HIRING PROCESS ANALYTICS

AMI RAI E

OUTLINE

- Introduction
- Project Description
- Approach
- Resource used
- Structure of the table
- Insights and Results
- Conclusion

INTRODUCTION

- Hiring process is one of the important functions of a company
- The MNCs get to know about the major underlying trends (such as number of rejections, number of interviews, types of jobs, vacancies etc.) about the hiring process
- It is important for a company to analyze before hiring freshers or any other individual

- The job of a Data Analyst, is to go through these trends and draw insights out of it for hiring department to work upon

PROJECT DESCRIPTION

- 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

- The following questions are to be answered
  1. How many males and females are Hired?
  2. What is the average salary offered in this company?
  3. Draw the class intervals for salary in the company
  4. Draw Pie Chart/Bar Graph (or any other graph) to show proportion of people working different department
  5. Represent different post tiers using chart/graph

APPROACH

- The steps
  - Downloading the dataset
  - Understanding data columns and data
  - Checking for missing data
  - Checking for outliers
  - Drawing Data Summary

RESOURCE USED

- Microsoft Excel
  - For analyzing and visualizing data

STRUCTURE OF THE TABLE

- The dataset consists of the columns

application_id
Interview Taken on
Status
event_name
Department
Post Name
Offered Salary

- The sample data

application_id	Interview Taken on	Status	event_name	Department	Post Name	Offered Salary
383422	01-05-2014 11:40	Hired	Male	Service Department	c8	56553
907518	06-05-2014 08:08	Hired	Female	Service Department	c5	22075
176719	06-05-2014 08:08	Rejected	Male	Service Department	c5	70069
429799	02-05-2014 16:28	Rejected	Female	Operations Department	i4	3207
253651	02-05-2014 16:32	Hired	Male	Operations Department	i4	29668

CHECKING FOR MISSING VALUES

- Missing values are found in “Post Name” and “Offered Salary” columns (one row in each column) when filter is applied on those columns
- Those 2 rows are deleted from the set

CHECKING FOR OUTLIERS

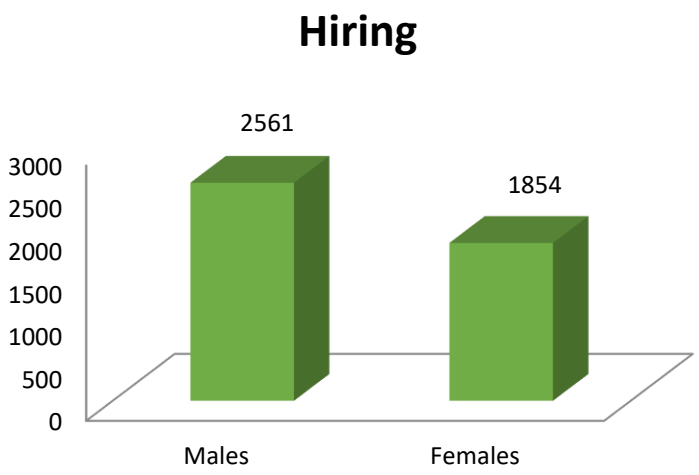
- Sorted the values in offered salary column and found outliers

- Those rows are deleted assuming it is a wrong data

RESULTS

HIRING

- Task: How many males and females are hired?
- Used the following formulas to get the count of hired males and females
  - =COUNTIFS(D2:D7167,"Male", C2:C7167,"Hired")
  - =COUNTIFS(D2:D7167,"Female", C2:C7167,"Hired")
- Used column chart for visualization



AVERAGE SALARY

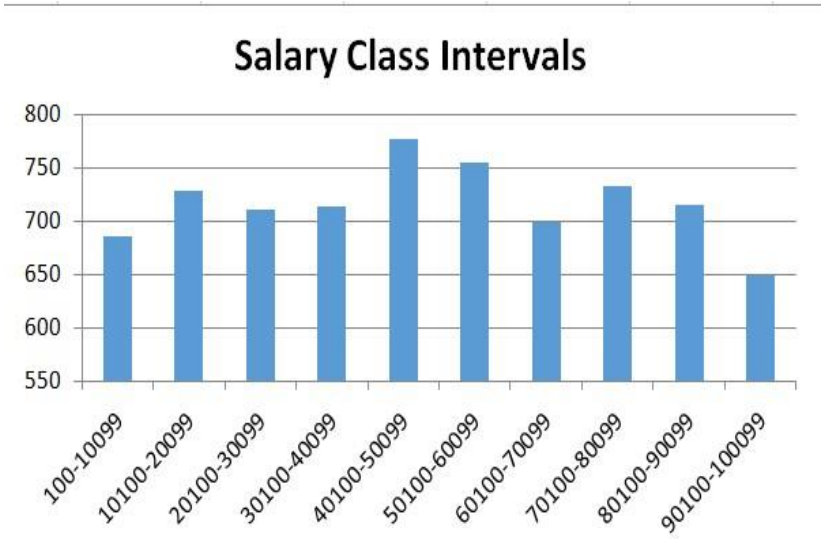
- Task: What is the average salary offered in this company?
- All the employees are considered (both hired and rejected)
- Used the formula to get the average
- =AVERAGE(G2:G7167)

