

## Hiring Process Analytics

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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.

Use the below **Steps for EDA**

1. Understanding data columns and data
2. Checking for missing data
3. Clubbing columns with multiple categories
4. Checking for outliers
5. Removing outliers
6. Drawing Data Summary

After downloading the dataset, use Excel or Google Sheets to answer the below questions:

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

- C. **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 ?

- D. **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 ?

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

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

**Q1.How many males and females are Hired ?**

Count of Statu Column Labels 		
Row Labels 	Hired	Grand Total
Female	1856	1856
Male	2563	2563
<b>Grand Total</b>	<b>4419</b>	<b>4419</b>


**Total 1856 female & 2563 males got hired .**

**Q2.What is the average salary offered in this company ?**

Average of Offered Salary
49983.02902

**Average offered salary by the company – 49983.029**

**Q3.Draw the class intervals for salary in the company ?**

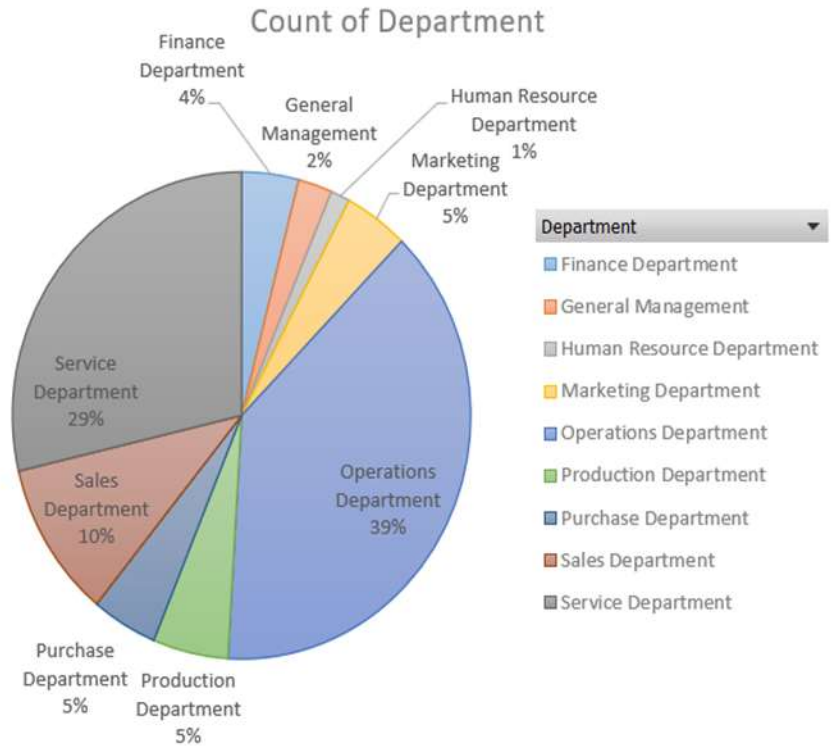
Row Labels 	Count of Offered Salary
100-5099	306
5100-10099	380
10100-15099	355
15100-20099	373
20100-25099	349
25100-30099	362
30100-35099	335
35100-40099	378
40100-45099	418
45100-50099	358
50100-55099	388
55100-60099	366
60100-65099	337
65100-70099	361
70100-75099	353
75100-80099	380
80100-85099	360
85100-90099	356
90100-95099	321
95100-100099	328
195100-200099	1
295100-300099	1
395100-400099	1
<b>Grand Total</b>	<b>7167</b>

