

Drive Link for the project-

<https://drive.google.com/drive/u/0/folders/1z0ogE-xW020XIYQqIBq1Vkb6icuyzaHq>

Project by –

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Hiring Process Analytics

Project Description

This project will go through some of the essential questions the MNCs have before hiring freshers or any other individual such as the number of rejections, number of interviews, types of jobs, vacancies, etc.

Project Approach

In order to answer the questions given by MNC, Excel was used. Using Excel, we performed Exploratory Analysis first like understanding data columns, checking for missing data, checking and removing outliers, etc. After that, we performed various operations like selecting, sorting, applying different formulas, etc. to get the insights we needed.

Tech Stack Used

Microsoft Excel 2021, Microsoft Word 2021, and Google Drive.

Project Insight

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

Excel Formula-

```
=COUNTIFS(D2:D7169, "Male", C2:C7169, "Hired")
```

```
=COUNTIFS(D2:D7169, "Female", C2:C7169, "Hired")
```

OR

Created Pivot Table as well.

Result-

2563	No. of Males Hired		
1856	No. of Females Hired		

	A	B
1	Status	Hired
2		
3	Row Labels	Count of application_id
4	Female	1856
5	Male	2563
6	Grand Total	4419
7		

We can get the number of Male and Female with filter on status as Hired from the above Pivot Table.

2. Average Salary: Average Salary Offered in the Company.

Excel Formula-

=AVERAGE(G2:G7169)

Result-

The average salary offered came out as 49983.03

49983.03	Average Salary offered
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3. **Class Intervals:** The class interval is the difference between the upper-class limit and the lower-class limit.

Excel Formula-

Done using Pivot table. The grouping feature was used to draw class intervals.

