HIRING PROCESS ANALYTICS

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APPROACH

First, try to understand the excel dataset and then perform manipulations on it in order to get output for the given questions.Finally represent the data in graphical form making it easier for others to understand.

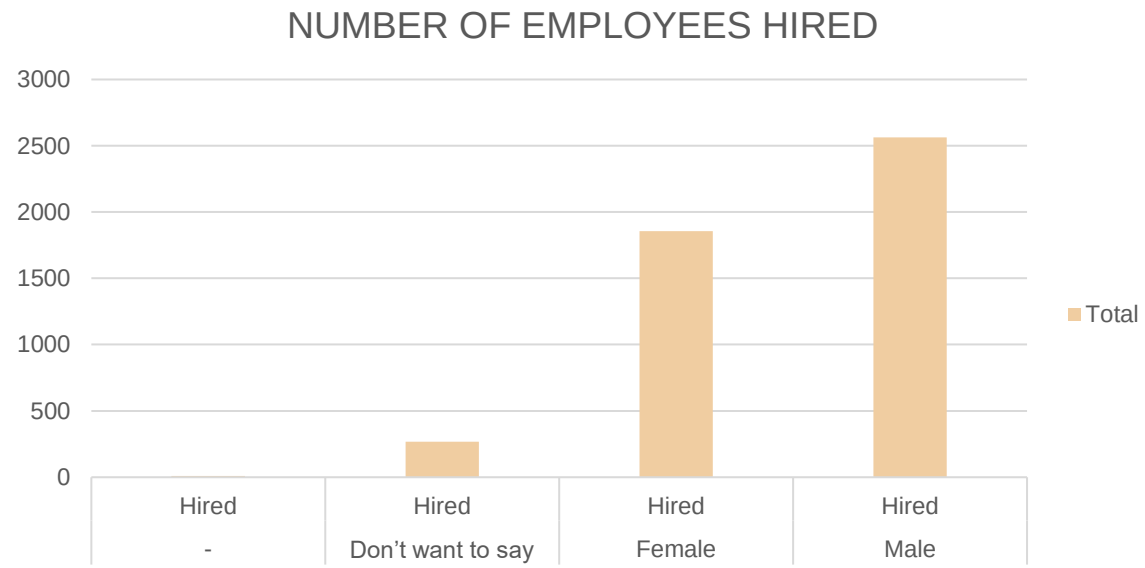
TECH STACK USED

The tech stack used while making this project includes Microsoft excel.

INSIGHTS

HIRING

- *The number of women hired in the given interval of time is 1856 and the number of males hired during this interval is 2563, therefore, we can say that more male was hired as compared to female whereas very less other gender was hired by the company.*
- *We have created a pivot table of the given dataset and taken the field as shown*



Row Labels	Count of event_name
-	15
Hired	10
Rejected	5
Don’t want to say	393
Hired	268
Rejected	125
Female	2675
Hired	1856
Rejected	819
Male	4085
Hired	2563
Rejected	1522
Grand Total	7168

AVERAGE SALARY

- *The average salary offered by the company is 49983.02902*
- *We have taken the average of the salary column using the =average() function*

