

HIRING PROCESS

ANALYTICS



Project Description

This project aims to analyze the data provided by the company. My task is to analyze the hiring process and overcome any obstacles by creating charts or graphs and delving deeper into the hiring process. Based on my analysis, I will make appropriate recommendations for the company, helping them achieve growth. The areas I will investigate include:

1. Hiring: Process of in taking of people into an organization for different kinds of positions.

Your task: How many males and females are Hired ?

2. 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 ?

3. 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 ?

4. 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 ?

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

Your task: Represent different post tiers using chart/graph

Project Approach

The project was developed using Microsoft Excel 2016. Initially, the file was downloaded in CSV format and then imported into Excel. The data was then converted into a table format to create a pivot table and chart for conducting calculations and analysis on the hiring process.

Tech Stack Used

Microsoft Excel 2016 is a popular spreadsheet software developed by Microsoft Corporation. It is a part of the Microsoft Office suite of productivity applications and is widely used for data analysis, financial modeling, and various other business-related tasks.

It includes several new features that enhance its functionality and ease of use. These features include improved data analysis tools, new chart types, and the ability to collaborate with others in real-time using cloud-based services. Its wide range of features, ease of use, and compatibility with other Microsoft Office applications make it a popular choice for businesses, academics, and individuals alike.

Key functionalities of Microsoft Excel:

- **Data organization and analysis:** It is used to organize and manipulate data. It allows users to store large amounts of data, sort it, filter it, and apply various mathematical and statistical functions to analyze it. It also provides tools for creating charts and graphs that help to visualize the data, making it easier to identify patterns and trends.
- **Calculation and automation:** It is equipped with a wide range of built-in formulas and functions that can perform complex calculations, such as financial analysis, statistical analysis, and engineering calculations. It has features like macros and conditional formatting that allow users to automate repetitive tasks and highlight important data.

Insights

1. How many males and females are Hired?

	A	B
1	Status	Hired
2		
3	Row Labels	Count of Status
4	Female	1856
5	Male	2563
6	Grand Total	4419
7		

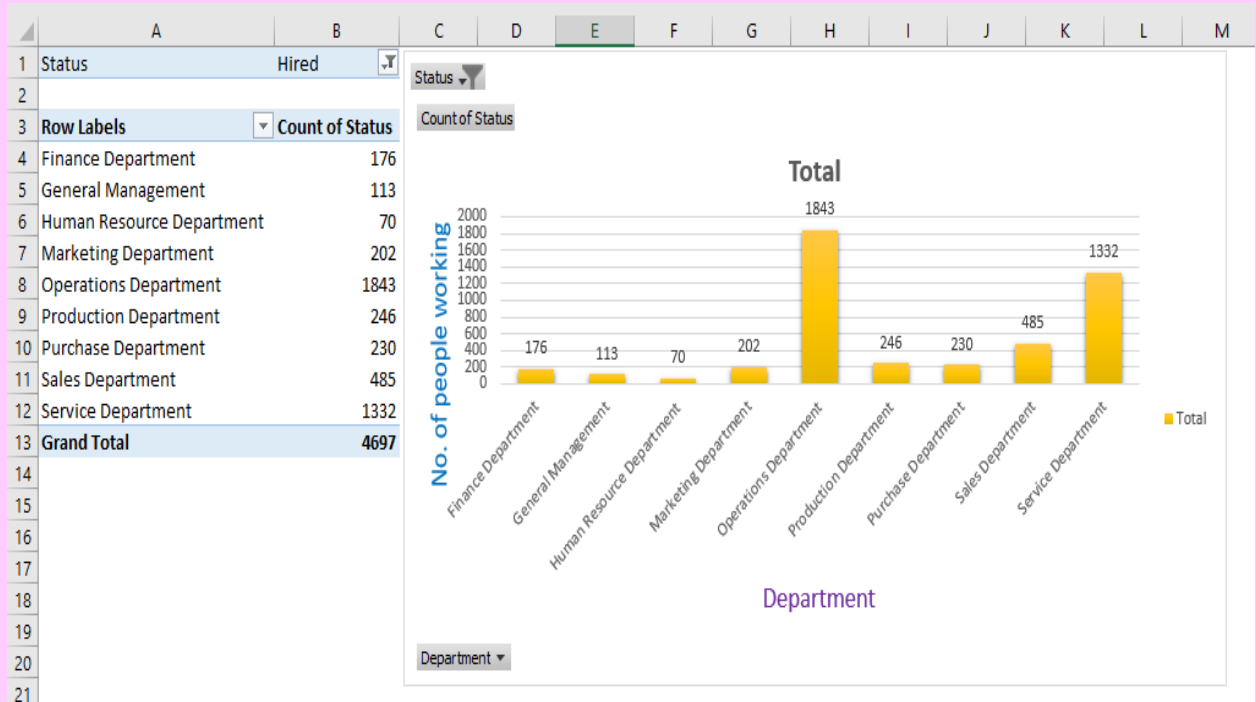
2. What is the average salary offered in this company?