Result-

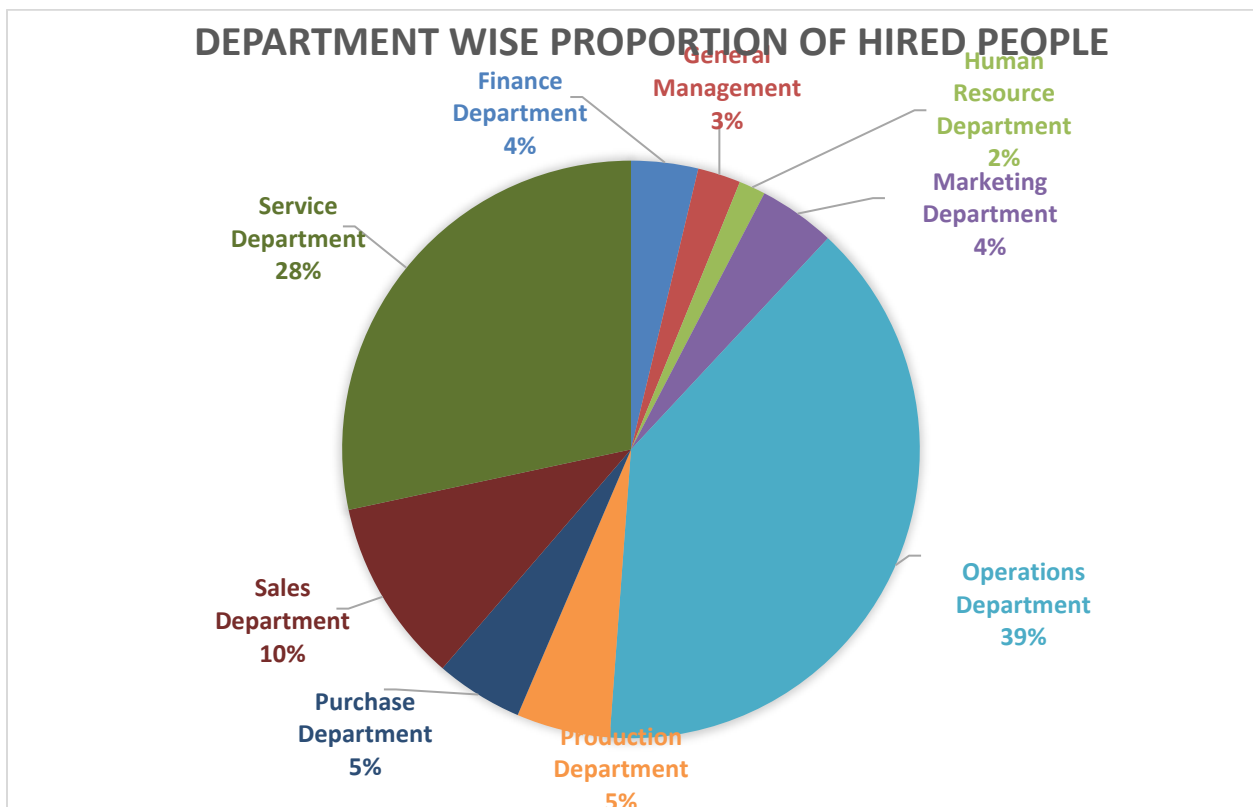
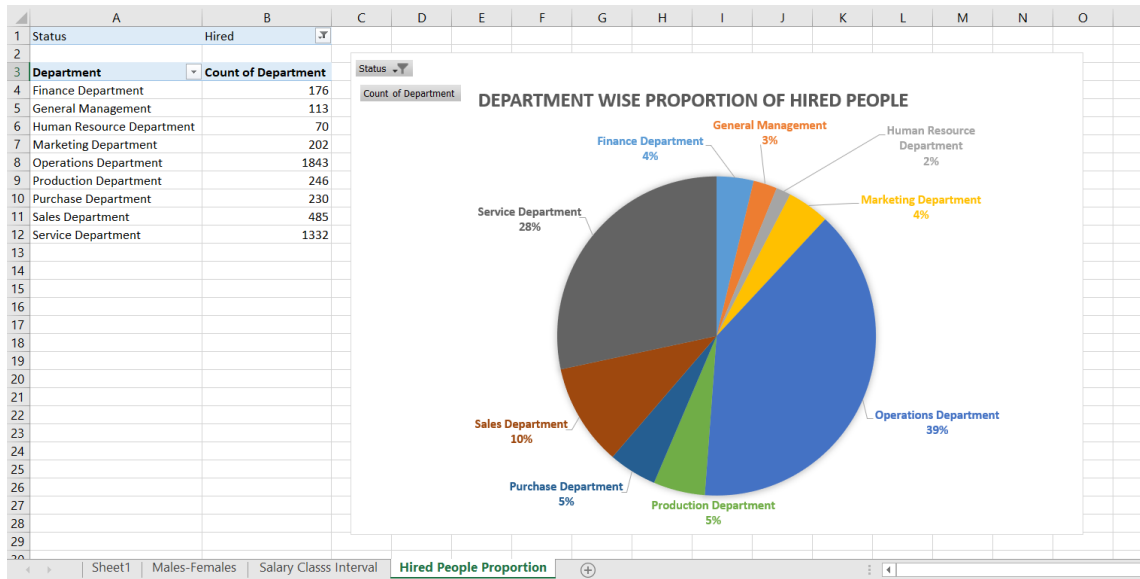
Row Labels	Count of Offered Salary	Sum of Offered Salary
0-24999	1757	22572680
25000-49999	1854	69884907
50000-74999	1797	111987300
75000-99999	1756	152883482
200000-224999	1	200000
300000-324999	1	300000
375000-400000	1	400000
Grand Total	7167	358228369

4. **Proportion of people working in different departments:** A pie chart is used to show the proportion of people working in different departments

Excel Formula-

Pivot Table and Pie Chart were used to find the proportion of people working in different departments.

