

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.

Approach –

As a lead Data Analyst, it is my duty to perform analysis to find out the following which would be helpful for the hiring process in the company.

1. No.of people hiring
2. Average salary offered by the company
3. Proportion of employees working in different departments
4. No.of employees belonging to different posts.

For finding all these details, I have used Google Spreadsheet which helps in manipulating and extracting data/information.

Tech-Stack used –

I have used **Google Spreadsheet** for this project.
It makes it easy to visualize the results of the queries.

Insights –

I have derived the following information/insights using Excel:

1. Hiring:

Hiring is the process of intaking of people into an organization for different kinds of positions.

COUNTA of event_name	Status	
event_name	Hired	Grand Total
Male	2563	2563
Female	1856	1856
Grand Total	4419	4419

This table shows the number of male and female employees hired by the company. Number of male employees are more as compared to the female employees.

Hiring equal number of males and females would encourage and motivate more and more females to do a job which in return leads to the overall growth of the country.

2. Average Salary:

The average salary offered by the company to all the hired employees is = 49752.8961 units

$$\text{Average Salary} = \frac{\text{sum of salaries offered to hired employees}}{\text{number of hired employees}}$$

3. Class Intervals:

The class intervals of the salary offered is given below –

Grouped Offered Salary	COUNT of Offered Salary
800 - 2799	85
2800 - 4799	95
4800 - 6799	109
6800 - 8799	96
8800 - 10799	106
10800 - 12799	82
12800 - 14799	101
14800 - 16799	92
16800 - 18799	107
18800 - 20799	89
20800 - 22799	84
22800 - 24799	105
24800 - 26799	95
26800 - 28799	91
28800 - 30799	83
30800 - 32799	84
32800 - 34799	102
34800 - 36799	97
36800 - 38799	99
38800 - 40799	113
40800 - 42799	114
42800 - 44799	110
44800 - 46799	101
46800 - 48799	95
48800 - 50799	100
50800 - 52799	101
52800 - 54799	98
54800 - 56799	94
56800 - 58799	101
58800 - 60799	99

60800 - 62799	86
62800 - 64799	89
64800 - 66799	83
66800 - 68799	89
68800 - 70799	102
70800 - 72799	83
72800 - 74799	92
74800 - 76799	106
76800 - 78799	101
78800 - 80799	101
80800 - 82799	93
82800 - 84799	77
84800 - 86799	88
86800 - 88799	107
88800 - 90799	87
90800 - 92799	92
92800 - 94799	80
94800 - 96799	85
96800 - 98799	83
98800 - 100799	42
198800 - 200799	1
298800 - 300799	1
398800 - 400000	1
Grand Total	4697

