



STATISTICS

Hiring Process Analytics

Trainity


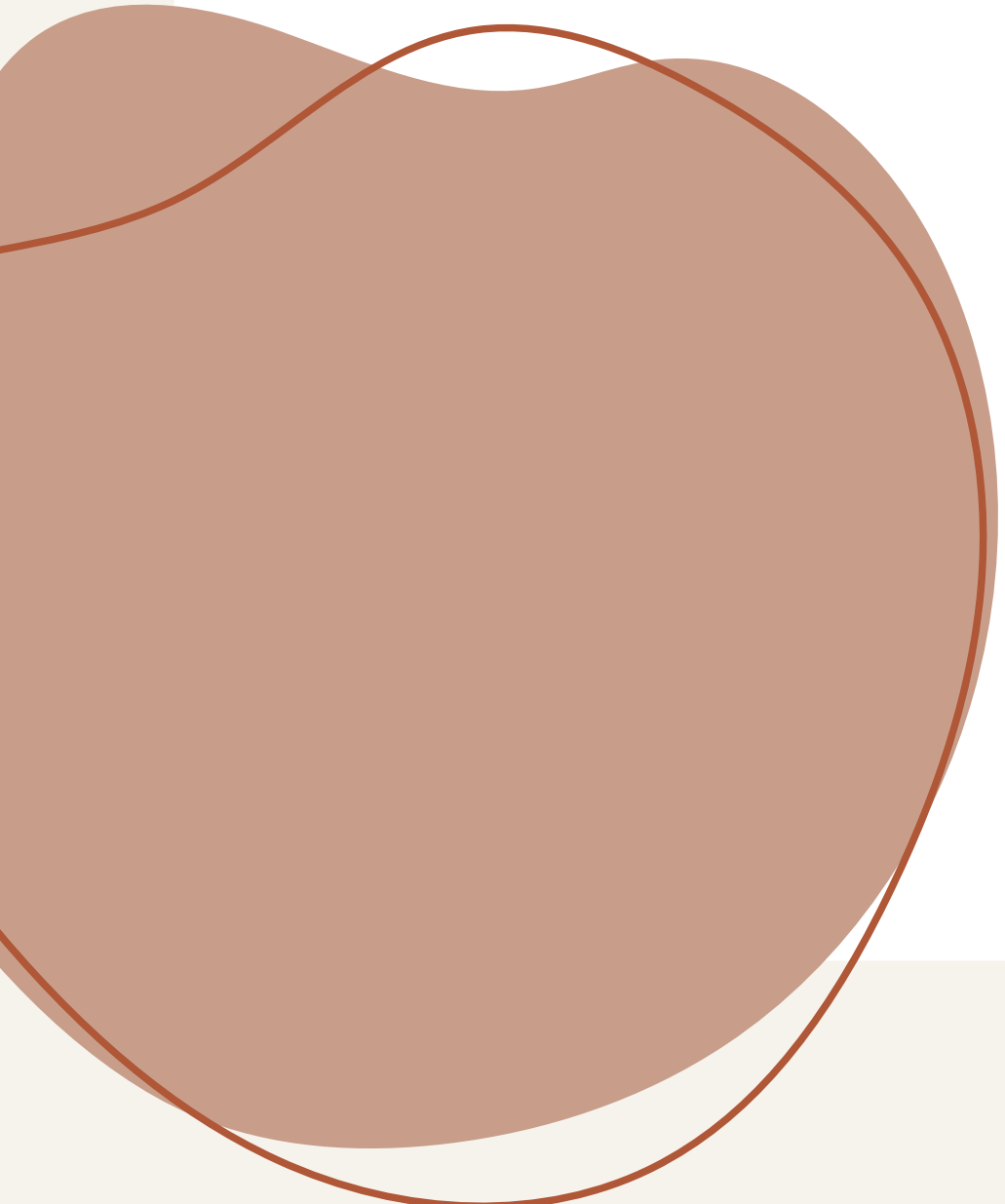


Project Description

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.

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 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.



Tasks

- Hiring: Process of intaking of people into an organization for different kinds of positions.
- 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.
- Class Intervals: The class interval is the difference between the upper class limit and the lower class limit.
- Charts and Plots: This is one of the most important part of analysis to visualize the data.
- Charts: Use different charts and graphs to perform the task representing the data.