**Starting =100 , Ending =400000 , by= 5000**

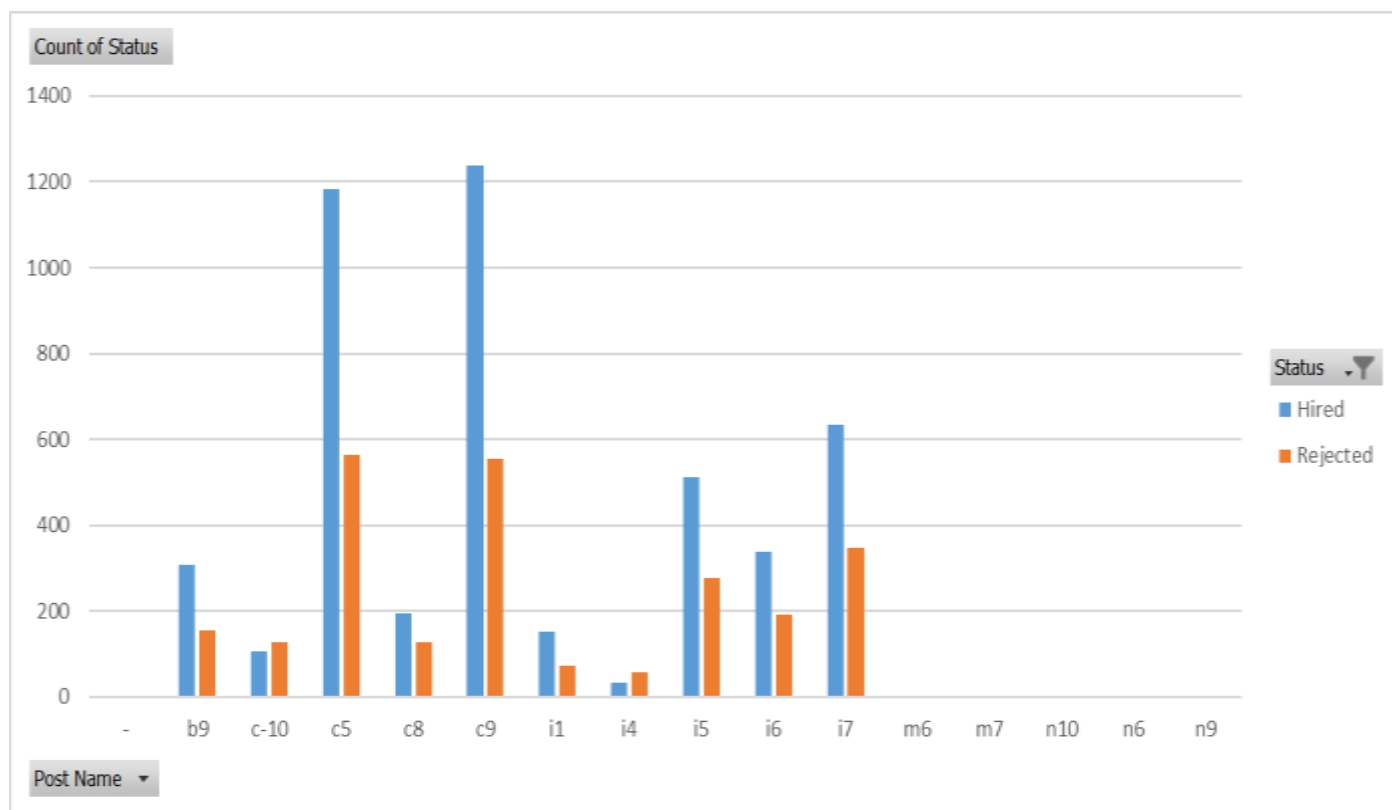
Q4.Draw Pie Chart / Bar Graph ( or any other graph ) to show proportion of people working different department ?

Department	Count of Department
Finance Department	288
General Management	172
Human Resource	97
Marketing Department	325
Operations Department	2771
Production Department	380
Purchase Department	333
Sales Department	747
Service Department	2055

Count of Department



Q5. Represent different post tiers using chart/graph?			
1.Data representation of post tires & status			
Count of Status	Column Labels		
Row Labels	Hired	Rejected	Grand Total
-	1		1
b9	308	155	463
c-10	105	127	232
c5	1182	565	1747
c8	193	127	320
c9	1239	553	1792
i1	151	71	222
i4	32	56	88
i5	511	276	787
i6	337	190	527
i7	635	347	982
m6	2	1	3
m7		1	1
n10		1	1
n6	1		1
n9		1	1
<b>Grand Total</b>	<b>4697</b>	<b>2471</b>	<b>7168</b>