CLASS INTERVAL

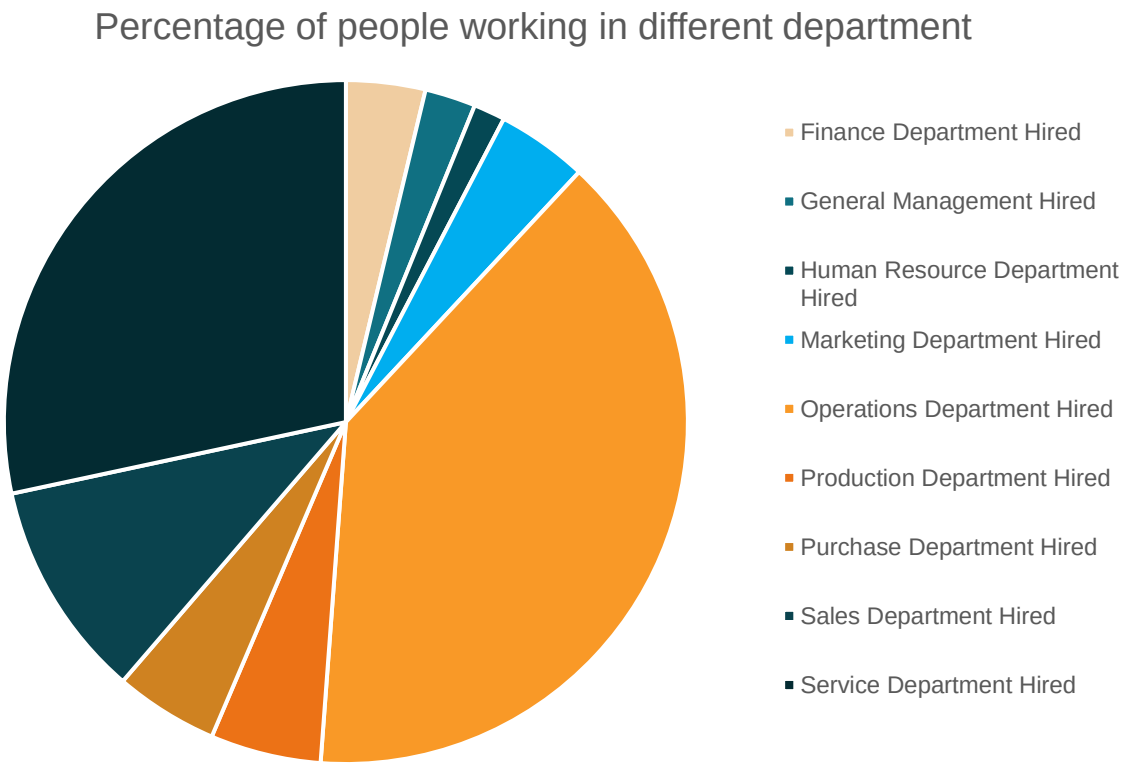
Row Labels	Sum of Offered Salary	Count of Offered Salary2
(blank)		
100-10099	3783786	686
10100-20099	11020275	728
20100-30099	17867474	711
30100-40099	25107172	713
40100-50099	34828981	776
50100-60099	41516231	754
60100-70099	45520487	698
70100-80099	55102898	733
80100-90099	60880239	716
90100-100099	61700826	649
190100-200099	200000	1
290100-300099	300000	1
390100-400099	400000	1
Grand Total	**358228369**	**7167**

We have grouped the data in a class interval of 10000 and we can see that the maximum offered salaries lies in the range of 10200-50099.

We have pivoted the table and taken the columns as follows


Salary
900
800
700
600
500
400
300
200
100
0
(blank)
100-10099
10100-20099
20100-30099
30100-40099
40100-50099
50100-60099
60100-70099
70100-80099
80100-90099
90100-100099
190100-200099
290100-300099
390100-400099
Total