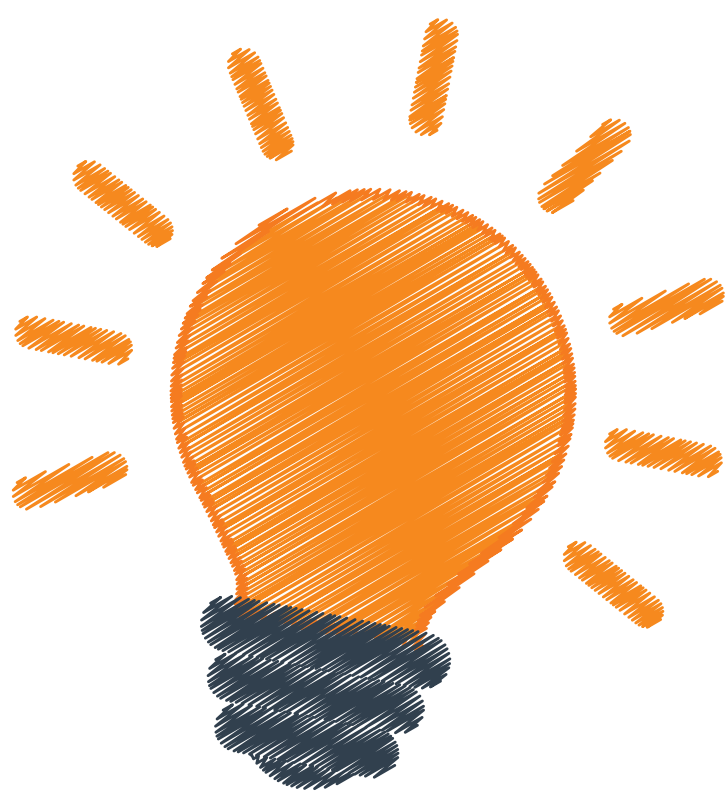
Hiring: Process of intaking of people into an organization for different kinds of positions.

Your task: How many males and females are Hired ?

| H2 | =COUNTIFS(D\$2:D\$7169,D2,C\$2:C\$7169,C2) | | | | |
|----|--|--------------------|--------|------------|--------|
| | A | B | C | D | H |
| 1 | application_id | Interview Taken on | Status | event_name | Hiring |
| 2 | 383422 | 01-05-2014 11:40 | Hired | Male | 2563 |
| 3 | 907518 | 06-05-2014 08:08 | Hired | Female | 1856 |



Here we have counted the number of event_name according to the conditions given i.e. Hired-Male, Hired - Female. I have simply used **countifs function**. For the whole sheet, the value is the same for the new column which is **Hiring**



Basically here we got an analysis that the Total males hired is 2563 and the total females hired is 1856

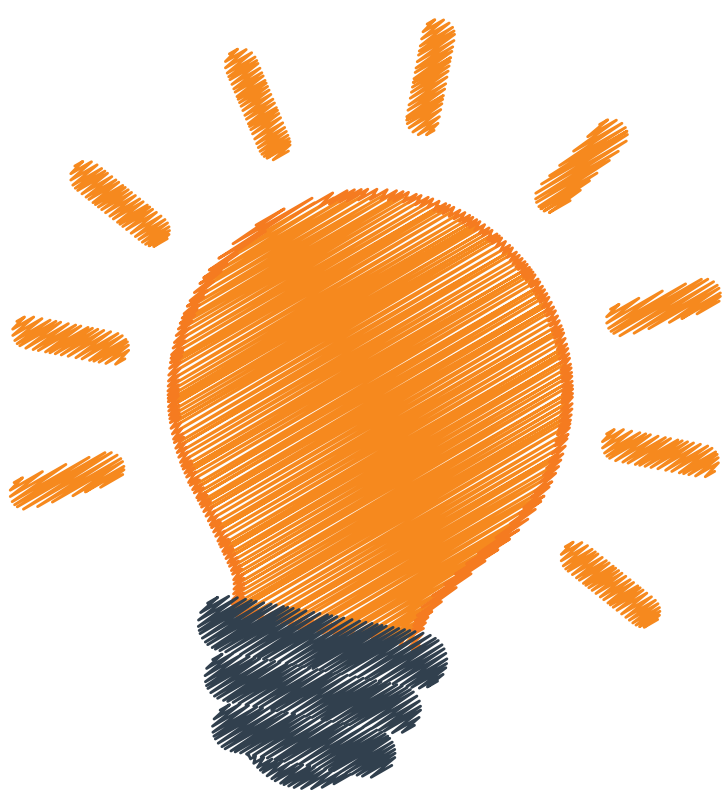
Average Salary: Adding all the salaries for a select group of employees and then dividing the sum by the number of employees in the group.

