PROJECT – IV
Hiring Process Analytics

PROJECT 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.

Being a Data Analyst, our 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 hirings and have asked you to answer certain questions making sense out of that data.

Now I am given with a dataset and have to answer some questions. I will study and apply concepts of EDA and graphs, Tables, Charts, Pivot table to draw the final insight about the whole dataset given to us for answering few questions.

APPROACH

The approach used are a few steps: For successfully completing this project I learnt about EDA concepts. I learnt basics and few advanced things about excel. I learnt about pivot table while completing this project which helped me a lot. I have finally applied these concepts for obtaining answers to the respective questions asked and have obtained different graphs and charts asked.
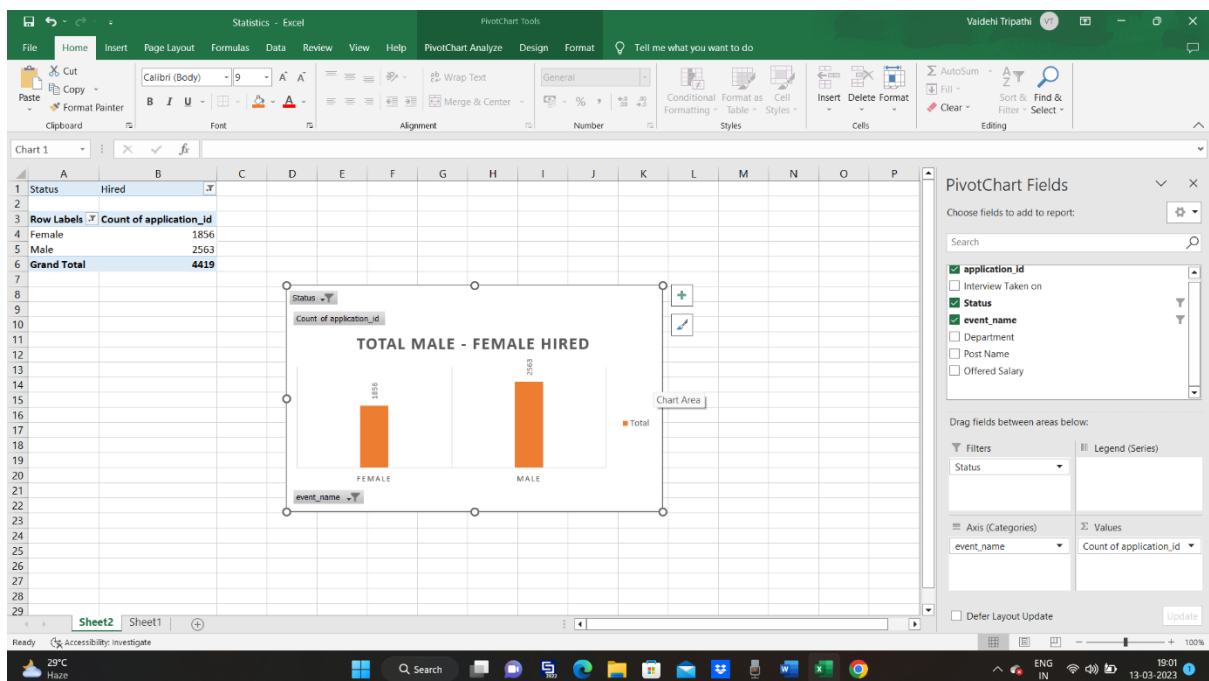
TECH – STACK USED

FOLLOWING ARE THE TECH STACKS USED BY ME FOR COMPLETEING THS PROJECT

- Excel

- Google drive

INSIGHTS:

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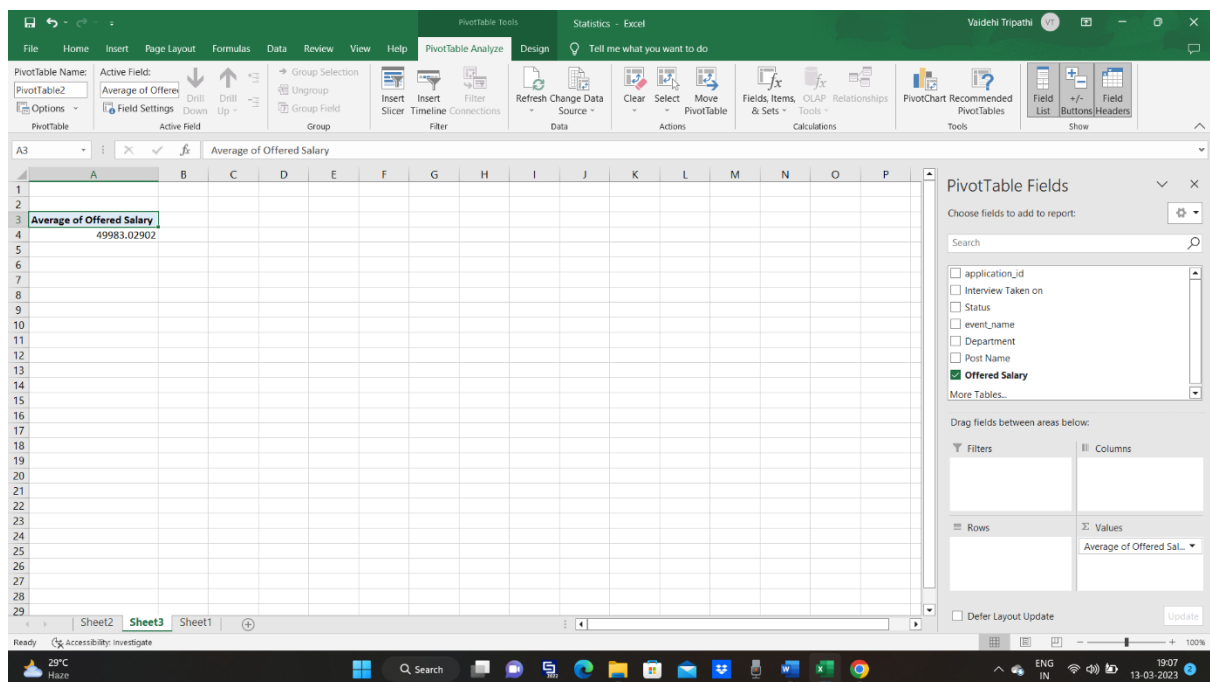
Your task: How many males and females are Hired?

