HIRING PROCESS ANALYTICS

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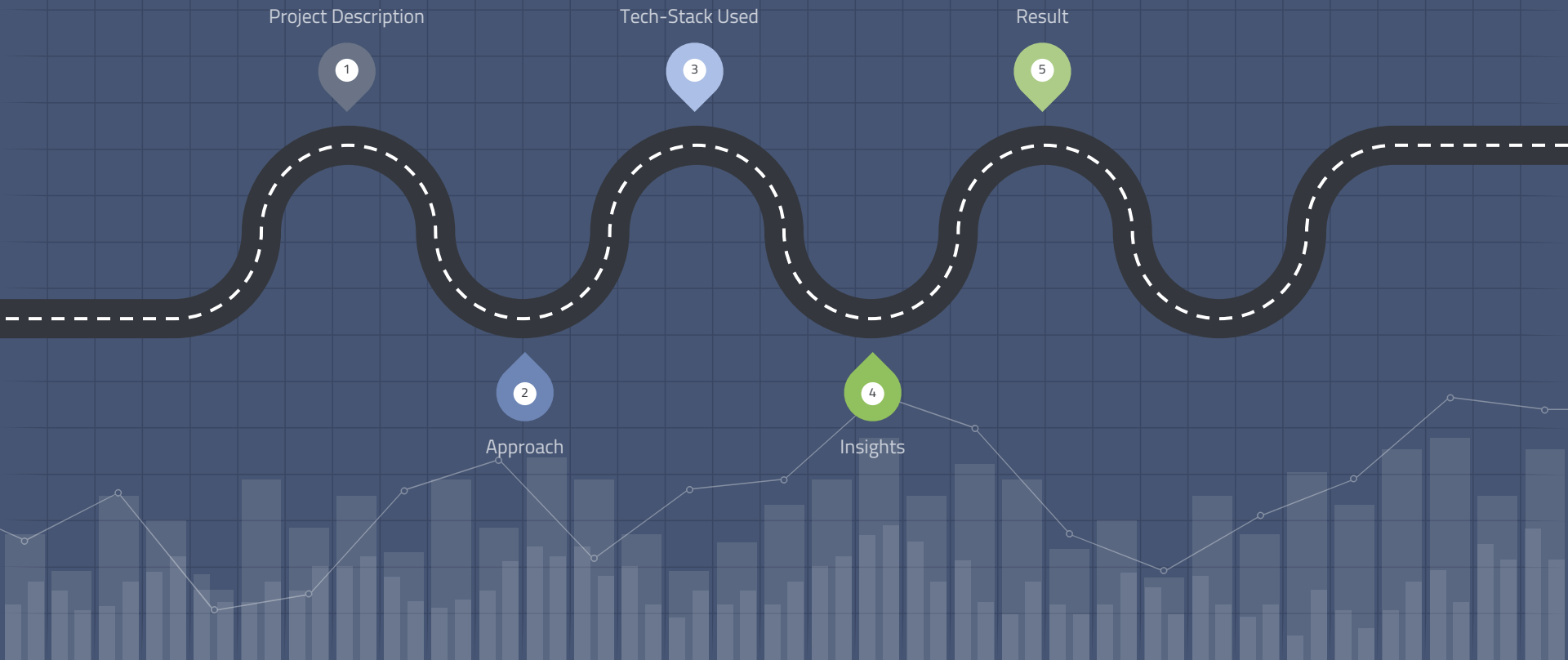
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Project Description

The project aims to analyse the hiring process data of a multinational company (MNC) to gain insights into their recruitment trends and patterns. The dataset provided information such as the interview status, gender, department, post name, and offered salary of the applicants. The project's goal was to answer various questions like the count of males and females hired, the average salary offered, class intervals for salary, and visualizing data using pie charts and bar graphs.

Approach

To execute the project, I first familiarized myself with the dataset and identified relevant columns for analysis. I used exploratory data analysis (EDA) and drew necessary conclusions about the company's hiring process. Then, I used Excel's formulas to calculate the required statistics, such as average salary and frequency of post tiers. I visualized the data using pie charts, histogram and bar charts.

Tech Stack Used

Microsoft Excel for Mac Version 16.74

How many males and females are Hired?

Female	1856
Male	2563
Don’t want to say	268
- (blank)	10

How I found out?