Average Salary: 49873.3

CLASS INTERVALS

- Task: Draw the class intervals for salary in the company
- Created pivot table
  - Offered salary in rows and grouped them (starting at 100, by 10000)
  - Count of appilcation_id as values
- Created column chart from the pivot table

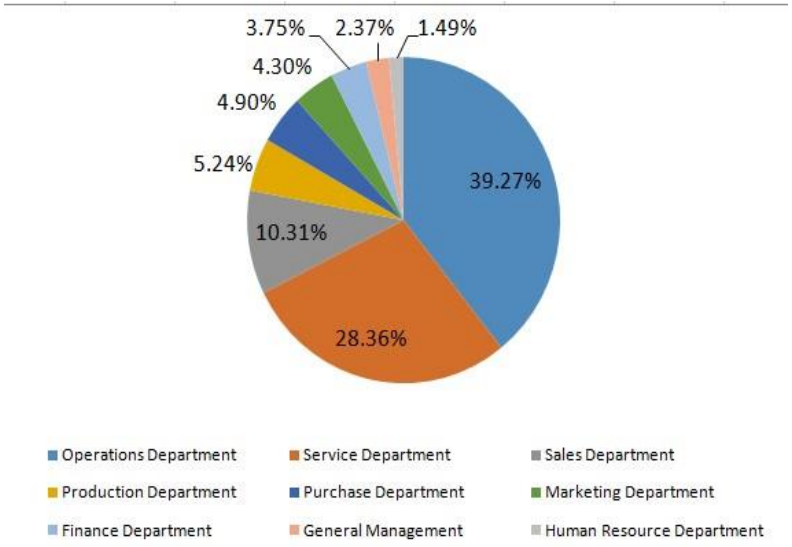
Row Labels	Count of application_id
100-10099	686
10100-20099	728
20100-30099	711
30100-40099	713
40100-50099	776
50100-60099	754
60100-70099	698
70100-80099	733
80100-90099	715
90100-100099	649
Grand Total	**7163**



PROPORTION OF PEOPLE

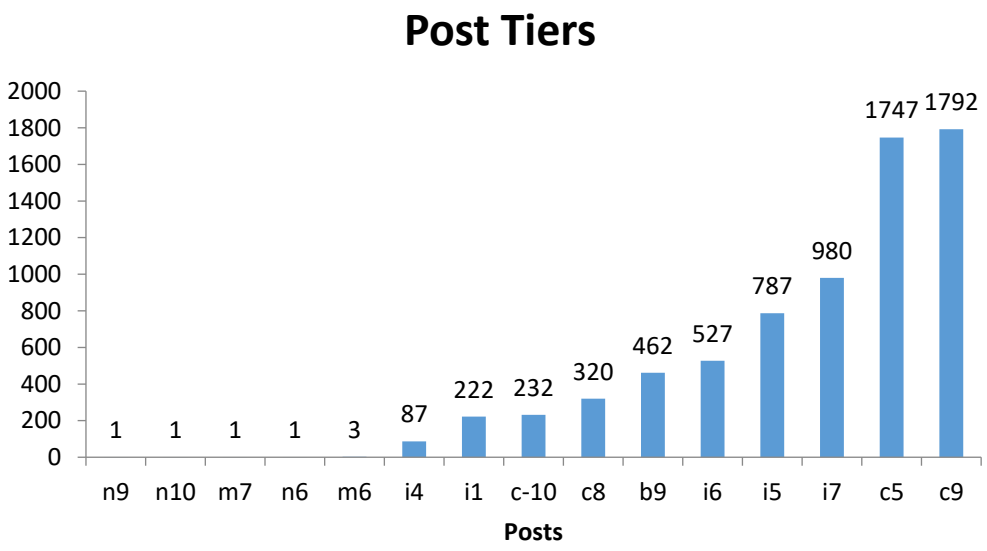
- Task: Show proportion of people working in different departments
- Counted the number of employees working in each department using the formula
- =COUNTIFS(E2:E7167,"Service Department",C2:C7167,"Hired")
- Created pie chart from the pivot table and showed the values in percentage

Department	No. of people
Operations Department	1843
Service Department	1331
Sales Department	484
Production Department	246
Purchase Department	230
Marketing Department	202
Finance Department	176
General Management	111
Human Resource Depart	70



POST TIERS

- Task: Represent different post tiers
- Created pivot table
  - Department in rows
  - Count of appilcation_id as values
- Created column chart from the pivot table



CONCLUSION

- 2561 Males and 1854 Females are hired
- Average salary of all employees is 49873.3
- Most of the employees are getting salary in the range 40K-50K
- The larger number of employees are working in operations department and the lowest number in human resource department
- Most of the employees are in the c9 post tier

THANK YOU