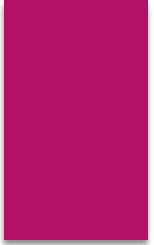




Hiring Process Analytics



Project Description : The purpose of this project is to analyse the hiring related data like number of female / male hired, average salary, salary distribution and so on.

Approach : Following are the steps I followed

- Check for the inconsistent record – if any field is missing in the record then it is considered as inconsistent, if the data provided is not accurate
 1. Deleted the records where eventname, postname value was ‘-‘ which is not accurate
 2. Deleted the records where the salary field was blank

Tech Stack used : Microsoft Excel 2021 MSO

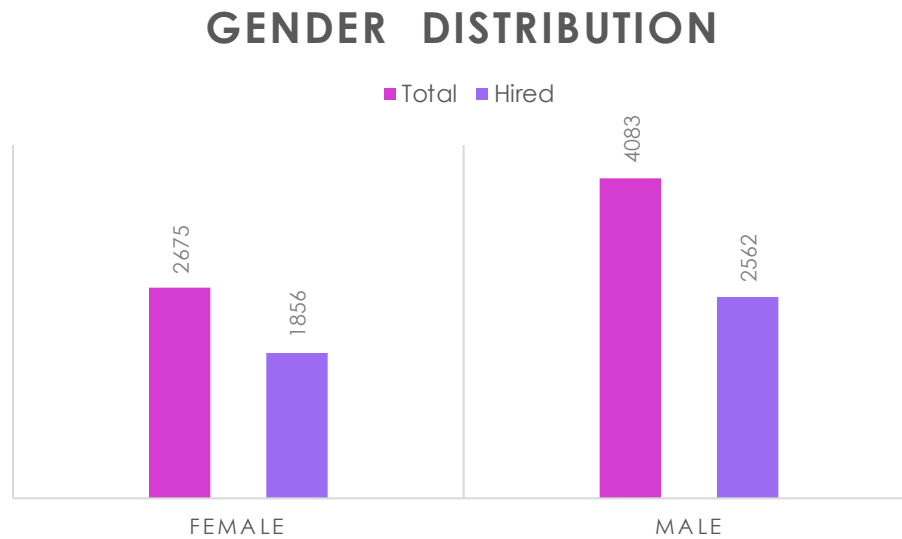
Reason: Excel provides easy sorting of data, large selection of formulas, provides graphs, pie charts to visualize the data and so on.

Insight: The insights and the key findings from this project are – percentage of people in each department, finding the salary frequency and so on.

Result: I was able to get the required results as mentioned in the project. This project helped me to gain more knowledge on the tools, formulas and features available in excel.

Hiring Analysis:

Task: Determine the gender distribution of hires. How many males and females have been hired by the company?

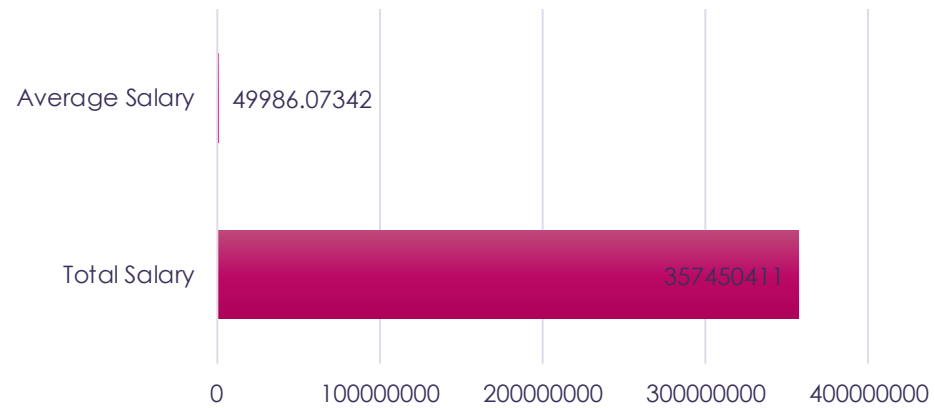


- Total Number of Females hired : 1856
- Total Number of Males hired : 2562

Salary Analysis:

Task: What is the average salary offered by this company? Use Excel functions to calculate this.

