HIRING PROCESS ANALYTICS

Hiring process is the fundamental and the most important function of a company. We look at trends like number of positions, how many were hired / rejected, their salaries, etc. In this project we will be working for a MNC such as Google in analysing those data and run queries to get our answer to certain questions.

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

B. Salary Analysis: What is the average salary offered by this company?

C. Salary Distribution: Create class intervals for the salaries in the company.

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

E. Position Tier Analysis: Use a chart or graph to represent the different position tiers within the company.

APPROACH

1. Download the dataset.

2. Approach the solution by performing MS Excel formulas.

3. Analyse the solutions.

4. Note them down.

TECH-STACK USED

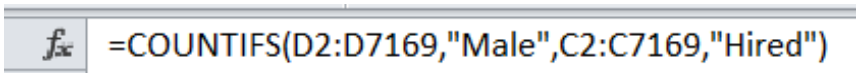
MS-EXCEL

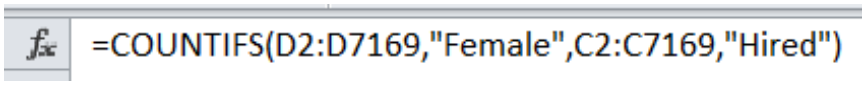
Hyperlink the Excel Sheet file: Link to the excel file - Hiring Process Analytics

INSIGHTS

A. Hiring Analysis:

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

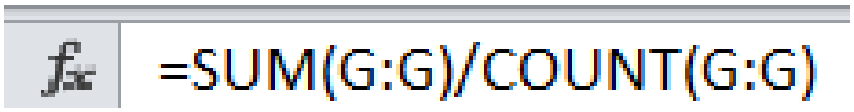




No. of Males:		2563
No. of Females:		1856

B. Salary Analysis:

What is the average salary offered by this company?



Average salary:		49983.03

C. Salary Distribution:

Create class intervals for the salaries in the company.

Firstly, I found the MAX and MIN salary offered and then found the range i.e. MAX-MIN after that I thought of making 5 class intervals so I divided the range by 5 and got the answer for the range increment.

After that I CONCATENATE function LEFT and RIGHT function to achieve the desired class interval.

Max Salary		400000
Min Salary		100
Range		399900
Bins		5
Range/ Bin		79980
		100-80080
Class Interval		80081-160060
for Salary in		160061-240040
Company		240041-320020
		320021-400000

Formula I used:

=MAX(G2:G7169) for MAX Salary 400000

=MIN(G2:G7169) for MIN Salary 100

=L16-L17 for MAX – MIN 399900

=L18/L19 for RANGE/BIN 79980

=CONCATENATE(L17,"-",L17+L20) for 100-80080

=CONCATENATE(RIGHT(L22,5)+1,"-",RIGHT(L22,5)+L20) for 80081-160060

=CONCATENATE(RIGHT(L23,6)+1,"-",RIGHT(L23,6)+L20) for 160061-240040

=CONCATENATE(RIGHT(L24,6)+1,"-",RIGHT(L24,6)+L20) for 240041-320020

=CONCATENATE(RIGHT(L25,6)+1,"-",RIGHT(L25,6)+L20) for 320021-400000

D. Departmental Analysis:

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

Formula I used:

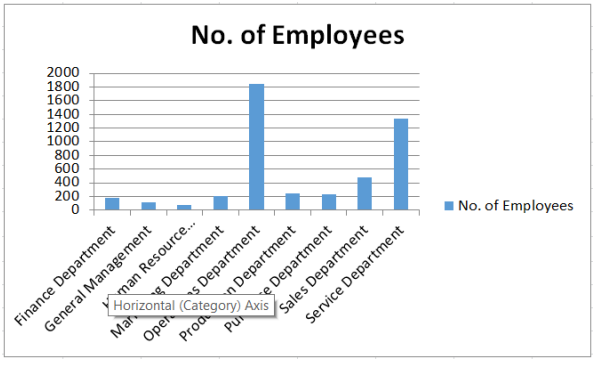
=COUNTIFS(E2:E7169,"Finance Department",C2:C7169,"Hired")

