

PROJECT 4 : HIRING PROCESS ANALYTICS

Project description:

Hiring process is the fundamental and the most important function of a company. Here, the MNCs get to know about the major underlying trends about the hiring process. Trends such as- number of rejections, number of interviews, types of jobs, vacancies etc. are important for a company to analyse before hiring freshers or any other individual.

You are working for a MNC such as Google as a lead Data Analyst and the company has provided with the data records of their previous hirings and have asked you to answer certain questions making sense out of

I plan on completing this project by studying in depth about EDA – Exploratory Data Analysis and then use excel concepts like pivot tables and graphs/charts to derive answers to the questions asked to further the analysis process.

Approach:

To complete this project, first I read all about EDA and learnt excel concepts to carry on EDA in excel. I first used the dataset provided by trainity and build a pivot table to carry on with the questions and one by one used pivot table concepts to answer all the answers and obtained graphs(bar or pie) to give a visual aid.

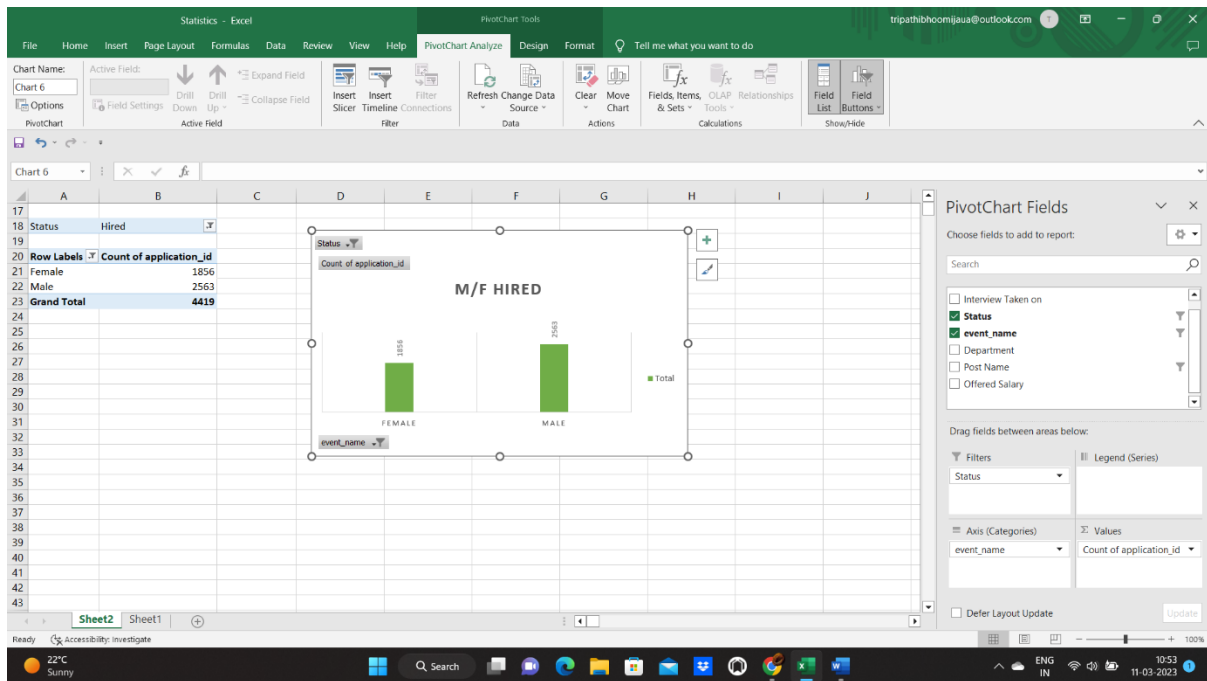
Tech stack used:

- Excel
- Google drive

Insights:

- A. **Hiring:** Process of intaking of people into an organization for different kinds of positions.

Your task: How many males and females are Hired ?

