

HIRING PROCESS ANALYTICS

(Advanced Excel)

By-

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Content



Introduction

Hiring process is the fundamental function of any company. Performing data analysis on this helps us understand the major underlying trends such as selected or rejected candidates, number of interviews, vacancies or job types etc. before hiring any candidates.

As a Data Analyst of a company, I was provided with the dataset where I need to study the trends, perform EDA and draw insights out of it for hiring department to work upon.





Tech-stack Used

1) Microsoft Excel 2019

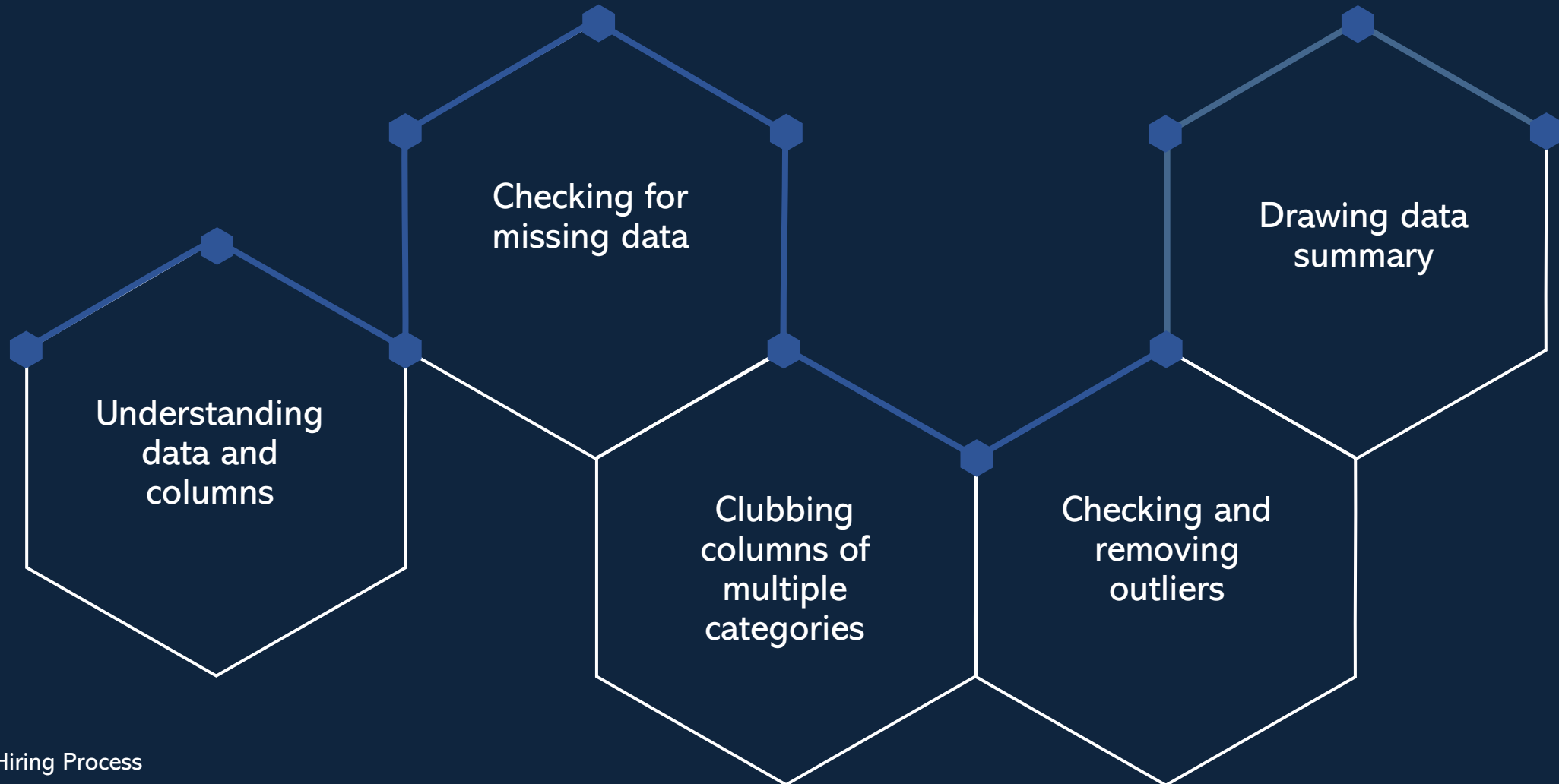
2) Microsoft Power point
2019



APPROACH

- 1) Understanding the given dataset and its various columns.
- 2) Performing EDA for data cleaning.
- 3) Understanding the given problems and the questions asked.
- 4) Analyzing data using various statistical and visualization tools.