4. Proportion of people in Departments:

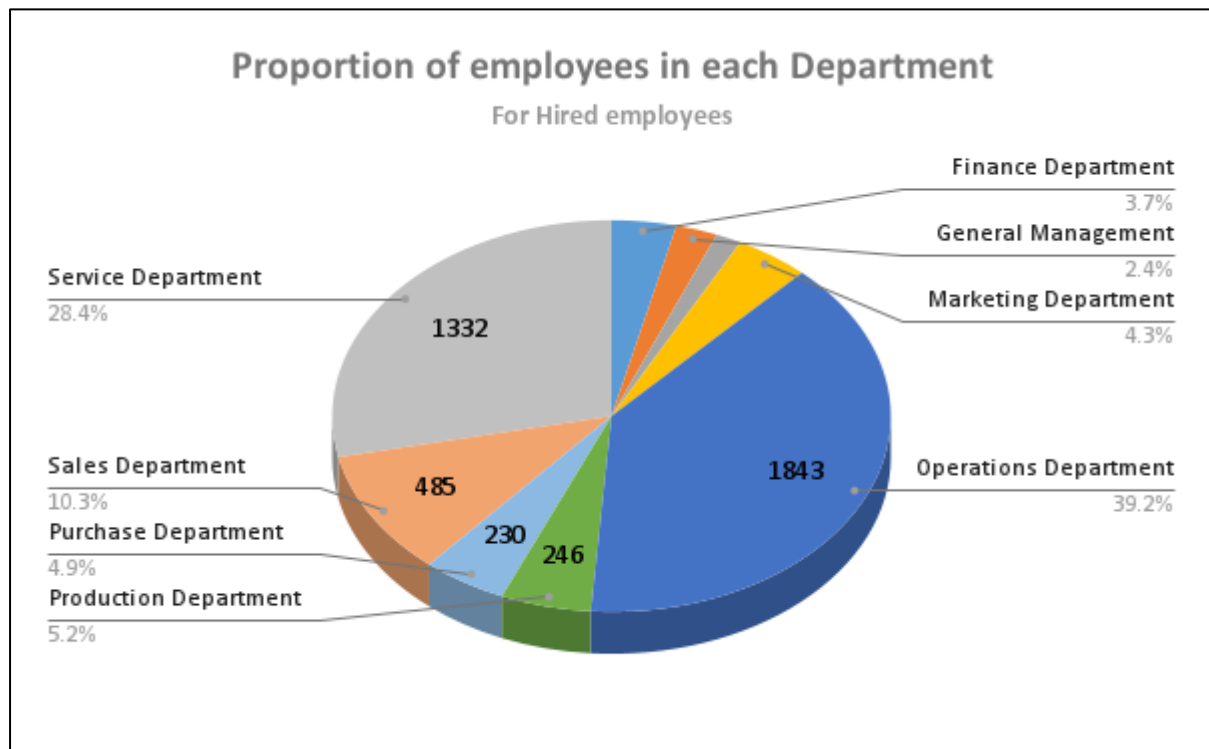
<i>Department</i>	COUNTA of event_name
Finance Department	176
General Management	113
Human Resource Department	70
Marketing Department	202
Operations Department	1843
Production Department	246
Purchase Department	230
Sales Department	485
Service Department	1332
Grand Total	4697

This table shows the number of employees working in different departments.

Operations Department has the maximum number of employees while Human Resource Department contains the least.