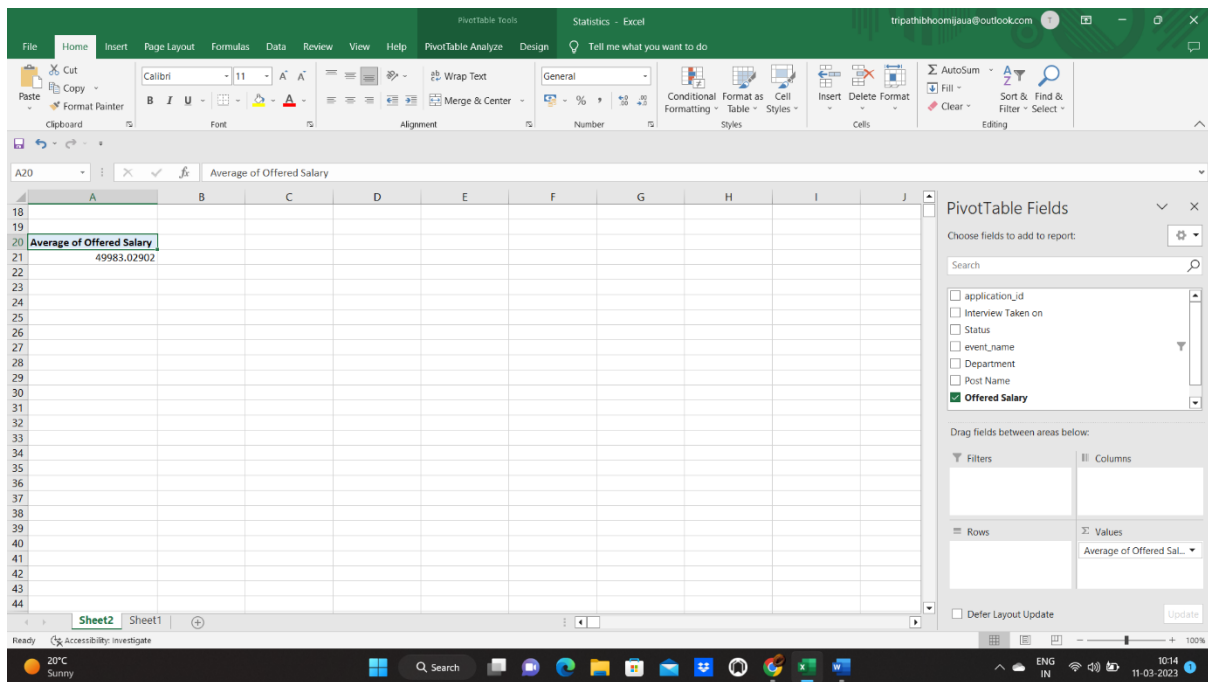


Males: 1856

Females: 2563

- B. **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.