## 2.Data representation of post tiers & event name

Count of event\_name Column Labels



Row Labels



Female

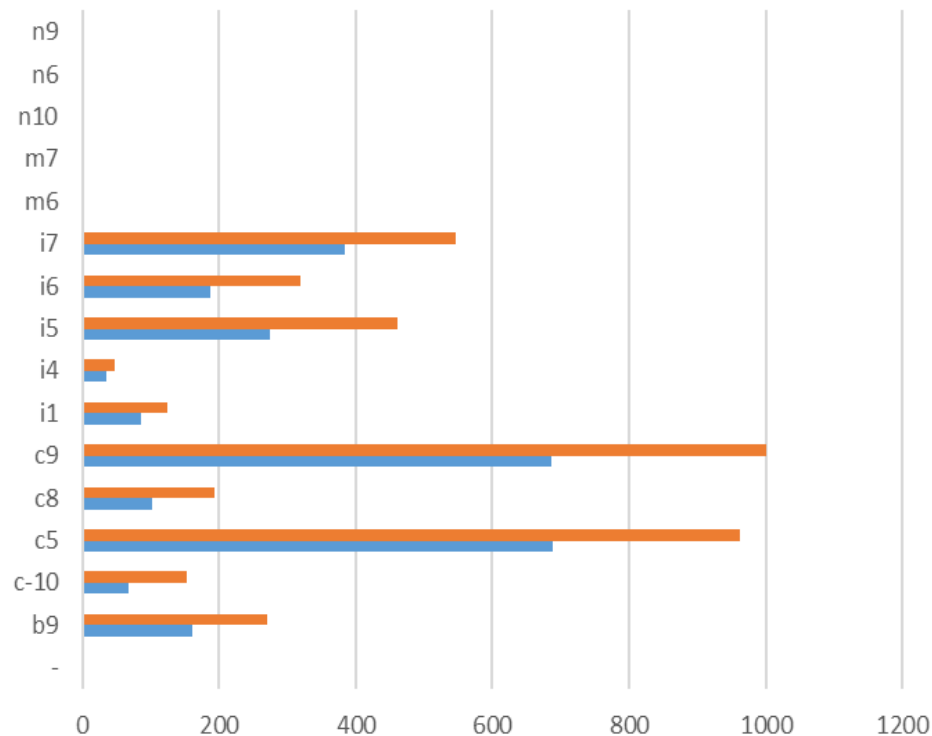
Male

Grand Total

-		1	1
b9	161	271	432
c-10	67	152	219
c5	689	963	1652
c8	103	193	296
c9	686	1001	1687
i1	86	125	211
i4	35	48	83
i5	275	461	736
i6	187	320	507
i7	383	546	929
m6	1	2	3
m7		1	1
n10		1	1
n6	1		1
n9	1		1
<b>Grand Total</b>	<b>2675</b>	<b>4085</b>	<b>6760</b>

