Project 04 - HIRING PROCESS ANALYTICS

Data Cleaning	
Before	**After**
Data Range	Converted into table 'Hiring_Statistics'
Gender - 393 - Don't want to say	No change
Gender - 15 - Not specified ('-')	Replaced '-' with 'Don't want to say'
Post Name - 01 Not specified ('-')	Replaced it with c5 since it has most number of counts (12) in 'Sales Department' with offered salary between 85,000-90,000
Salary - 01 Not specified (Blank)	Replaced it with median value (45400) from offered salaries for sales department and i7

A. Hiring Analysis: Determine the gender distribution of hires. How many males and females have been hired by the company?

Answer:

	Male	Female	Total
Hired	**2563**	**1856**	**4419**

B. Salary Analysis: What is the average salary offered by this company? Use Excel functions to calculate this.

Answer:

Department	Average Salary
Service Department	50629.88418
Operations Department	49151.35438
Sales Department	49305.14592
Finance Department	49628.00694
Production Department	49448.48421
Purchase Department	52564.77477
Marketing Department	48489.93538
General Management	58722.09302
Human Resource Department	49002.27835
Total Average	**50771.32857**

Create class intervals for the salaries in the company. This will help you understand the salary distribution.
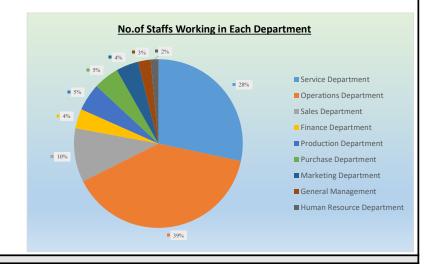
Answer:

Min Salary	100
Max Salary	400000

Salary Range	Staff Count
100-50000	3612
50000-100000	3553
100000-200000	0
200000-300000	1
300000-400000	2

D. Departmental Analysis:

Use a pie chart, bar graph, or any other suitable visualization to show the proportion of people working in different departments.

Answer:

Department	Staff Count	Percentage
Service Department	1332	28.36
Operations Department	1843	39.24
Sales Department	485	10.33
Finance Department	176	3.75
Production Department	246	5.24
Purchase Department	230	4.90
Marketing Department	202	4.30
General Management	113	2.41
Human Resource Department	70	1.49
Total	4697	100.00

No.of Staffs Working in Each Department

- Service Department 28%
- Operations Department 39%
- Sales Department 10%
- Finance Department 4%
- Production Department 5%
- Purchase Department 5%
- Marketing Department 4%
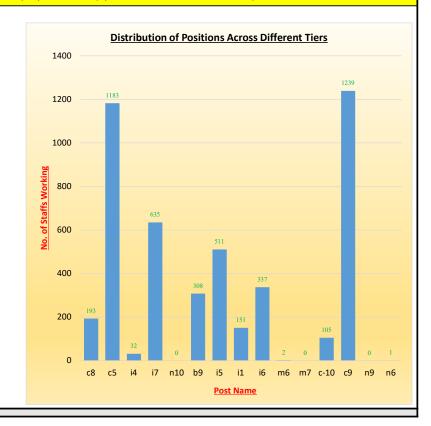- General Management 3%
- Human Resource Department 2%

E. Position Tier Analysis:	Use a chart or graph to represent the different position tiers within the company. This will help you understand the distribution of positions across different tiers.

Answer:

Post Name	Staff Count	Percentage
c8	193	4.11
c5	1183	25.19
i4	32	0.68
i7	635	13.52
n10	0	0.00
b9	308	6.56
i5	511	10.88
i1	151	3.21
i6	337	7.17
m6	2	0.04
m7	0	0.00
c-10	105	2.24
c9	1239	26.38
n9	0	0.00
n6	1	0.02
Total	4697	100.00

Distribution of Positions Across Different Tiers

No. of Staffs Working vs Post Name

c8: 193, c5: 1183, i4: 32, i7: 635, n10: 0, b9: 308, i5: 511, i1: 151, i6: 337, m6: 2, m7: 0, c-10: 105, c9: 1239, n9: 0, n6: 1

		FINAL SUMMARY	
Sr No	**Question**		**Answer**
1	Project Description		Imagine you're a data analyst at a multinational company like Google. Your task is to analyze the company's hiring process data and draw meaningful insights from it. The hiring process is a crucial function of any company, and understanding trends such as the number of rejections, interviews, job types, and vacancies can provide valuable insights for the hiring department. As a data analyst, you'll be given a dataset containing records of previous hires. Your job is to analyze this data and answer certain questions that can help the company improve its hiring process.
2	Approach		1. Understood the dataset provided 2. Have done the data cleaning as described in the data cleaning table 3. Used appropriate functions and formulas to get the requried answers for each questions
2(A)	Hiring Analysis	Utilized "COUNTIFS" function	=COUNTIFS(Table2[event_name],"Male",Table2[Status],"Hired")
2(B)	Salary Analysis	Utilzed "AVERAGEIF " function	=AVERAGEIF(Table2[Department],F20,Table2[Offered Salary])
2(C)	Salary Distribution	Utilized "MIN" function	=MIN(Table2[Offered Salary])
		Utilized "MAX" function	=MAX(Table2[Offered Salary])
		Utilized "COUNTIFS" function (Similarly for all intervals)	=COUNTIFS(Table2[Offered Salary],">=100",Table2[Offered Salary],"<50000")
2(D)	Departmental Analysis	Utilized "COUNTIFS" function (Similarly for all values)	=COUNTIFS(Table2[Department],F46,Table2[Status],"Hired")
		Utilized "Percentage Formula" to get the percentage value (Similarly for all values)	=(G46/SUM($G$46:$G$54))*100
		Created chart for the above values	Used "Pie Chart"
2(E)	Position Tier Analysis	Utilized "COUNTIFS" function (Similarly for all values)	=COUNTIFS(Table2[Post Name],F60,Table2[Status],"Hired")
		Utilized "Percentage Formula" to get the percentage value (Similarly for all values)	=(G60/SUM($G$60:$G$74))*100
		Created chart for the above values	Used "Column Chart"
3	Tech-Stack Used		Microsoft Office 2019
4	Insights		In this projects I have used different excel functions, formulas, charts to extract the answers for all the questions which has helped me to improve the way of thinking while working on excel and selecting appropriate functions according to the questions.

| 5 | Result | This project has helped me to improve my skills on excel functions and charts. |