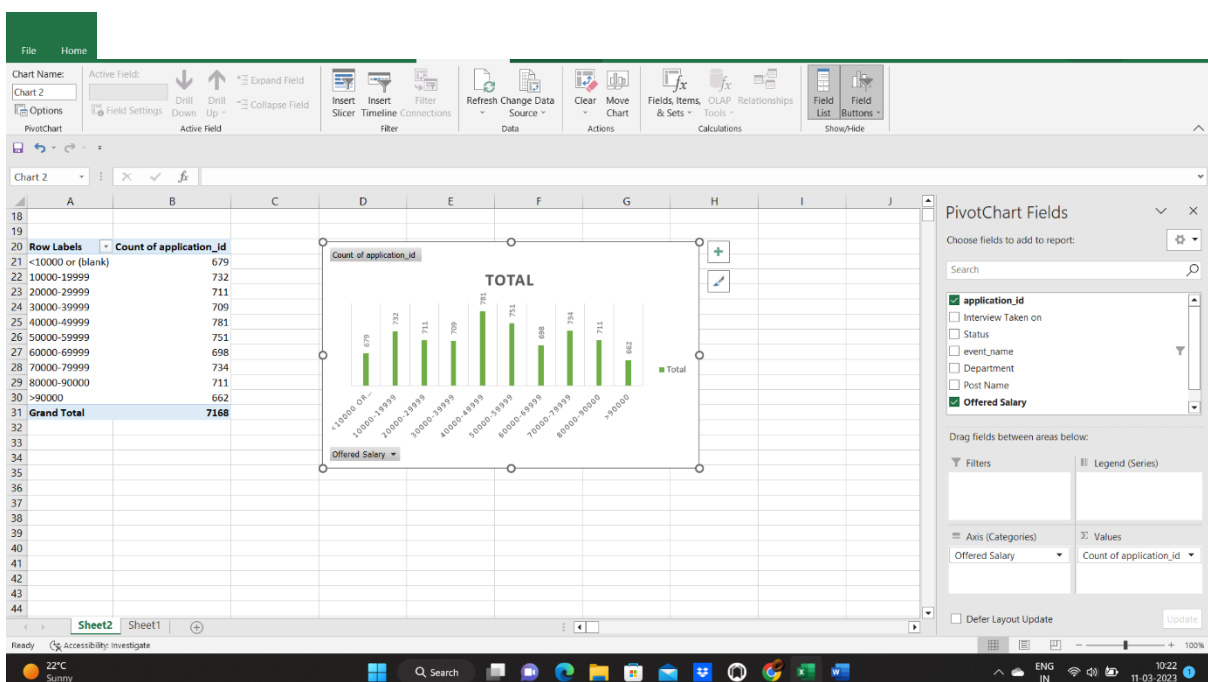
Your task: What is the average salary offered in this company ?



Average salary offered(both hired and rejected) = 49983.02902

C. **Class Intervals:** The class interval is the difference between the upper class limit and the lower class limit.

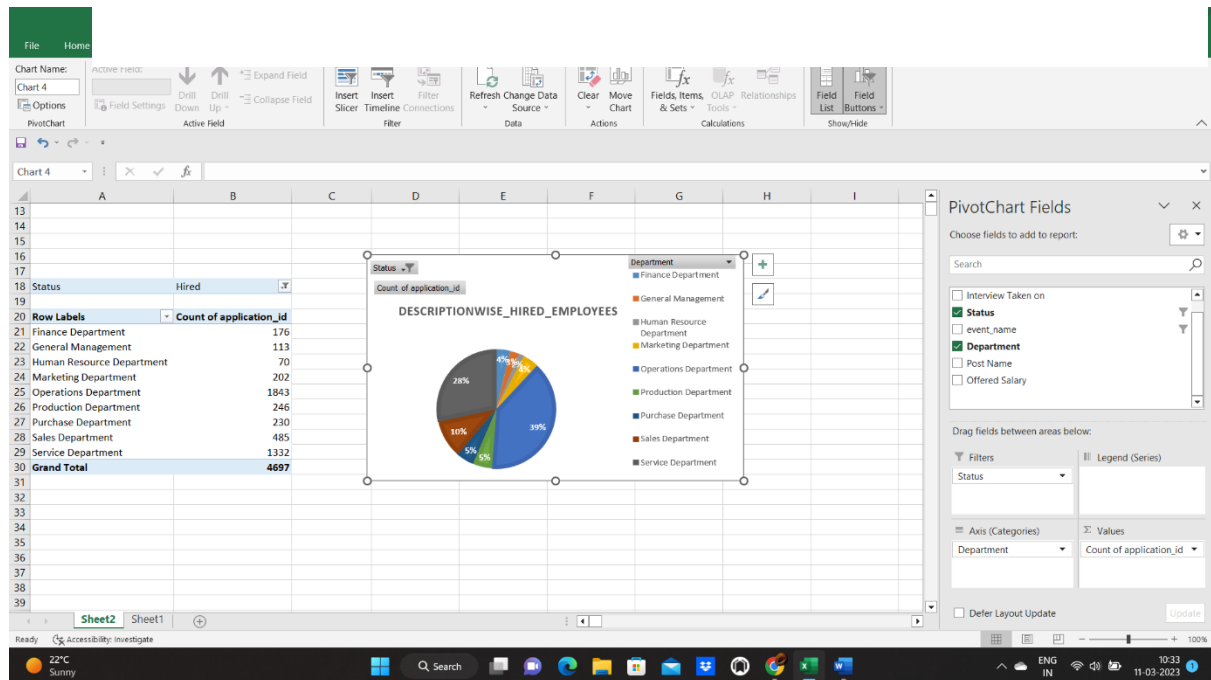
Your task: Draw the class intervals for salary in the company ?