Result-

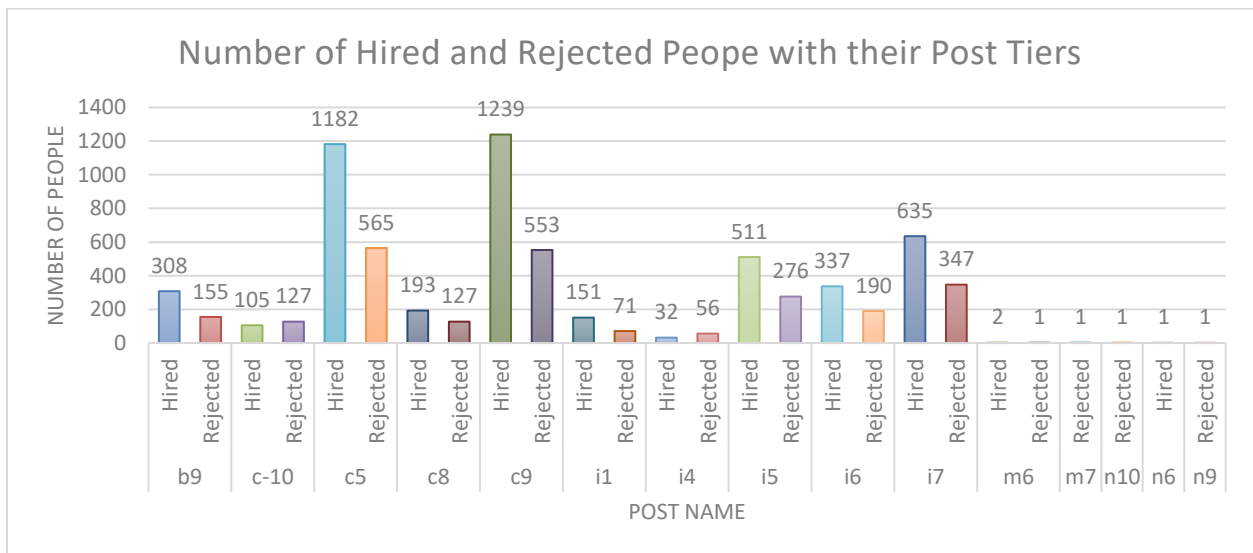
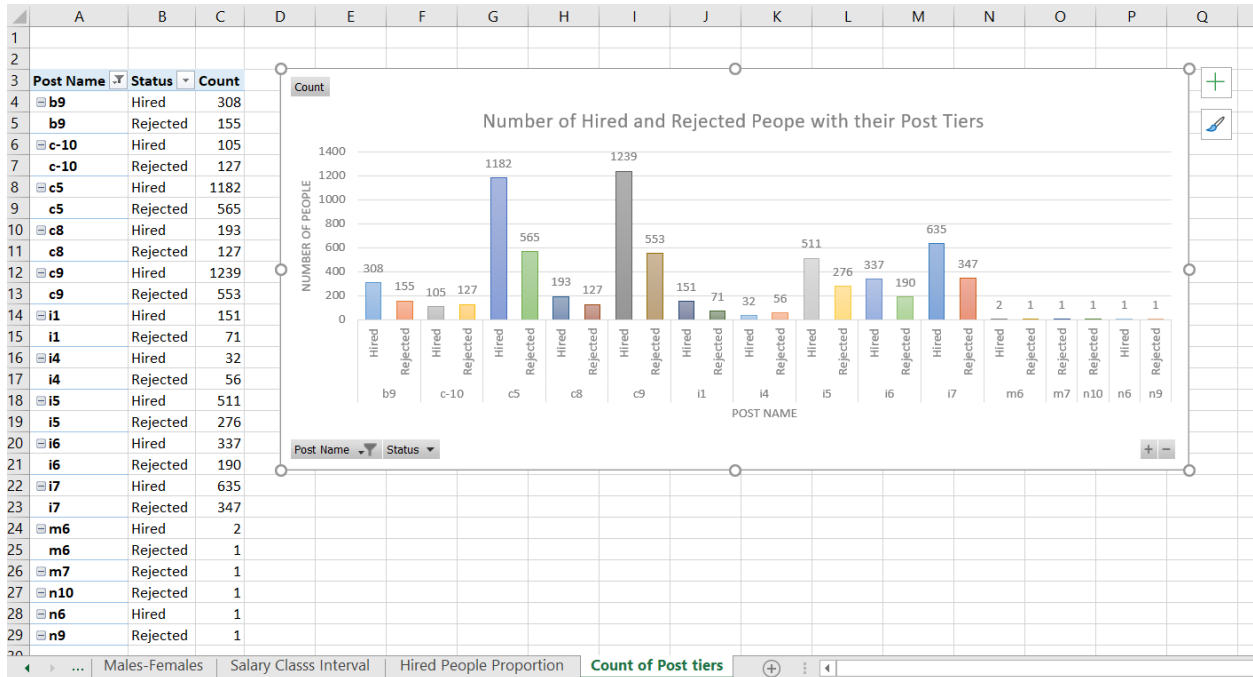


5. Different Post Tiers: Used charts and graphs to show different post tiers.

Excel Formula-

Pivot Table and Graph were used to find the number of people Hired/Rejected with their Post Names.

Result-



Project Conclusion

While analyzing the excel sheet provided, several meaningful insights were discovered that could not have been discovered by manually searching the dataset for insights. These insights can help MNCs by saving them a good amount of time and money when hiring process begins.

We could also leverage the Excel-2021 tool and got a little more experienced in using the tool and also injecting different formulas and pivot tables to look for insights.