Count of event\_name

Post Name



event\_name

Male

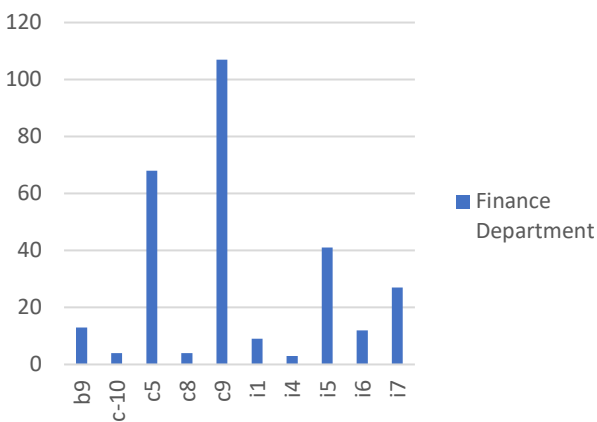
Female

### 3.Data Representation of post tiers & Department

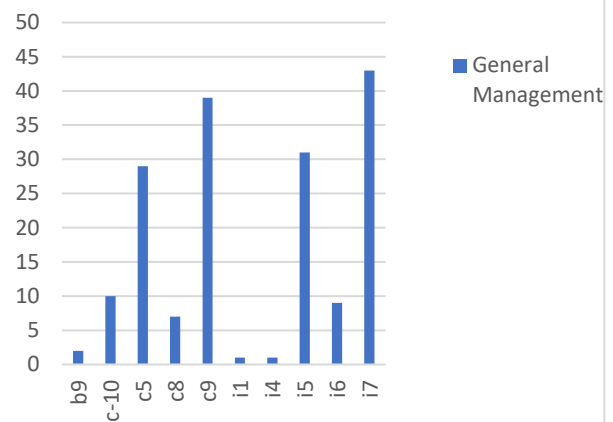
Count of Department/Column Labels

Row Labels	Finance Department	General Management	Human Resource Department	Marketing Department	Operations Department	Production Department	Purchase Department	Sales Department	Service Department	Grand Total
b9	13	2	2	28	158	40	22	28	170	463
c-10	4	10	2	18	99	8	5	23	63	232
c5	68	29	21	74	671	79	107	216	482	1747
c8	4	7	6	26	98	8	4	48	119	320
c9	107	39	7	70	711	87	74	175	522	1792
i1	9	1	2	13	94	28	2	2	71	222
i4	3	1	1	1	38	3	3	10	29	88
i5	41	31	42	30	272	37	36	88	210	787
i6	12	9	6	15	278	26	23	43	115	527
i7	27	43	9	50	351	64	55	113	270	982
m6					1				2	3
m7									1	1
m10									1	1
m6							1		1	1
m9							1		1	1
<b>Grand Total</b>	<b>288</b>	<b>172</b>	<b>97</b>	<b>325</b>	<b>2771</b>	<b>380</b>	<b>333</b>	<b>747</b>	<b>2055</b>	<b>7168</b>