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

| J2 | =AVERAGE(G\$2:G\$7169) | | | | | |
|----|------------------------|--------------------|----------|------------|------------------|-------------|
| | A | B | C | D | I | J |
| 1 | application_id | Interview Taken on | Status | event_name | no . Of employee | Average Sal |
| 2 | 383422 | 01-05-2014 11:40 | Hired | Male | 7168 | 49983.029 |
| 3 | 907518 | 06-05-2014 08:08 | Hired | Female | 7168 | 49983.029 |
| 4 | 176719 | 06-05-2014 08:08 | Rejected | Male | 7168 | 49983.029 |
| 5 | 429799 | 02-05-2014 16:28 | Rejected | Female | 7168 | 49983.029 |
| 6 | 253651 | 02-05-2014 16:32 | Hired | Male | 7168 | 49983.029 |
| 7 | 383422 | 01-05-2014 11:40 | Hired | Male | 7168 | 49983.029 |



Here we have counted the number of employees (hired + rejected) and then took out a summation of all the salaries of the employees and divide it by the total number of employees. Using the average function we can do this very easily.



Basically after this calculation it found that the average salary of the employees in the company is **Rs. 49983.03.**

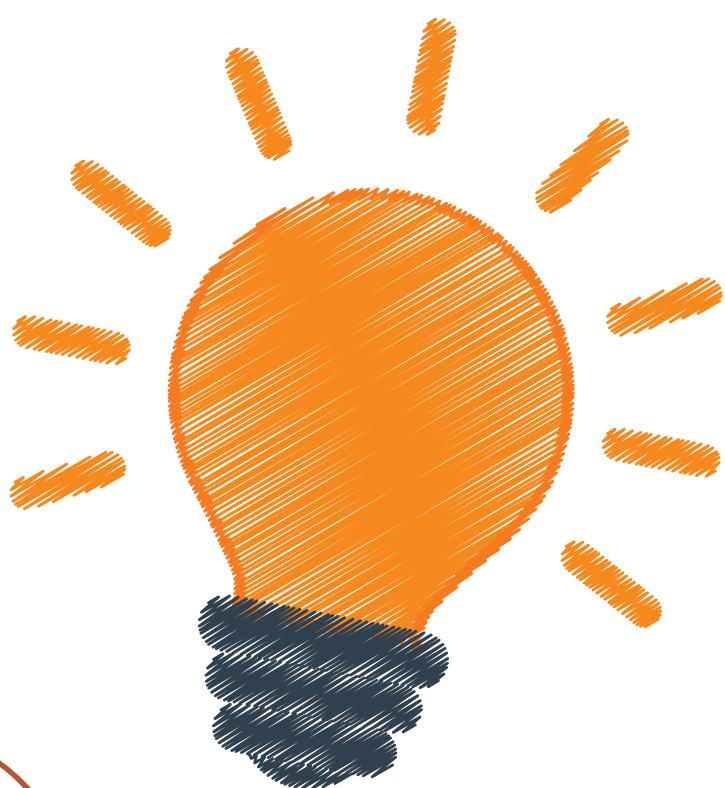
Class Intervals: The class interval is the difference between the upper class limit and the lower class limit.

Your task: Draw the class intervals for salary in the company ?

| | A | B | C |
|----|---------------------|-------------------------|----------------|
| 1 | | | |
| 2 | | | |
| 3 | Salary Offered | Count of Offered Salary | Class Interval |
| 4 | (blank) | | |
| 5 | 100-50099 | 3614 | 49999 |
| 6 | 50100-100099 | 3550 | 49999 |
| 7 | 150100-200099 | 1 | 49999 |
| 8 | 250100-300099 | 1 | 49999 |
| 9 | 350100-400099 | 1 | 49999 |
| 10 | Grand Total | 7167 | |
| 11 | | | |
| 12 | | | |
| 13 | Max Salary = 400000 | | |
| 14 | Min Salary = 100 | | |