EDA- exploratory data analysis



Understanding Dataset

Total Number of Rows- 7168

Total Number of Columns- 7

1. Application_id
2. Interview taken on
3. Status
4. Event_name
5. Department
6. Post name
7. Offered salary

application_id	Interview Taken on	Status	event_name	Department	Post Name	Offered Salary
383422	5/1/14 11:40	Hired	Male	Service Department	c8	56553
907518	5/6/14 8:08	Hired	Female	Service Department	c5	22075
176719	5/6/14 8:08	Rejected	Male	Service Department	c5	70069
429799	5/2/14 16:28	Rejected	Female	Operations Department	i4	3207
253651	5/2/14 16:32	Hired	Male	Operations Department	i4	29668
289907	5/1/14 7:44	Hired	Male	Sales Department	-	85914
959124	5/6/14 16:27	Rejected	Male	Sales Department	i7	69904
86642	5/9/14 13:17	Rejected	Male	Sales Department	i7	11758
751029	5/2/14 13:09	Hired	Female	Service Department	i4	15156
434547	5/2/14 13:11	Rejected	Female	Service Department	i4	49515
518854	5/1/14 9:00	Rejected	Male	Service Department	n10	26990
649039	5/7/14 10:48	Hired	Female	Service Department	b9	200000
199526	5/7/14 10:50	Hired	Male	Service Department	b9	86787
539803	5/15/14 9:31	Hired	Male	Finance Department	b9	2308
191009	5/9/14 12:48	Hired	Female	Service Department	i7	56688
195323	5/9/14 12:48	Hired	-	Service Department	i7	81757
51318	5/2/14 8:07	Hired	Male	Service Department	i5	15134
742283	5/2/14 8:11	Rejected	-	Service Department	i5	100
513166	5/1/14 22:53	Hired	Female	Operations Department	i1	73579
791372	5/1/14 22:54	Rejected	Male	Operations Department	i1	50351
47857	5/1/14 22:55	Rejected	Female	Operations Department	i1	38462
834101	5/1/14 22:53	Rejected	Don't want to say	Operations Department	i1	82510

