Hiring Process Analytics

Project Description:

The project hiring process analytics is about providing accurate insights required by the MNC or company about their hiring process .

In this project , we will perform analysis and check for underlying trends about the hiring process.

Approach :

We will perform our analysis on Microsoft Excel using various in built functions and provide charts wherever required to simply the data visualization.

Tech used : The main software used during the project is Microsoft Excel

Insights :

1) How many males and females are Hired ?

Hired	
Male	2563
Female	1856

Calculated using countifs() function

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

Average Salary	49983

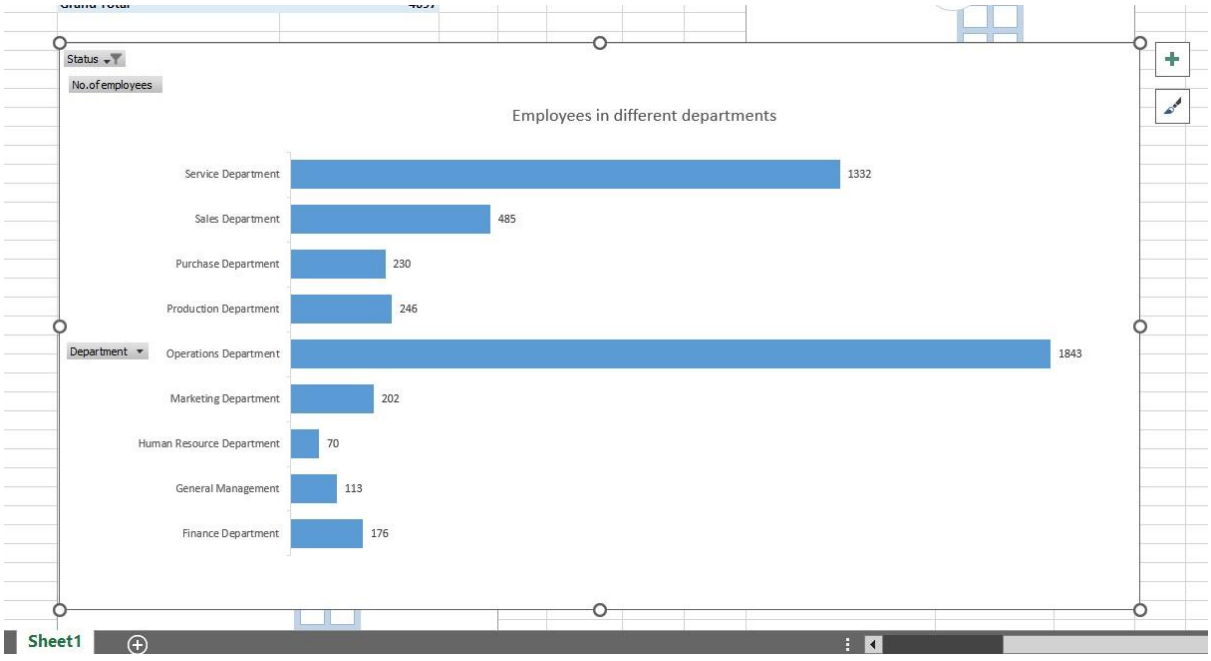
Calculated using average() function

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

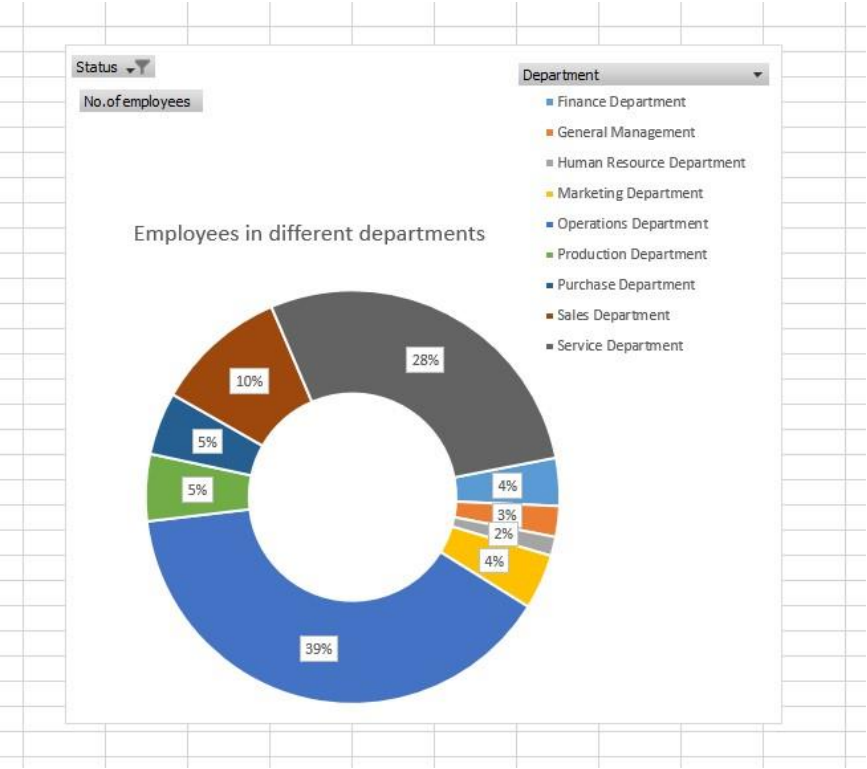
Class Interval	Salary
blank	1
100-10099	686
10100-20099	728
20100-30099	711
30100-40099	713
40100-50099	776
50100-60099	754
60100-70099	698
70100-80099	733
80100-90099	716
90100-100099	649
190100-200099	1
290100-300099	1
390100-400099	1
Grand Total	**7168**