Chart –

PIE CHART

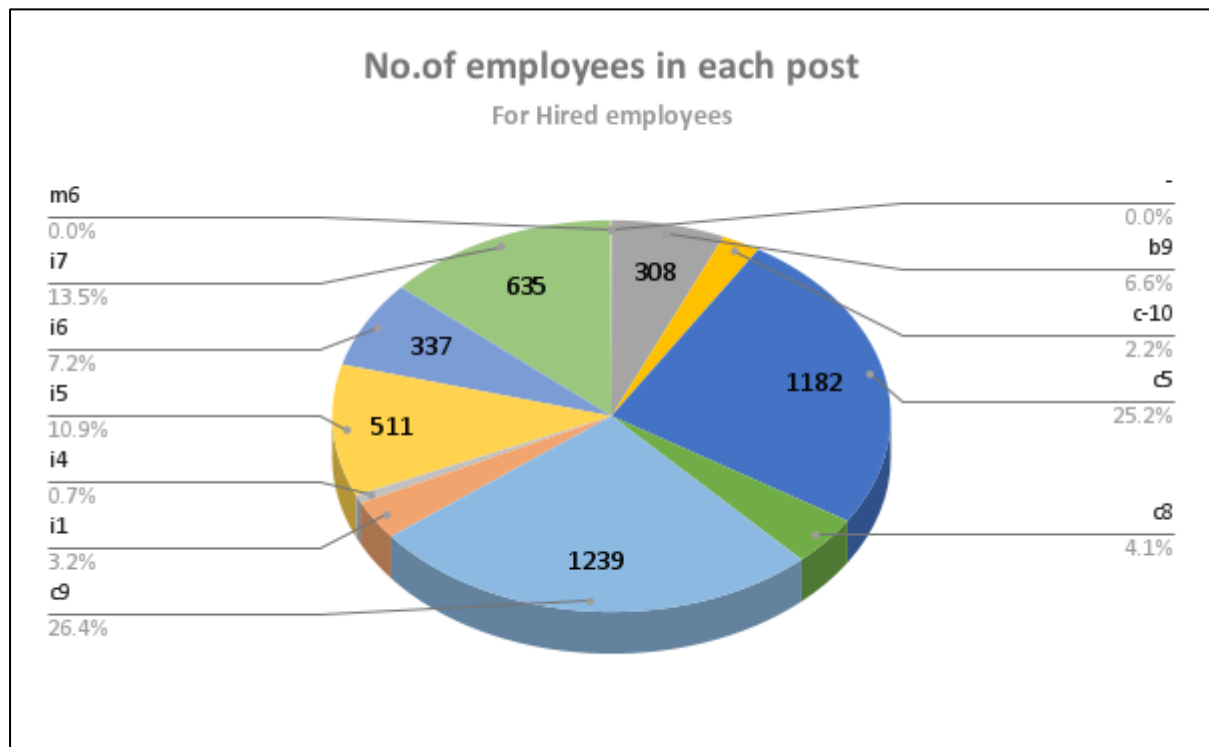


5. Post tiers:

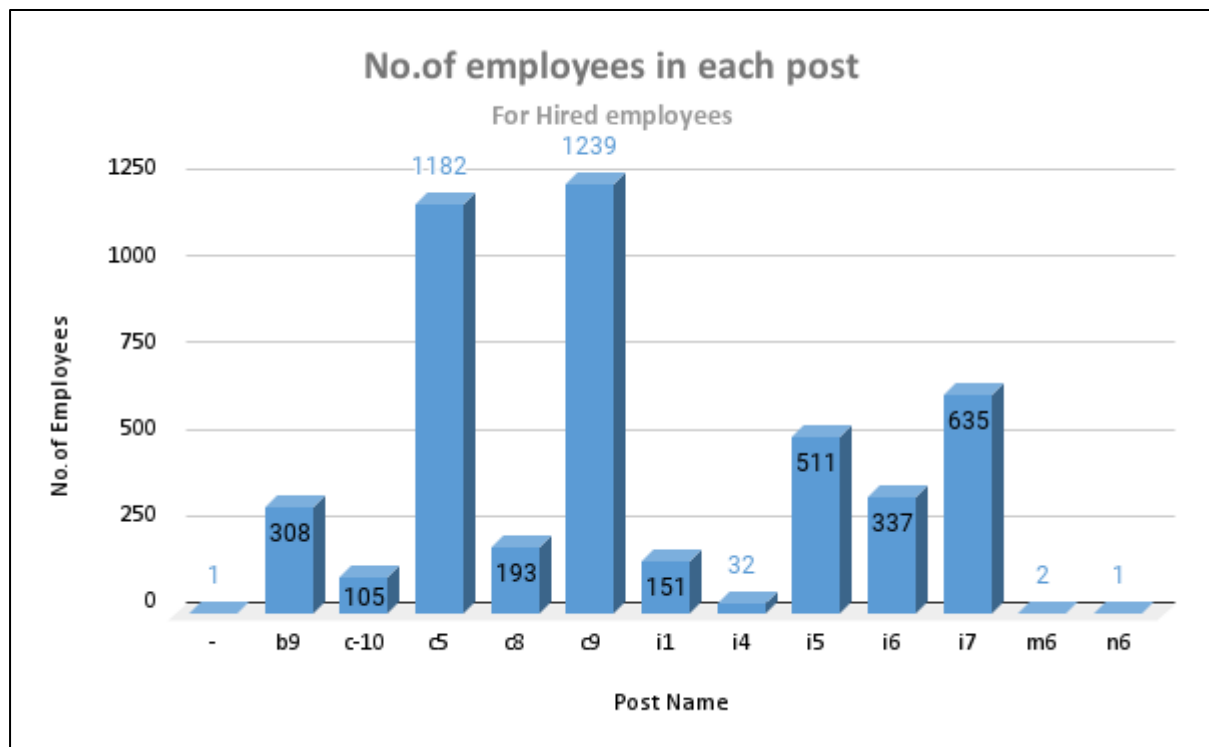
Post Name	COUNTA of Post Name	
-	1	Number of employees belonging to different posts is provided in the table.
b9	308	
c-10	105	One employee is not yet assigned any post.
c5	1182	
c8	193	The posts are not uniformly distributed which may result in a negative way for the company.
c9	1239	
i1	151	There should be uniform distribution of the posts so as to ensure that everyone gets what they deserve and maintain harmony in the company.
i4	32	
i5	511	
i6	337	
i7	635	
m6	2	
n6	1	
Grand Total	4697	