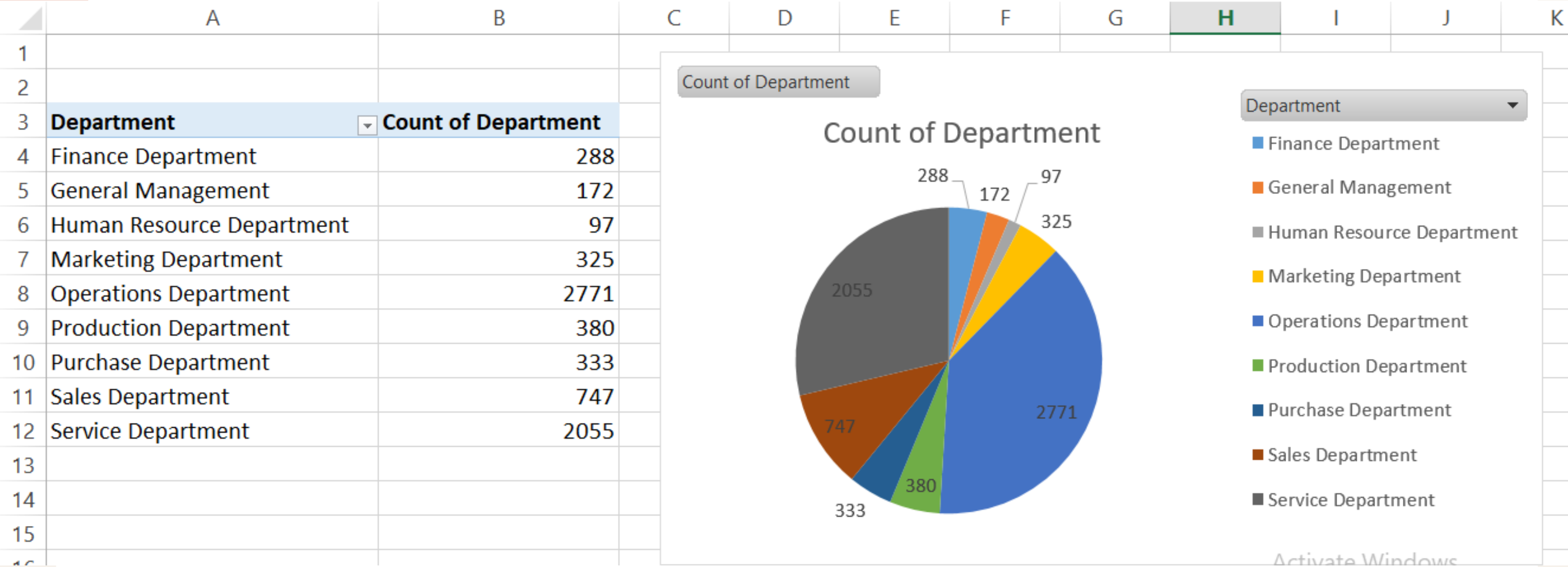
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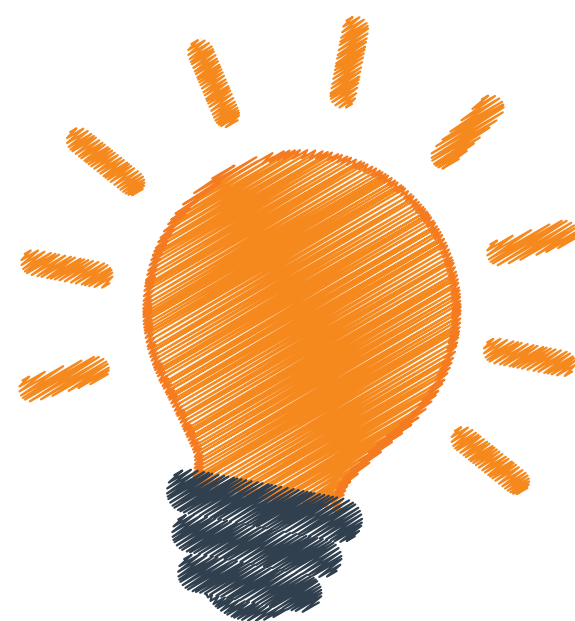
Basically after this calculation it found that the average salary of the employees in the company is **Rs. 49983.03**.

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 ?