Total females hired: 1856

Total males hired:2563

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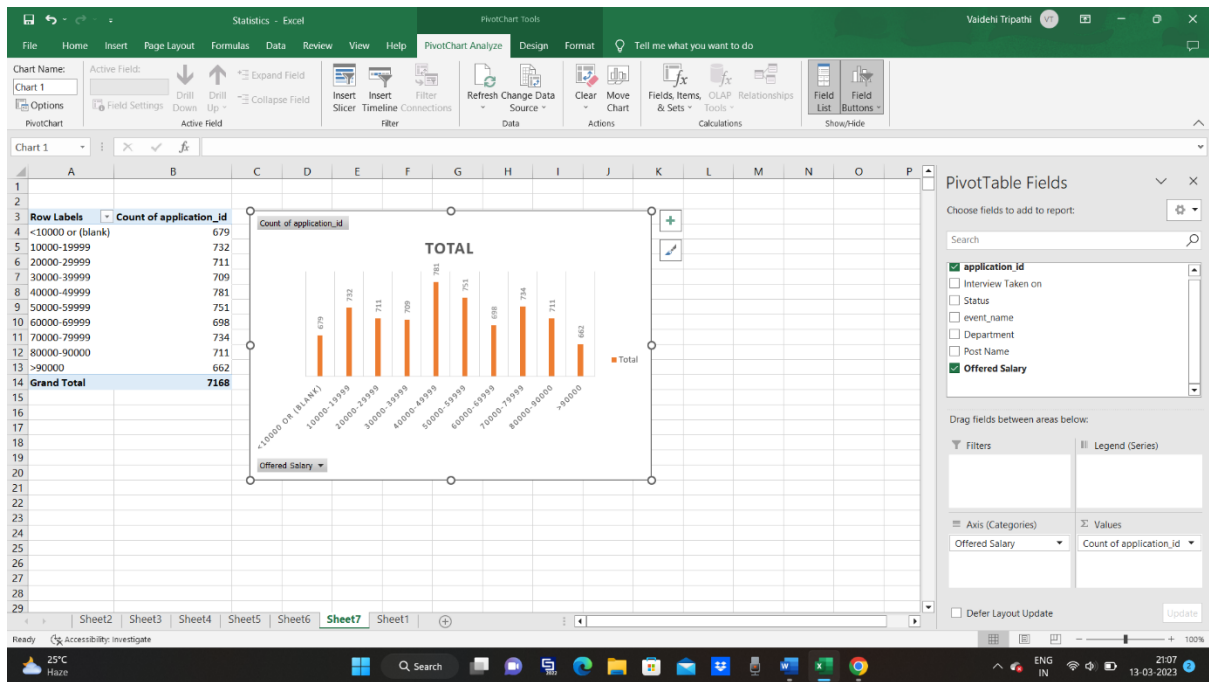
Your task: What is the average salary offered in this company?

Average salary offered, including both hired and rejected = 49983.02902

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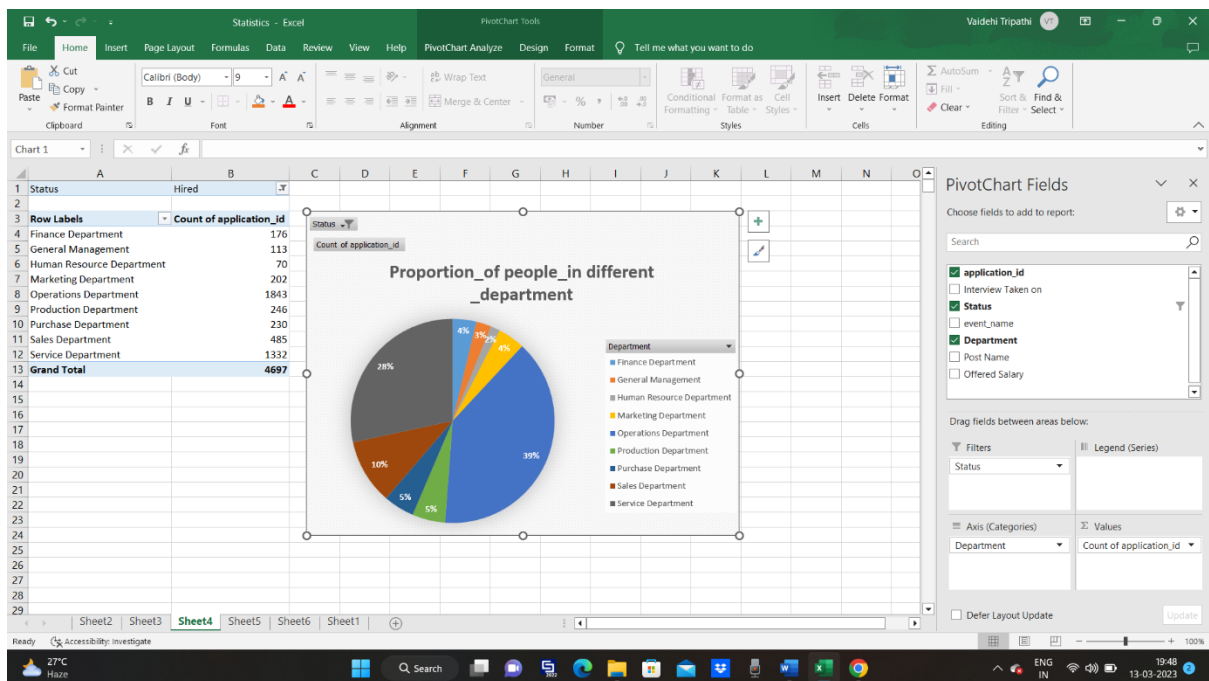
Your task: Draw the class intervals for salary in the company?