Charts –

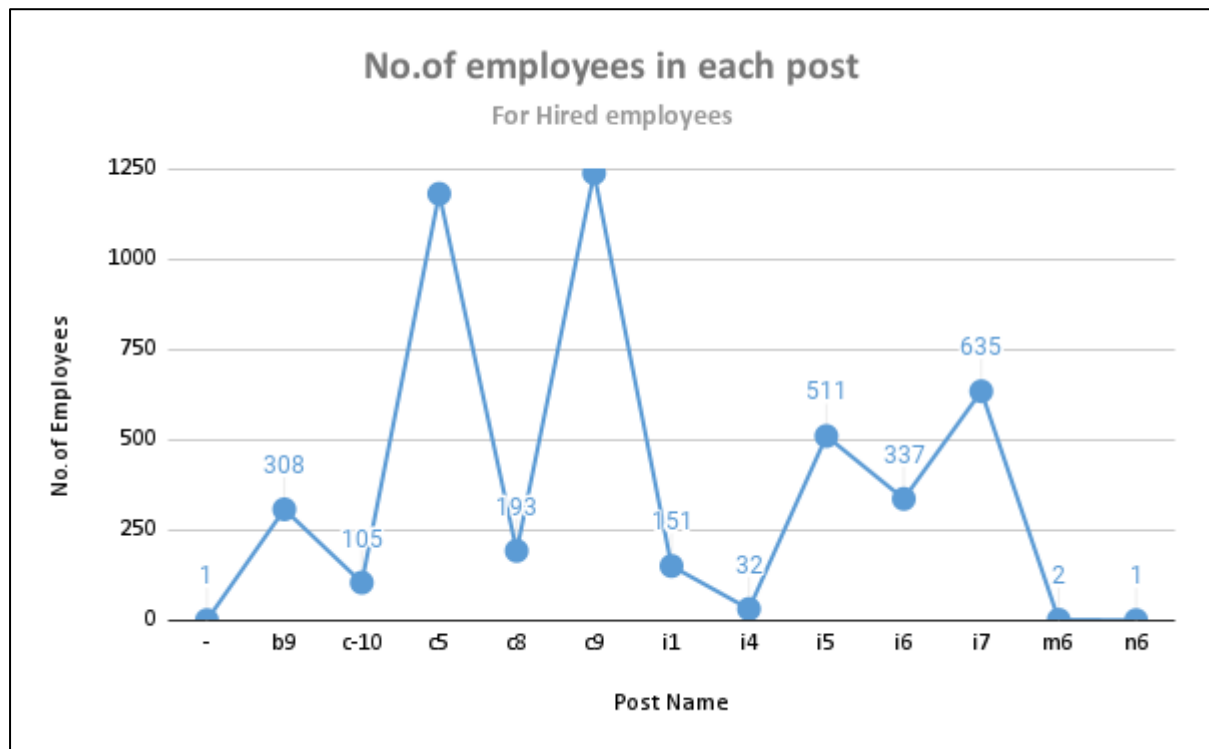
PIE CHART



BAR GRAPH



LINE GRAPH



Result –

Hiring Process Analytics is very helpful in improving recruitments and managing employee performance and productivity.

This project has helped me learn how to analyse and make decisions in the hiring process of a company which will lead to the growth of the company as well as the improvement in the performance and skills of the employees.