1. Filter the data based on status column to “Hired”
2. Then filter the “event_name” coloum to get the numbers for Female, Male, Don’t want to say and the people who left it blank

Average Salary

$49983.02

Excel formula Used
=AVERAGE(G2:G7167)

Service Department	i7	16756
Service Department	i7	30952
Service Department	c9	64150
Service Department	c9	40152
Service Department	c9	49282
Service Department	c5	57742
Service Department	c5	69932
Service Department	c5	14489
Operations Department	c5	54201
		49983.02902

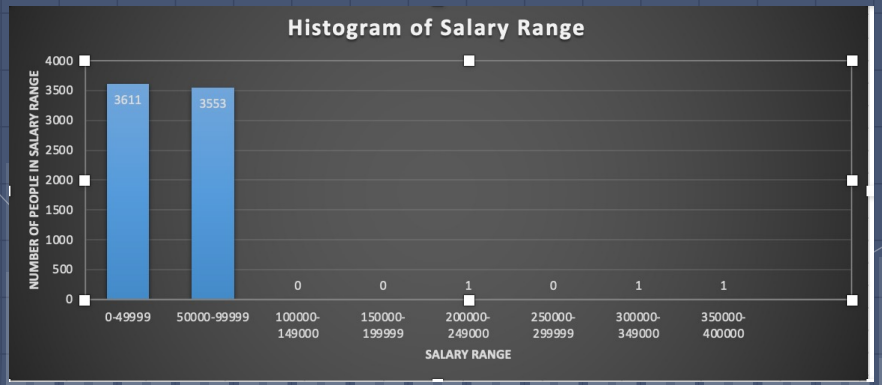
Draw the class intervals for salary in the company?

Salary Intervals	Frequency
0-49999	3611
50000-99999	3553
100000-149000	0
150000-199999	0
200000-249000	1
250000-299999	0
300000-349000	1
350000 - 400000	1

Excel formula Used

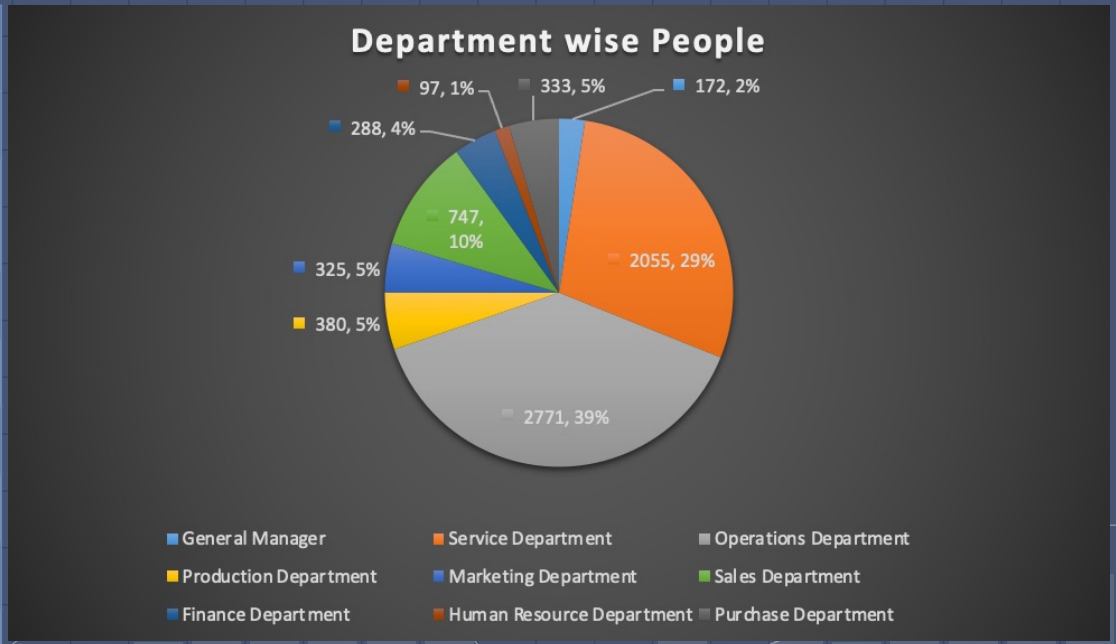
=FREQUENCY(Table1[Offered Salary],K21)-FREQUENCY(Table1[Offered Salary],J21)