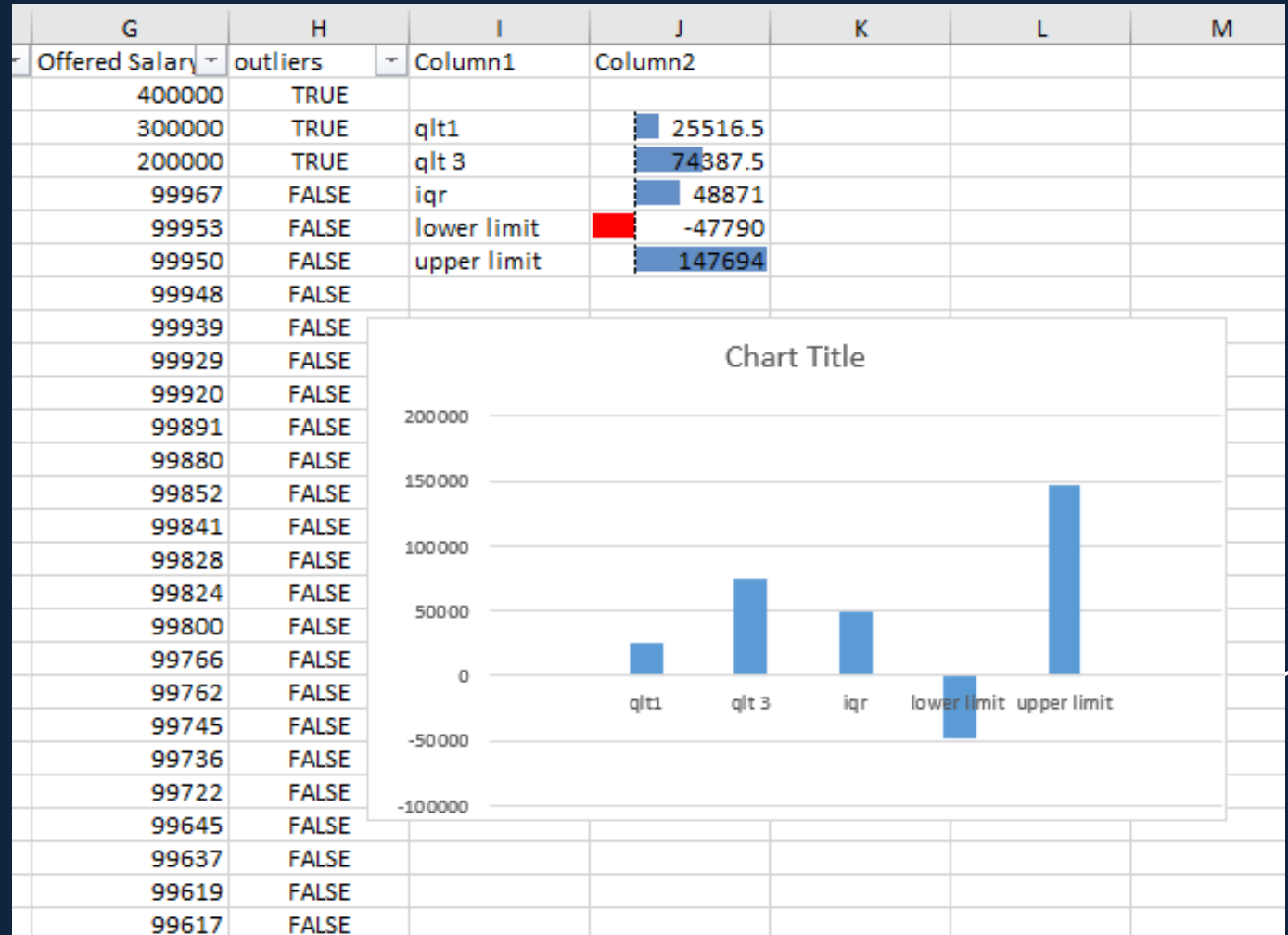
Missing data

- Missing data in different columns –
 - Offered salary - 1
 - Event_name – 15
 - Post name – 1
- Missing data was removed
 - ❑ Total rows before cleaning- 7168
 - ❑ Total rows after data cleaning- 7148 (3 outliers removed included)



Outliers

- Checking for outliers using Quartile method.
- 3 outliers were found in the offered salary (200000,300000,400000).
- Outliers were removed.



Questions ?



Hiring

How many males and females are Hired ?



Average salary

What is the average salary offered in this company ?



Class-interval

Draw the class intervals for salary in the company ?



Department

Draw graph to show proportion of people working different department ?



Posts

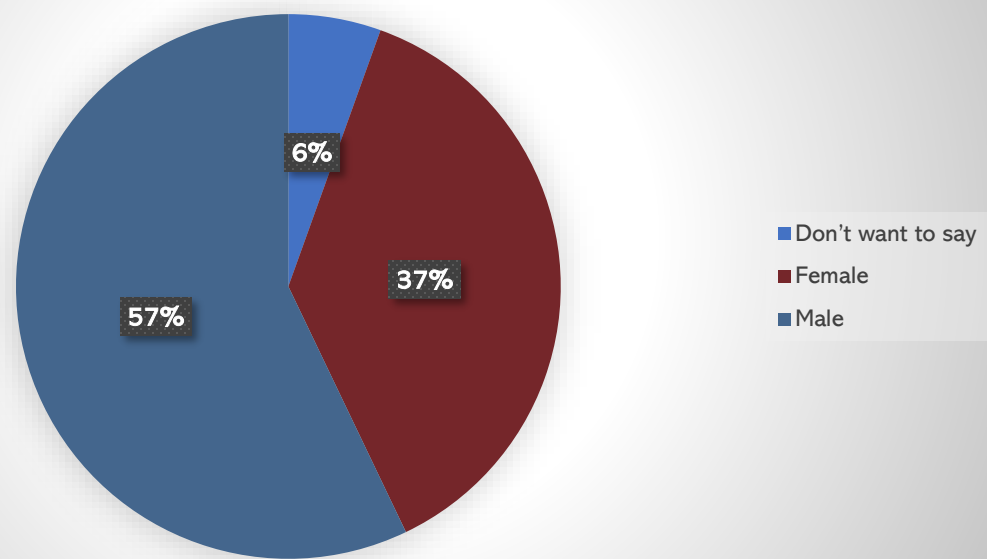
Represent different post tiers using chart/graph?