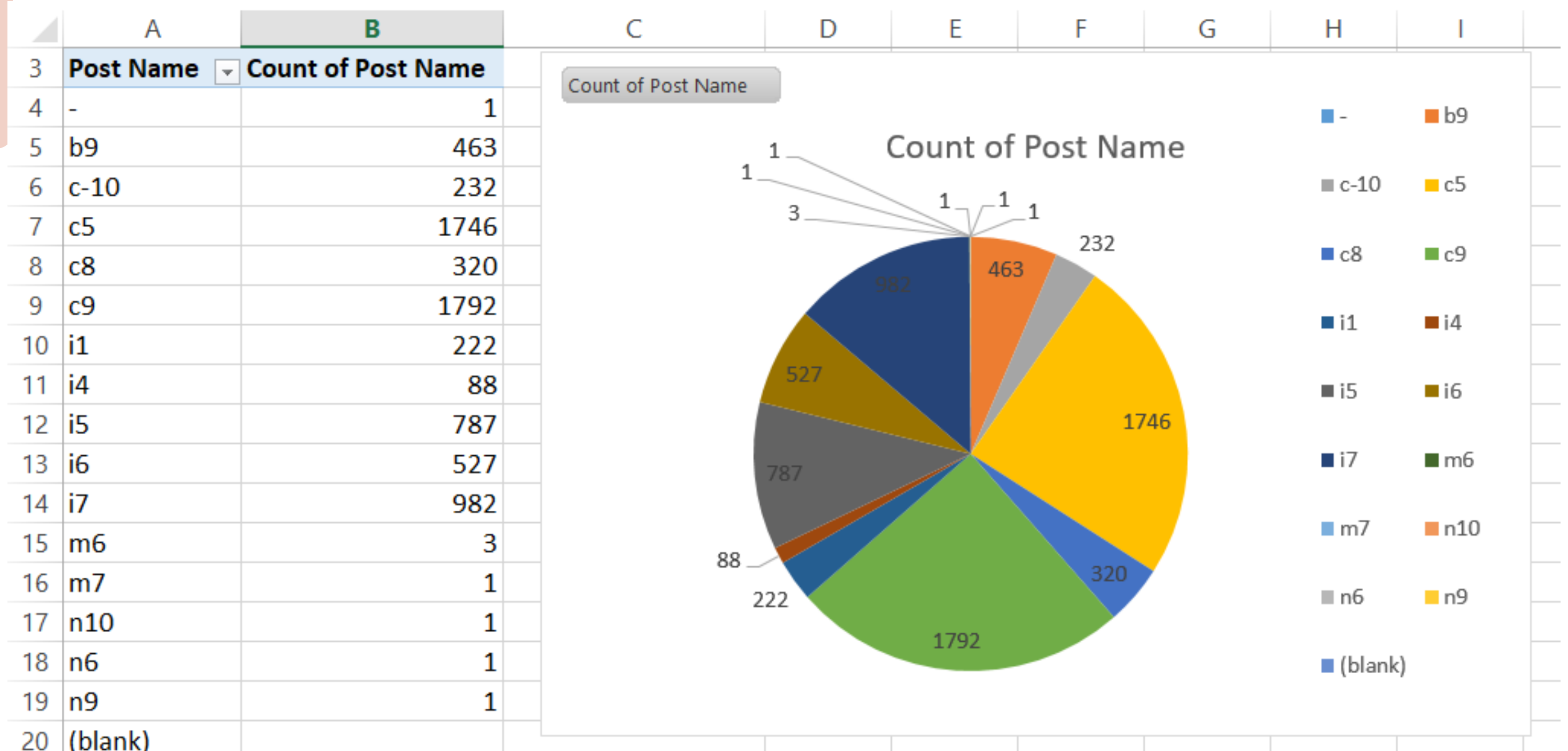
Here, we have created a pivot table showing the different departments and the count of people in different departments. Then we basically focused on making a chart that visualized the scattered proportion of the people.



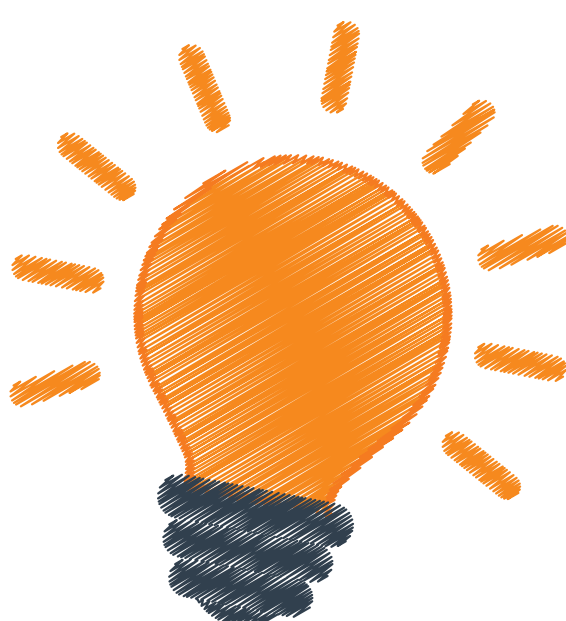
Here we can see that the biggest proportion of the people are there in the **Operations Department and Service Departments**

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

Your task: Represent different post tiers using chart/graph?



Here, we have created a pivot table related to all the post names and counted how many are there in that posts, and eventually created a pie chart for the same. And can now clearly see the chart/graph which we can distinguish accordingly.



After the visualization we can see **C9** and **N9** posts are occupying the majority section of the pie chart.

Result

Learnt EXCEL new terms and methods and many of the new functions. Getting proper insights from the problem statement solving real-world problems

All the concepts have helped me get a deep insight into the problem statement.

This project has helped me to gain confidence in analyzing a problem and eventually to learn the practical use of the concepts taught in the training.