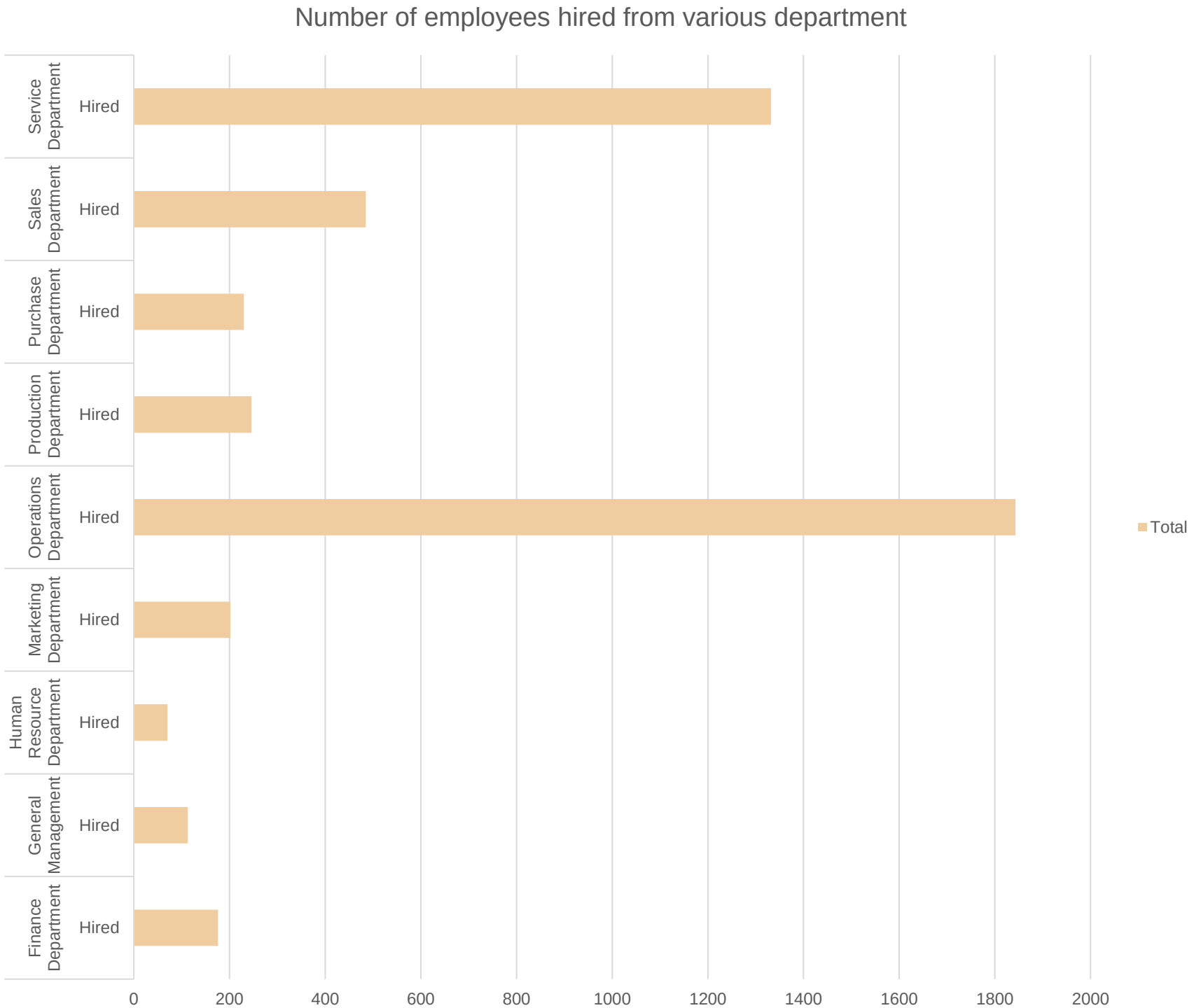
CHARTS AND PLOTS



We can see from the pie chart that the maximum percentage of people hired worked in the operations department.