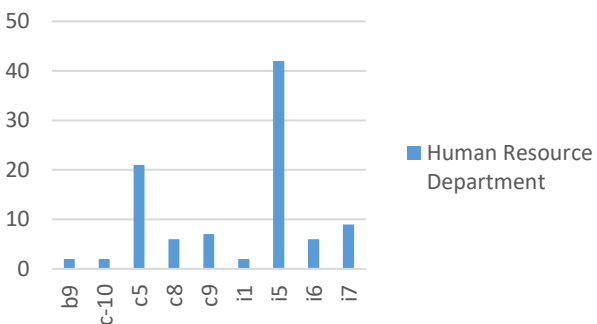
#### Finance Department



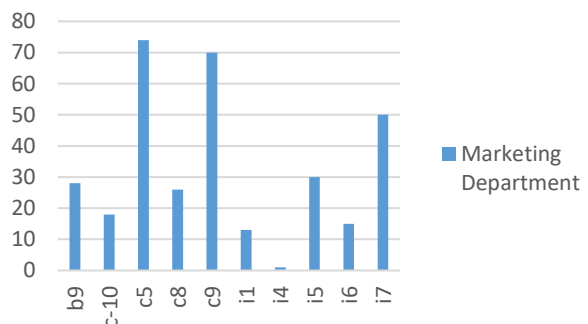
#### General Management

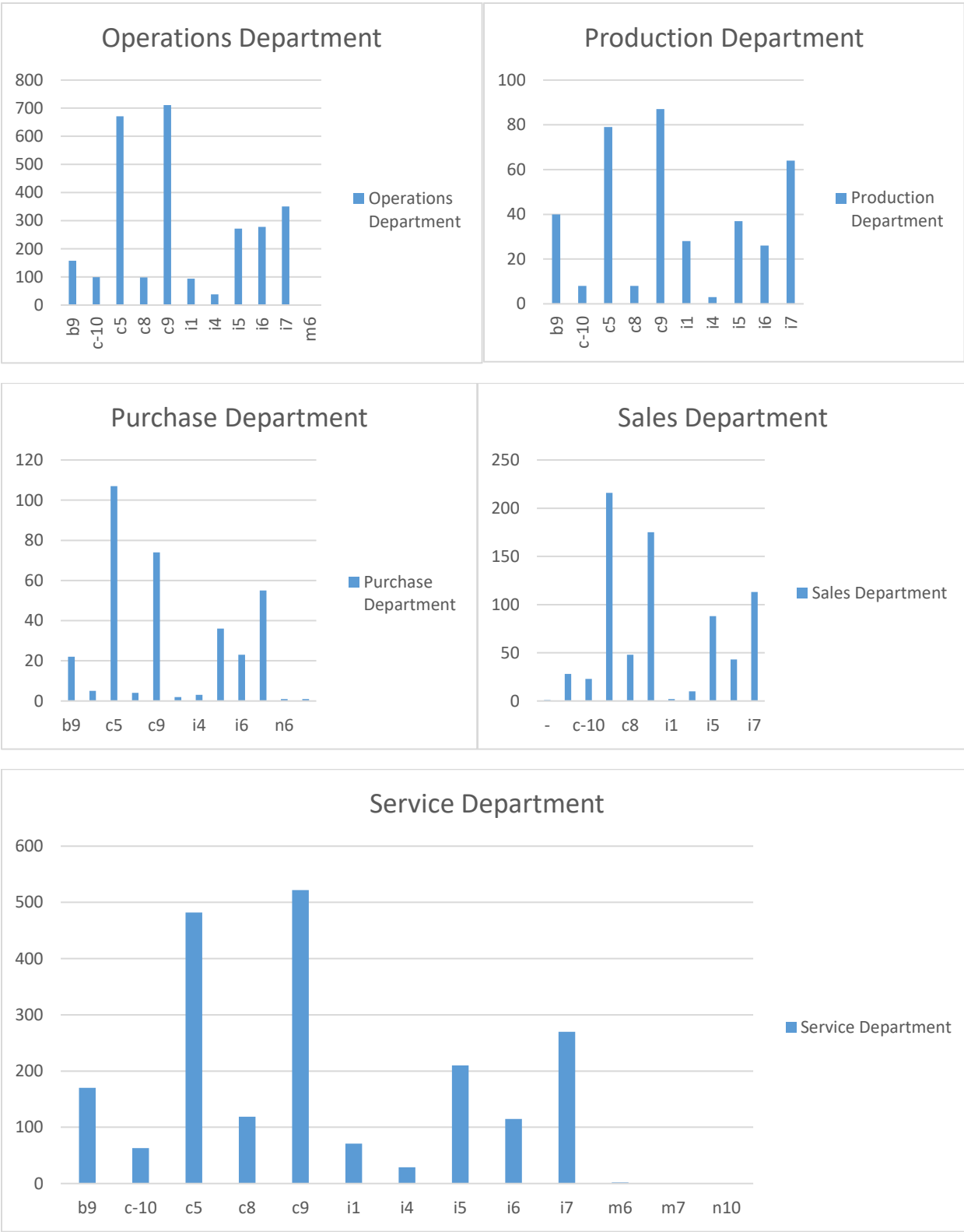


#### Human Resource Department



#### Marketing Department







#### 4. Data Representation Of Post Tiers & Avg Salaries

Row Labels	Average of Offered Salary
-	85914
b9	49666.76458
c-10	51134.62069
c5	50213.50372
c8	50701.4625
c9	50201.18583
i1	49943.93694
i4	48877.84091
i5	49391.92503
i6	48839.24858
i7	50065.36086
m6	34521.33333
m7	41402
n10	26990
n6	44700
n9	46219
(blank)	
<b>Grand Total</b>	<b>49983.02902</b>

Avg. offered salaries by post tiers