	Average of Offered Salary
	49983.02902

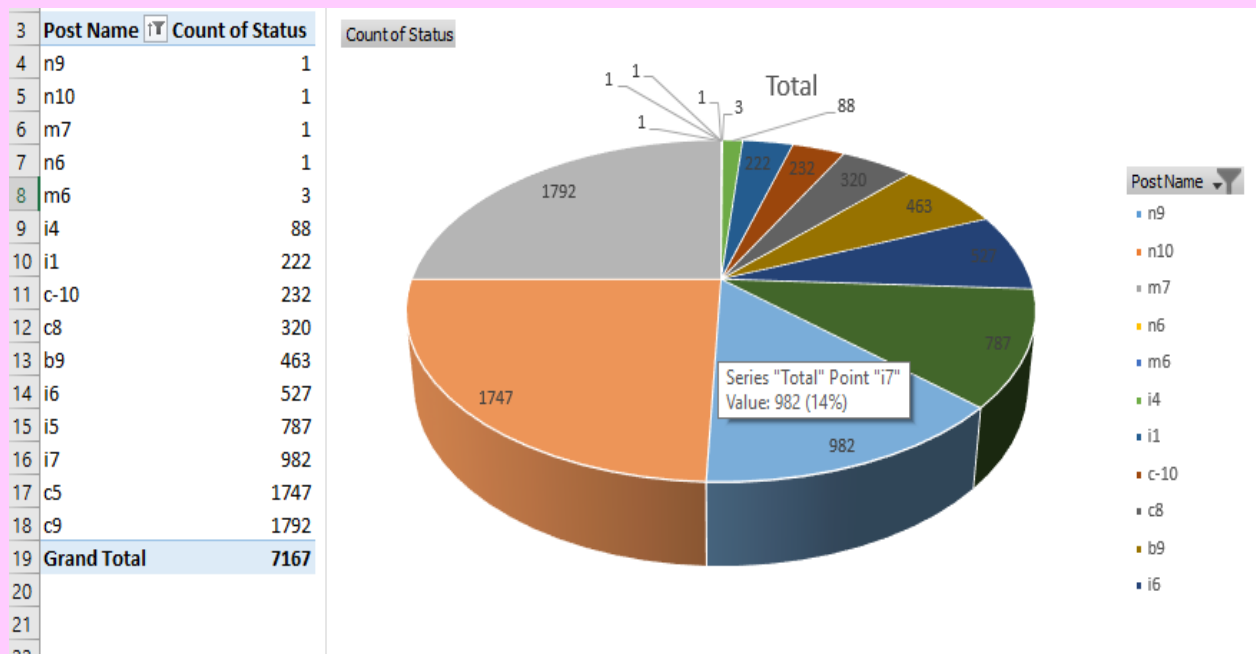
3. Draw the class intervals for salary in the company?

Class Intervals of Salary	
100 - 20095	Upper Limit -Lower Limit
20096 - 40091	399900
40092 - 60087	
60088 - 80083	Intervals
80084 - 100079	19995
100080 - 120075	
120076 - 140071	
140072 - 160067	
160068 - 180063	
180064 - 200059	
200060 - 220055	
220056 - 240051	
240052 - 260047	
260048 - 280043	
280044 - 300039	
300040 - 320035	
320036 - 340031	
340032 - 360027	
360028 - 380023	
380024 - 400000	

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?



Insights

The new thing I learned in this project is how to create class intervals.

From the bar chart, I analyzed that more people are working in the operation and service departments, while fewer people are working in the human resource department.

From the pie chart, I noticed that there are enough vacancies available, but many people lack the skills to grab them. Consequently, only some of the positions are occupied, and the rest remain vacant.

Result

I learned about the various types of charts and their differences, and when to use them based on the type of visualization needed.

Additionally, I gained knowledge about class intervals and improved my understanding of this concept.

Overall, this project has helped clarify my understanding of these topics.