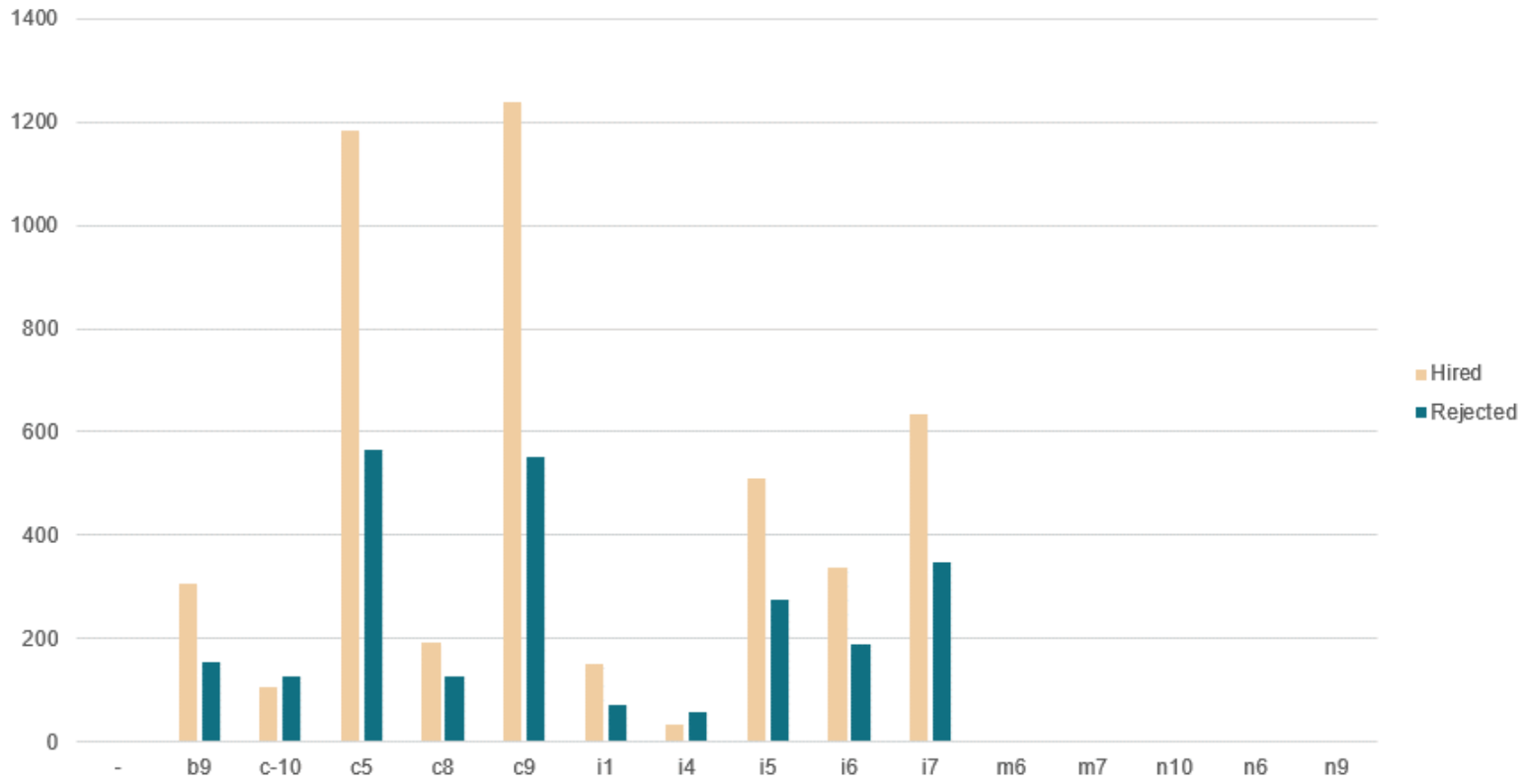
And the minimum number of people hired in the human resource department.

We have taken the pivot table of the given dataset and then took the fields as shown and then filtered the fields


Number of employees hired from various department
Service Department
Hired
Sales Department
Hired
Purchase Department
Hired
Production Department
Hired
Operations Department
Hired
Marketing Department
Hired
Human Resource Department
Hired
General Management
Hired
Finance Department
Hired
0
200
400
600
800
1000
1200
1400
1600
1800
2000
Total

Row Labels	Count of Status
Finance Department	**176**
Hired	176
General Management	**113**
Hired	113
Human Resource Department	**70**
Hired	70
Marketing Department	**202**
Hired	202
Operations Department	**1843**
Hired	1843
Production Department	**246**
Hired	246
Purchase Department	**230**
Hired	230
Sales Department	**485**
Hired	485
Service Department	**1332**
Hired	1332
Grand Total	**4697**

CHARTS


1400
1200
1000
800
600
400
200
0
-
b9
c-10
c5
c8
c9
i1
i4
i5
i6
i7
m6
m7
n10
n6
n9
Hired
Rejected

We can conclude from the graph that maximum number of people were hired for c5 post.

We have taken the pivot table of the given dataset and then taken the columns as follows.

Count of Post Name	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
Grand Total	**4697**	**2471**	**7168**

RESULT

Hiring process analytics

Through this project, we understood how hiring process analytics take place

Excel as a tool in data analytics

We understood how excel is one of the most important tools in data analytics which can help us find solution of many problems easily

Statistics in data analytics

Through this project we also understood the need of statistics in data analytics

THANK YOU