=COUNTIFS(E2:E7169,"General Management",C2:C7169,"Hired")

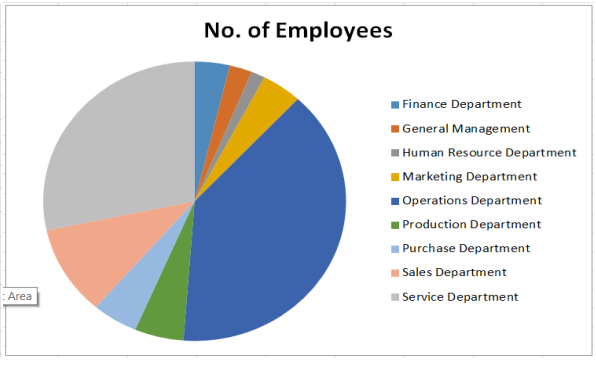
=COUNTIFS(E2:E7169,"Human Resource department",C2:C7169,"Hired")

Just providing 3 formulas to let you know the way I did it.

Department	No. of Employees
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



PIE CHART



BAR GRAPH

E. Position Tier Analysis:

Use a chart or graph to represent the different position tiers within the company.

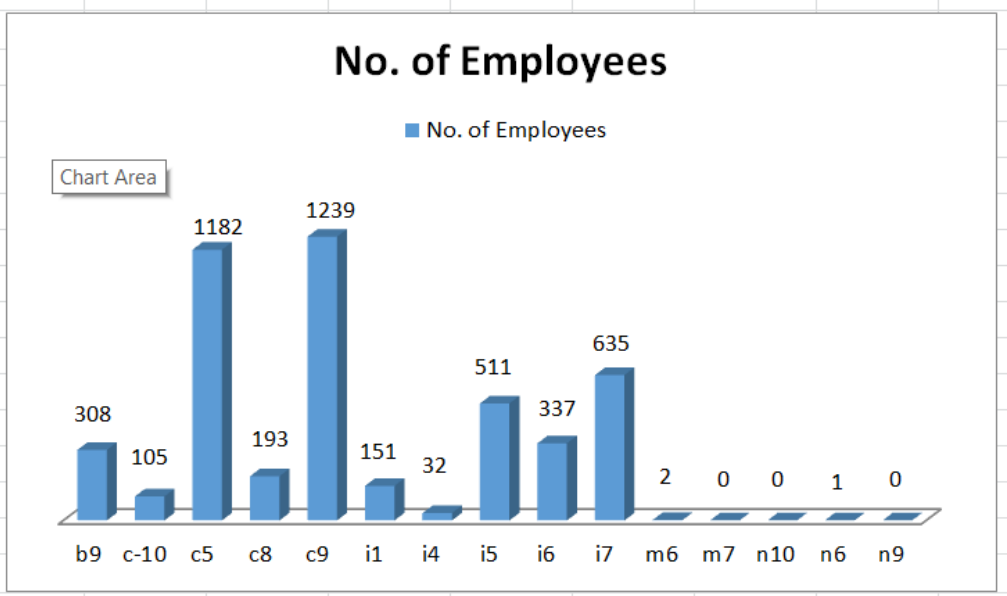
Formula used :

=COUNTIFS(F2:F7169,"b9",C2:C7169,"Hired")

=COUNTIFS(F2:F7169,"c-10",C2:C7169,"Hired")

Just providing 2 formulas to let you know the way I did it.

Post Name	No. of Employees
b9	308
c-10	105
c5	1182
c8	193
c9	1239
i1	151
i4	32
i5	511
i6	337
i7	635
m6	2
m7	0
n10	0
n6	1
n9	0



RESULT

In the end I learned a lot about MS-Excel from this project for example learned about CONCATENATE function usage also LEFT and RIGHT function usage and also learned about graph in a detailed manner. I enjoyed doing this project.

Hyperlink the Excel Sheet file: Link to the excel file - Hiring Process Analytics

THANK YOU