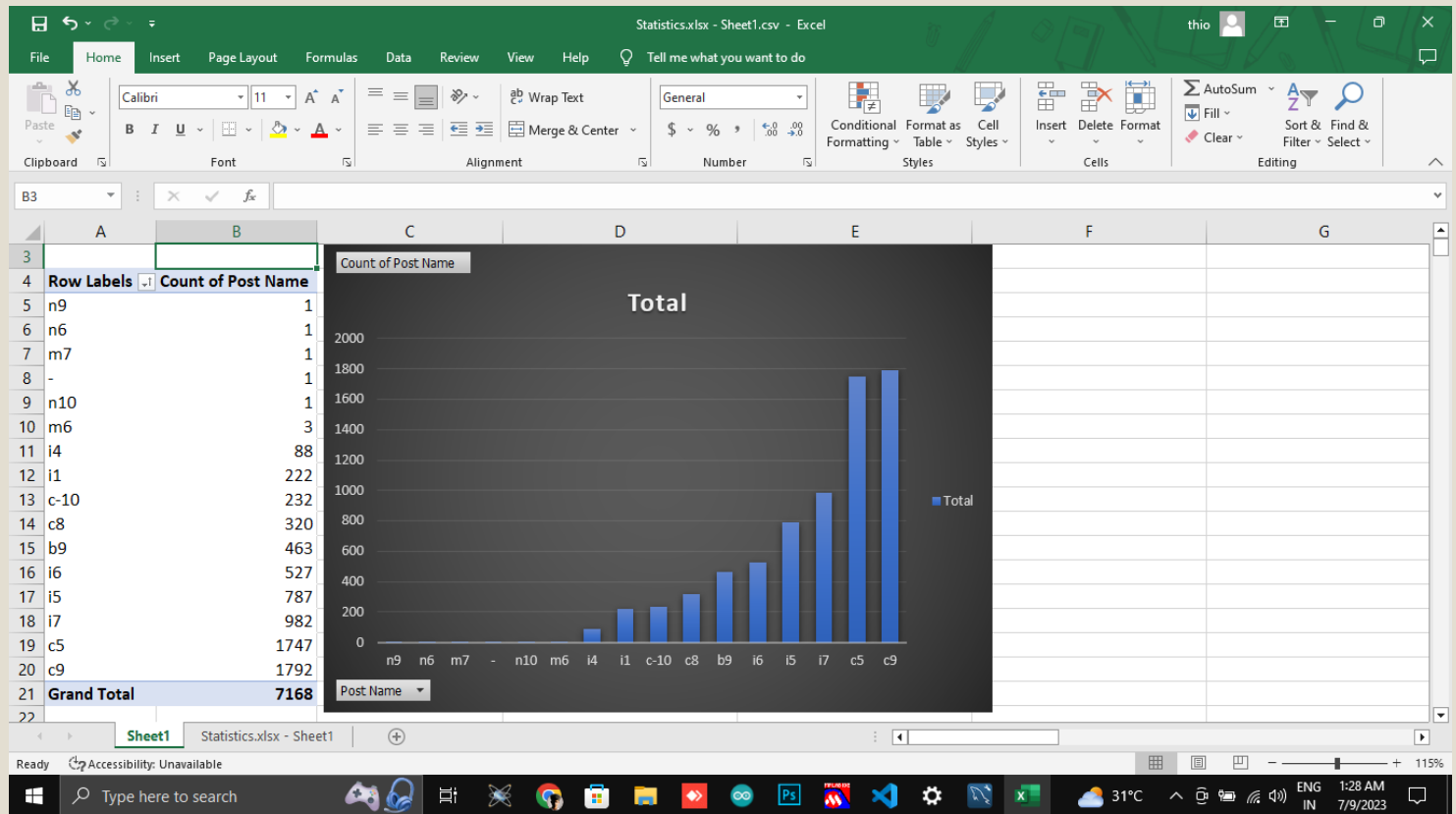
D. Draw Pie Chart / Bar Graph (or any other graph) to show proportion of people working different department ?

Number of employees in different sector and their percentage with a pie chart.



E. Represent different post tiers using chart/graph?

Count of post name with Bar graph in ascending order.



Result:

- As a result, I have gained the knowledge of Hiring process in a company.
- Based on different sector ,salary range, post_name and different departments in a company.

THANK YOU