J	K	L
0	49999	3611
50000	99999	3553
100000	149000	0
150000	199999	0
200000	249000	1
250000	299999	0
300000	349000	1
350000	400000	1

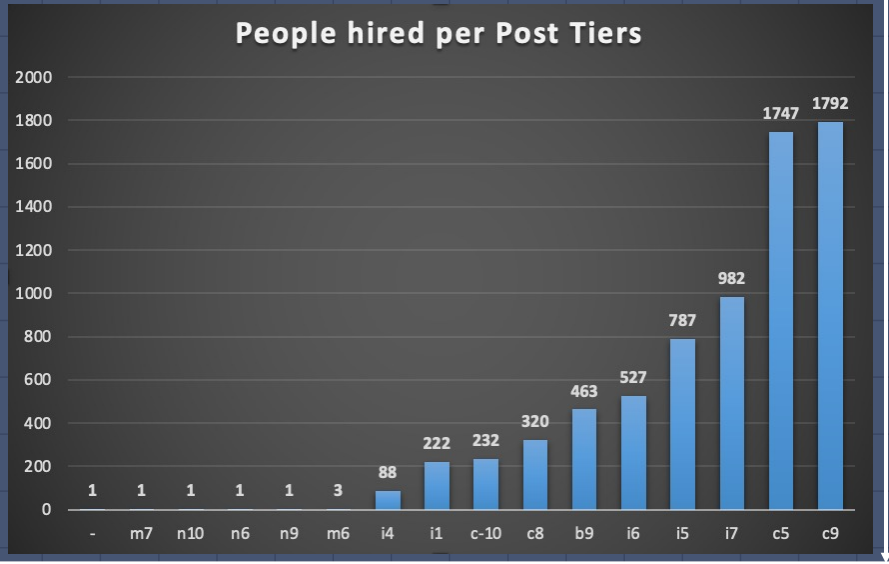


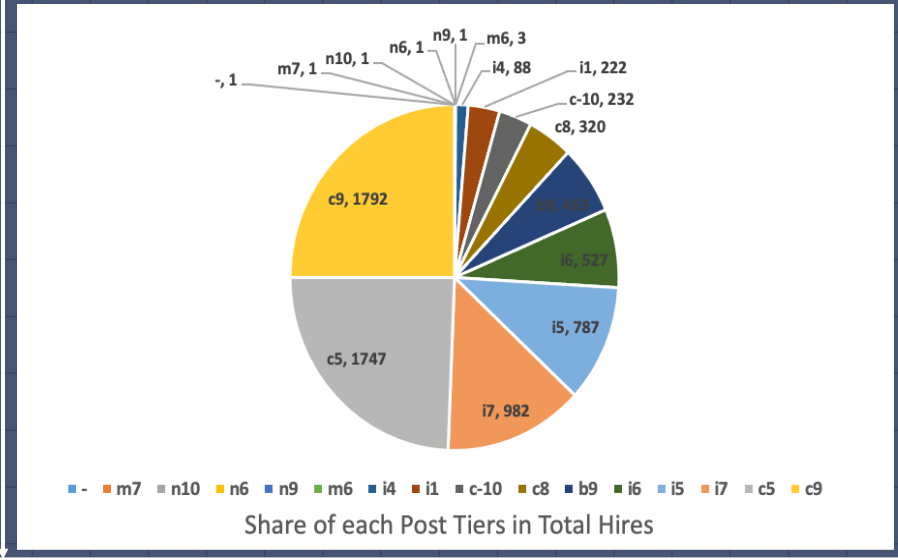
Proportion of people working different department ?

Department	No. of Employees Working
General Manager	172
Service Department	2055
Operations Department	2771
Production Department	380
Marketing Department	325
Sales Department	747
Finance Department	288
Human Resource Department	97
Purchase Department	333



PEOPLE HIRED PER POST TIERS





Posts	-	m7	n10	n6	n9	m6	i4	i1	c-10	c8	b9	i6	i5	i7	c5	c9
Frequency	1	1	1	1	1	3	88	222	232	320	463	527	787	982	1747	1792

Result

By completing this project, I learned how to perform data analysis on real data. It helped me in answering the questions which are asked by the company in analysing the Hiring Process. I got meaningful insights from the hiring process data, which will assist the company's HR department in making informed decisions.

These data analysis results can help in uncovering valuable information that can drive business decisions and improve organizational efficiency.

THANKS!