The graph shown above is showing salary intervals (limits) in form of table and bar graph.

**D. Charts and Plots:** This is one of the most important parts 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?

The result above is shown in the form of pie chart for employees in different department.

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

Your task: Represent different post tiers using chart/graph?
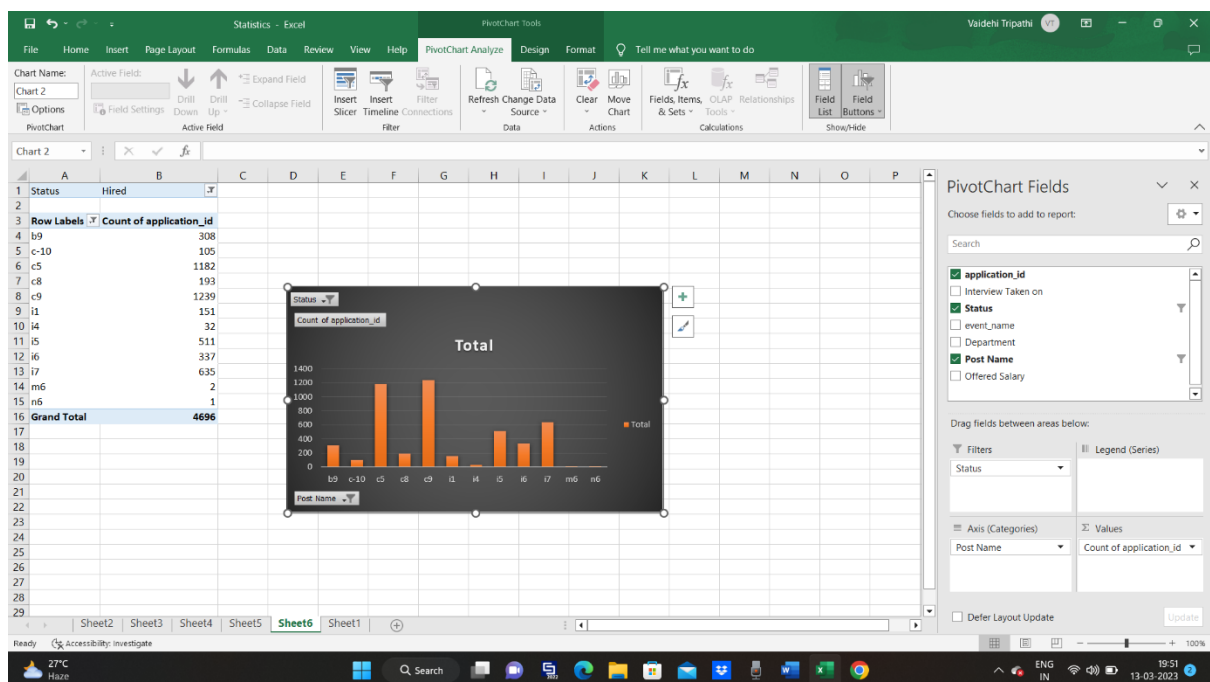
This graph now shows post wise number of people that are hired in the company i.e post tiers.

RESULTS:

There are quite few things that I learnt during this project. I learnt about how is the hiring process done in the companies or any department. I learnt about EDA. I got to know a lot about pivot tables and excel sheet utilization. Overall, this project was fun to do and side by side very useful.

THANK YOU!