The above pictures shows both salary intervals in form of table and bar graph.

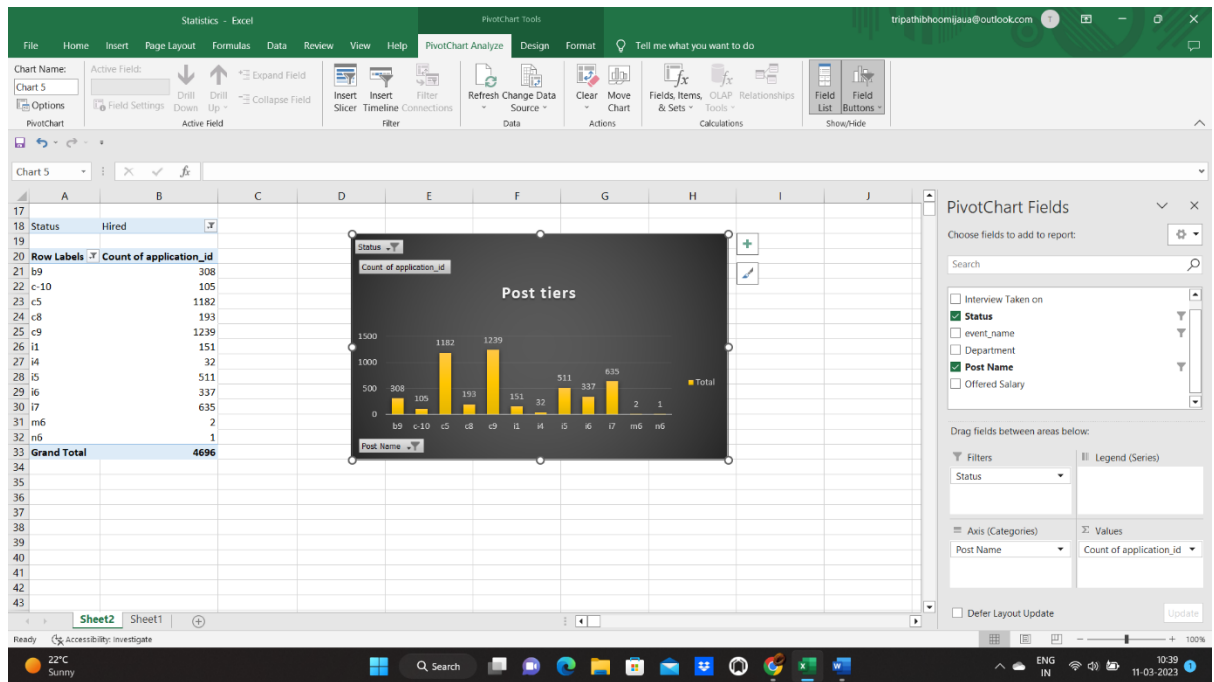
D. Charts and Plots: This is one of the most important part of analysis to visualize the data.

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



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

Your task: Represent different post tiers using chart/graph?



The graph above shows post tiers that is post wise number of people hired in the company.

Results:

While doing this project I got to know a lot about the EDA and general Hiring process and how data analysis and excel smoothes this hiring process.