4) Draw Pie Chart / Bar Graph (or any other graph) to show proportion of people working different department

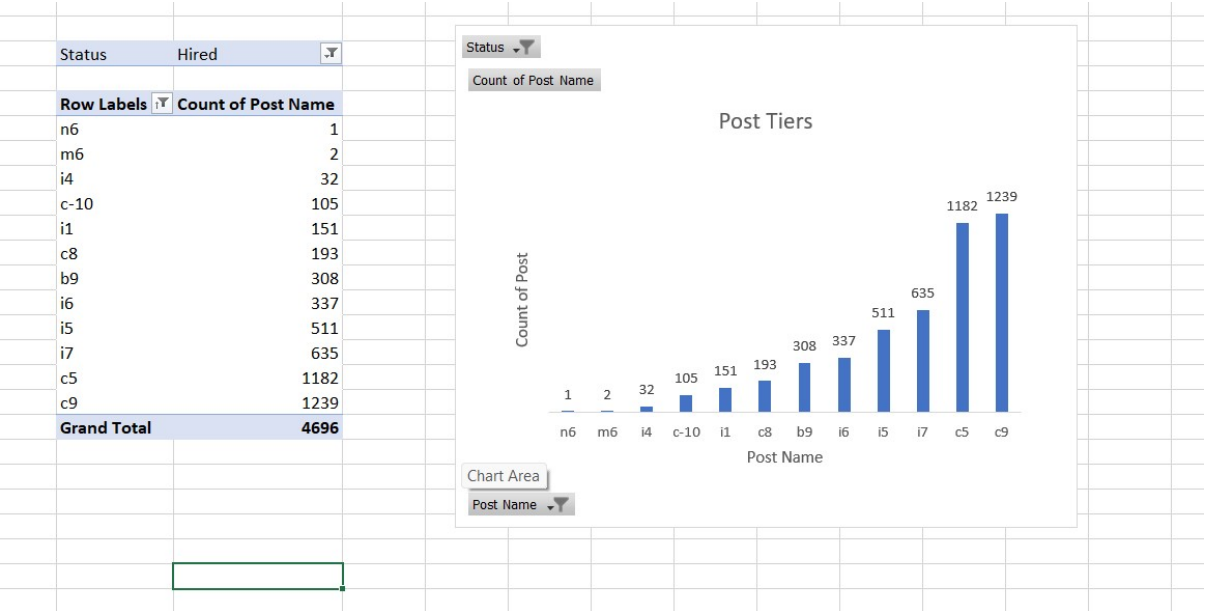
Status	Hired
Row Labels	**No.of employees**
Finance Department	176
General Management	113
Human Resource Department	70
Marketing Department	202
Operations Department	1843
Production Department	246
Purchase Department	230
Sales Department	485
Service Department	1332
Grand Total	**4697**



Using Pivot Table , Pivot table grouping and charts



5) Represent different post tiers using chart/graph?



Status	Hired
Row Labels	**Count of Post Name**
n6	1
m6	2
i4	32
c-10	105
i1	151
c8	193
b9	308
i6	337
i5	511
i7	635
c5	1182
c9	1239
Grand Total	**4696**

Using Pivot Table , Pivot table grouping and charts

Results :

During this project I have learned how a data analysts helps the company in knowing actual insights about their hiring process and help them plan their further moves . I also got experience to use various excel functions and use different charts for data visualization which in turn would help me become a better analysts.