**Project 3- Hiring Process Analytics**

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**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. Thus, making an opportunity for a Data Analyst job here too!  
  
Being a Data Analyst, your 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.

**You are required to provide a detailed report for the below data record mentioning the answers of the questions that follows:**  
  
You are given a dataset of a company where the details about people who registered for a particular post in a department of this company. You are required to use your knowledge in statistics and use different formulas in excel and draw necessary conclusions about the company.

1. **Hiring**: Process of intaking of people into an organization for different kinds of positions. **Your task:**How many males and females are hired?
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.  
   **Your task:**What is the average salary offered in this company?
3. **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?
4. **Charts and Plots:**This is one of the most important part 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?
5. **Charts**: Use different charts and graphs to perform the task representing the data.  
   **Your task:**Represent different post tiers using chart/graph?

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

|  |  |
| --- | --- |
| Males | 2563 |
| Females | 1856 |

**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?

**Formula Used: =AVERAGE(G:G)**, where G is the salary column.

|  |  |
| --- | --- |
| **Average Salary** | 49983.03 |

**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?

|  |  |
| --- | --- |
| **Department** | **Average Salary** |
| Finance Department | 49628.01 |
| General Department | 58872.09 |
| Human Resource Department | 49002.28 |
| Marketing Department | 48489.94 |
| Operations Department | 49151.35 |
| Productions Department | 49448.48 |
| Purchase Department | 52564.77 |
| Sales Department | 49310.38 |
| Service Department | 50629.88 |

**Charts and Plots:**This is one of the most important part 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?

|  |  |
| --- | --- |
| **Department** | **People Working** |
| Finance Department | 176 |
| General Department | 113 |
| Human Resource Department | 70 |
| Marketing Department | 202 |
| Operations Department | 1843 |
| Productions Department | 246 |
| Purchase Department | 230 |
| Sales Department | 485 |
| Service Department | 1332 |

**Charts**: Use different charts and graphs to perform the task representing the data.  
**Your task:**Represent different post tiers using chart/graph

|  |  |
| --- | --- |
| **Post Name** | **No. of employees** |
| b9 | 463 |
| c-10 | 232 |
| c5 | 1747 |
| c8 | 320 |
| c9 | 1792 |
| i1 | 222 |
| i4 | 88 |
| i5 | 787 |
| i6 | 527 |
| i7 | 982 |
| m6 | 3 |
| m7 | 1 |
| n10 | 1 |
| n6 | 1 |
| n9 | 1 |

**Tech- Stack Used:** All the tasks in this project has been carried out using Microsoft Excel 2016.