Insights



Hiring

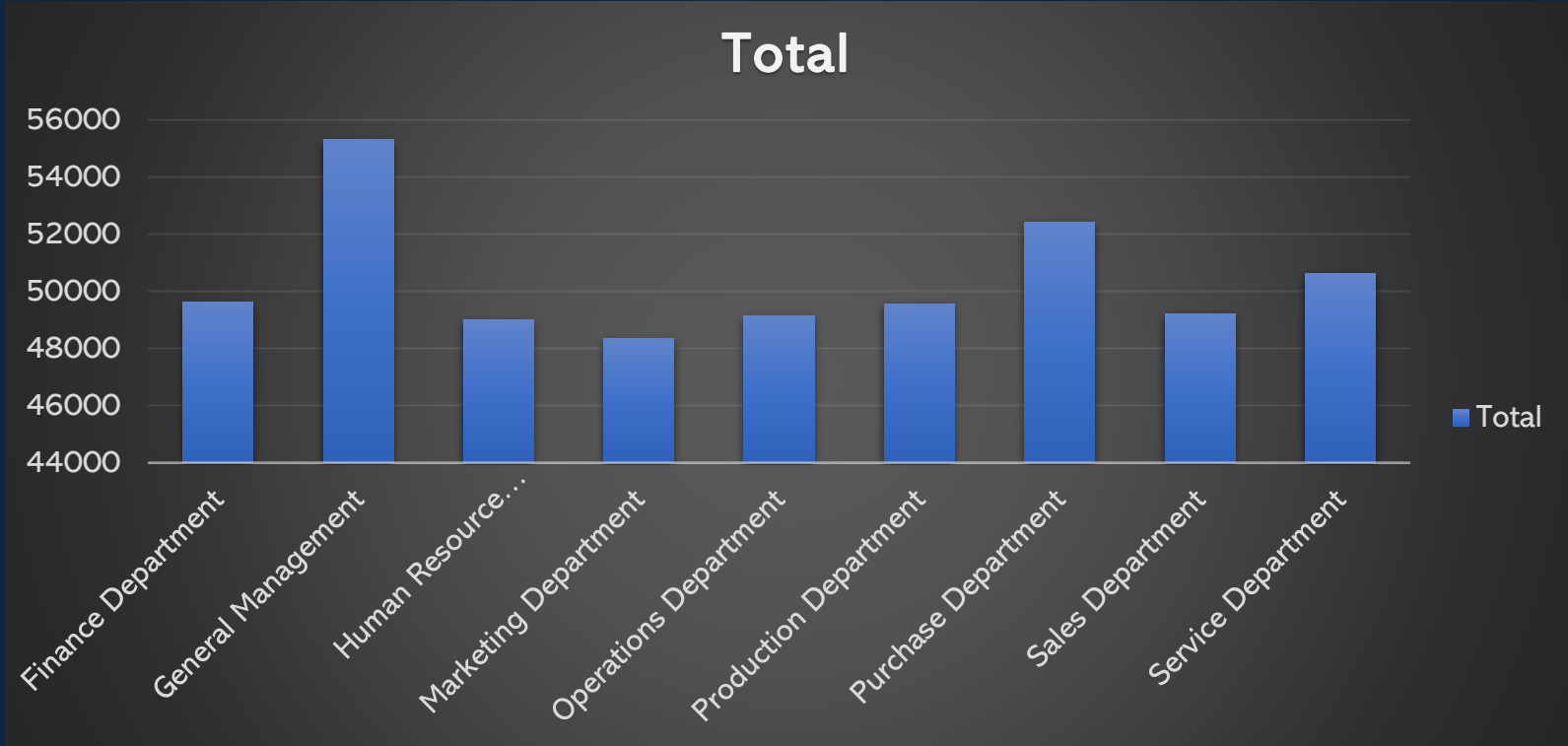
Count of events



3	event_name	Count of events	Percentage
4	Don't want to say	393	5%
5	Female	2673	37%
6	Male	4082	57%
7			