Salary Analysis

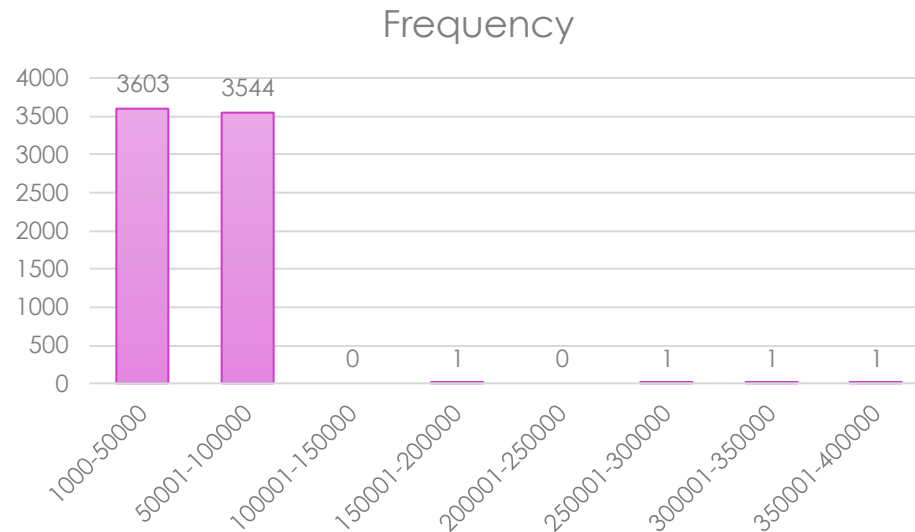


Average Salary offered : 49986.07342

Salary Distribution:

Task: Create class intervals for the salaries in the company. This will help you understand the salary distribution.

Class interval of Salary offered	Frequency
1000-50000	3603
50001-100000	3544
100001-150000	0
150001-200000	1
200001-250000	0
250001-300000	1
300001-350000	1
350001-400000	1

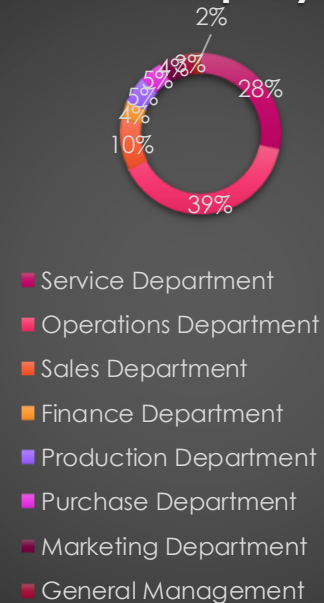


Departmental Analysis:

Task: Use a pie chart, bar graph, or any other suitable visualization to show the proportion of people working in different departments.

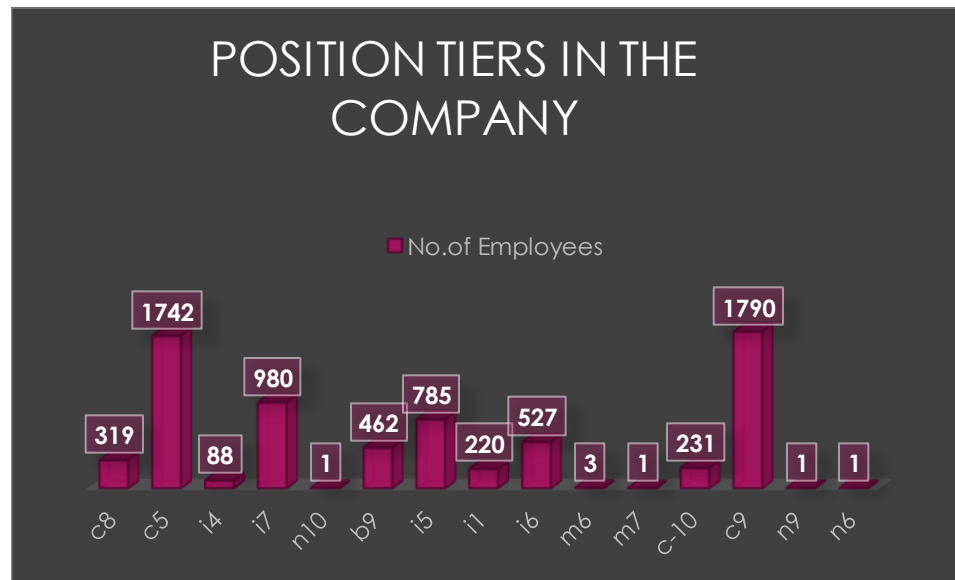
Department	No. of Employees	Percentage	Round of Value(percentage)
Service Department	1327	28.31839522	28
Operations Department	1840	39.26589842	39
Sales Department	483	10.30729834	10
Finance Department	176	3.755868545	4
Production Department	246	5.249679898	5
Purchase Department	230	4.908237303	5
Marketing Department	201	4.289372599	4
General Management	113	2.411438327	2
Human Resource Department	70	1.493811353	1

No. of Employees



Position Tier Analysis:

Task: Use a chart or graph to represent the different position tiers within the company. This will help you understand the distribution of positions across different tiers.



Post Name	No.of Employees
c8	319
c5	1742
i4	88
i7	980
n10	1
b9	462
i5	785
i1	220
i6	527
m6	3
m7	1
c-10	231
c9	1790
n9	1
n6	1



THANK YOU