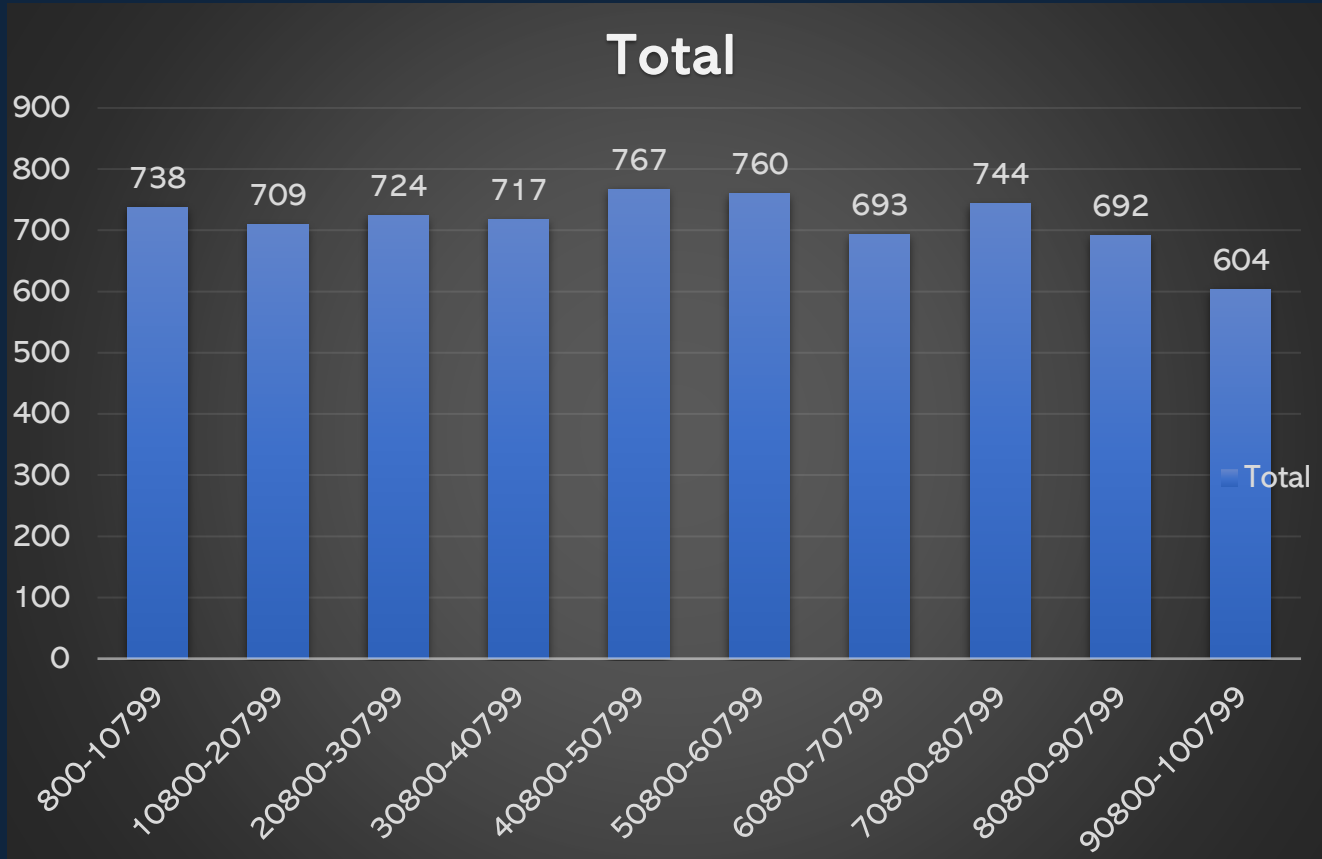


Average Salary



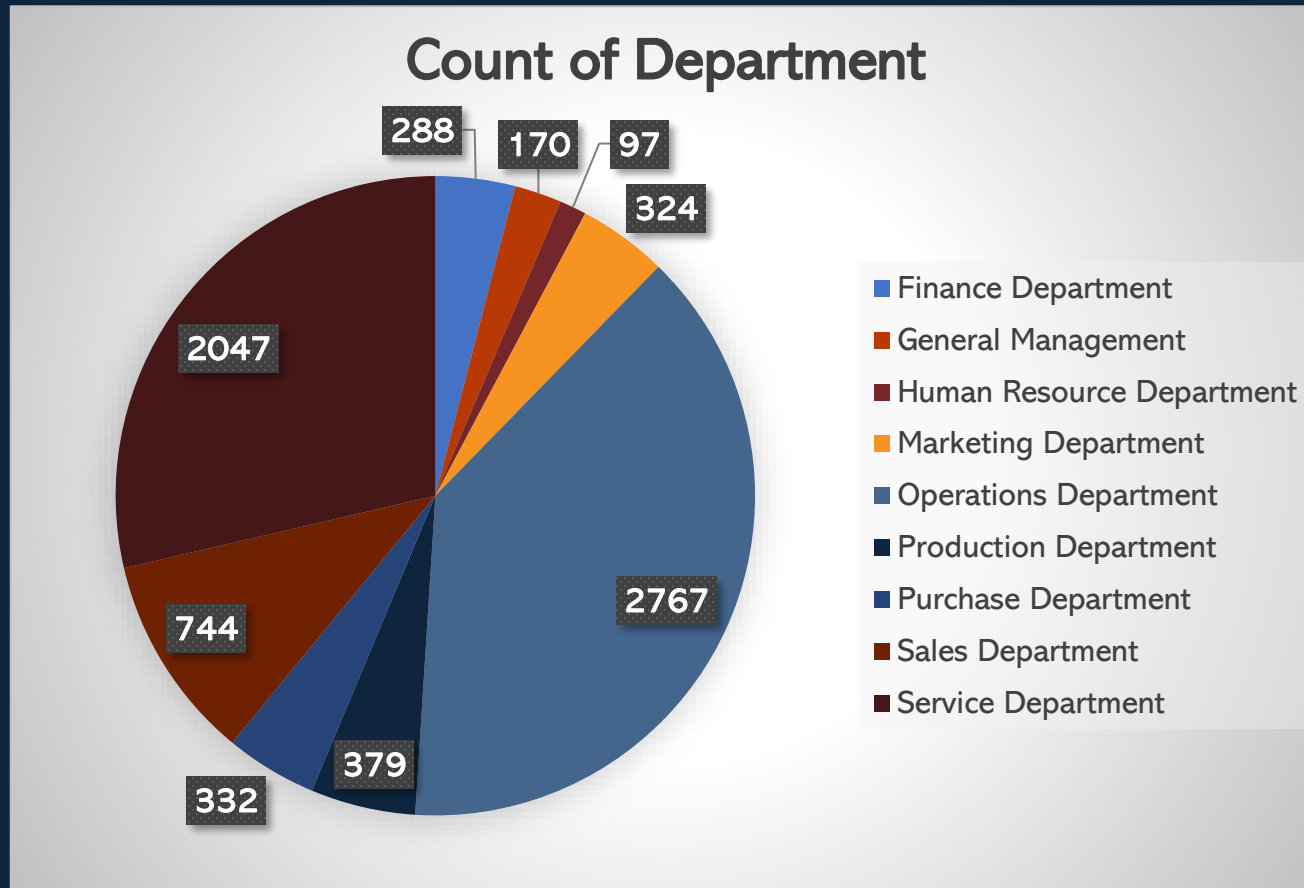
Row Labels	Sum of Average salary
Finance Department	49628
General Management	55295
Human Resource Department	49002
Marketing Department	48349
Operations Department	49141
Production Department	49568
Purchase Department	52433
Sales Department	49220
Service Department	50637
Grand Total	453273

Class- Interval



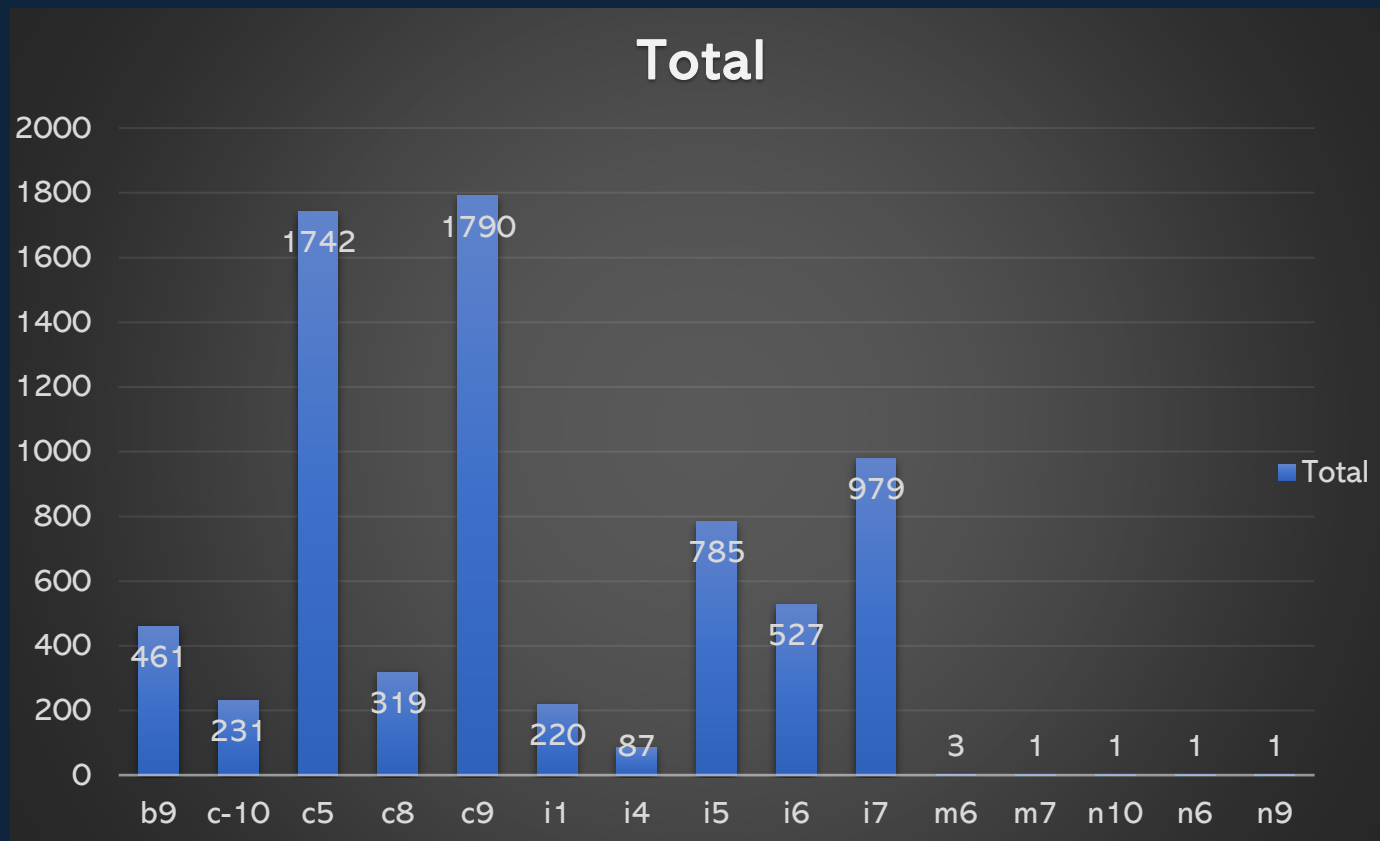
Row Labels	Count of Offered Salary
800-10799	738
10800-20799	709
20800-30799	724
30800-40799	717
40800-50799	767
50800-60799	760
60800-70799	693
70800-80799	744
80800-90799	692
90800-100799	604
Grand Total	7148

Departments



Department	Count of Department	Percentage
Finance Department	288	4%
General Management	170	2%
Human Resource Department	97	1%
Marketing Department	324	5%
Operations Department	2767	39%
Production Department	379	5%
Purchase Department	332	5%
Sales Department	744	10%
Service Department	2047	29%
Grand Total	7148	

Posts



Row Labels	Count of Post Name
b9	461
c-10	231
c5	1742
c8	319
c9	1790
i1	220
i4	87
i5	785
i6	527
i7	979
m6	3
m7	1
n10	1
n6	1
n9	1
Grand Total	7148

Results

Hiring	Average salary	Class - interval	Department	Posts
<ul style="list-style-type: none">• Males – 4082• Females – 2673• Do not say – 393	<ul style="list-style-type: none">• Highest was offered to General Management Department.• Lowest was offered to Marketing Department.	<ul style="list-style-type: none">• 767 people were paid the highest of salaries ranging from 40,800 to 50,799.	<ul style="list-style-type: none">• Operational Department – 39%• Human Resource Department – 1%	<ul style="list-style-type: none">• 1790 people were hired for post c-9.



Thank you

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