

Hiring Process Analytics

Project Description:

We are given a dataset of a company where the details about people who registered for a particular post in a department of this company. We are required to use our knowledge in statistics and use different formulas in excel and draw necessary conclusions about the company.

Approach:

- This project is done using Microsoft Excel.
- Try to understand the problem and given questions.
- We use various functions, Pivot tables and charts to analyse and visualize the data.

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 ?

Male	2563
Female	1856

We calculated the number of male and female employees hired in the company by using the COUNTIFS function as follows,

=COUNTIFS(D:D,"Male",C:C,"Hired")

=COUNTIFS(D:D,"Female",C:C,"Hired")

Where “C” is the column which contains the status(hired, rejected) of the employee and “D” is the column which contains the employee’s gender details.

- 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 ?

Avg Salary	49983.03
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We calculated the average salary of employees using the AVERAGE function

=AVERAGE(G:G)

Where “G” is the column which contains the salary of each employee

- 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 ?

Salary Slab	Count of Offered Salary	Sum of Offered Salary
<0 or (blank)		
0-49999	3611	92457587
50000-99999	3553	264870782
200000-249999	1	200000
300000-349999	1	300000
350000-400000	1	400000
Grand Total	7167	358228369

We calculated the above table by using Pivot table as follows,

Drop the “Offered Salary” field in Rows

Drop the “Count Of Offered Salary” and “Sum Of Offered Salary” in Values

Rename the rows column as “Salary Slab”, right click on it and select “Group” option.

Give the following values,

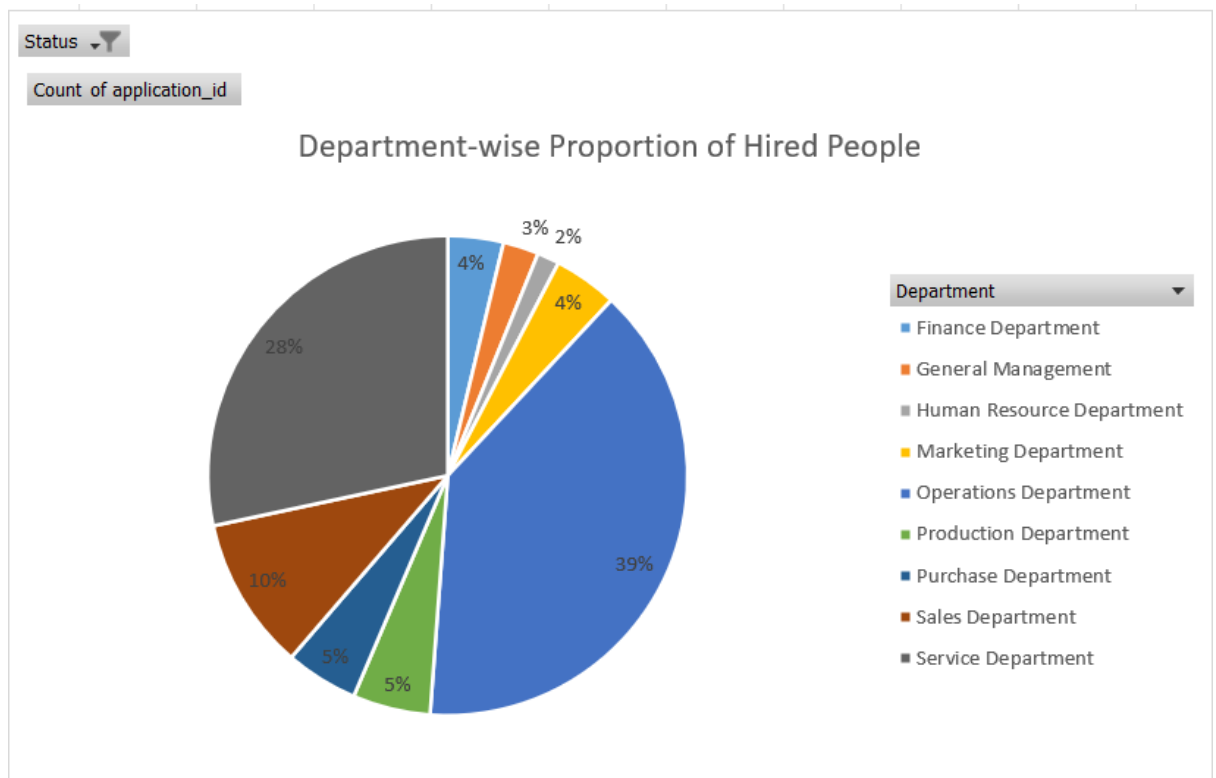
Start- 0

End – 400000

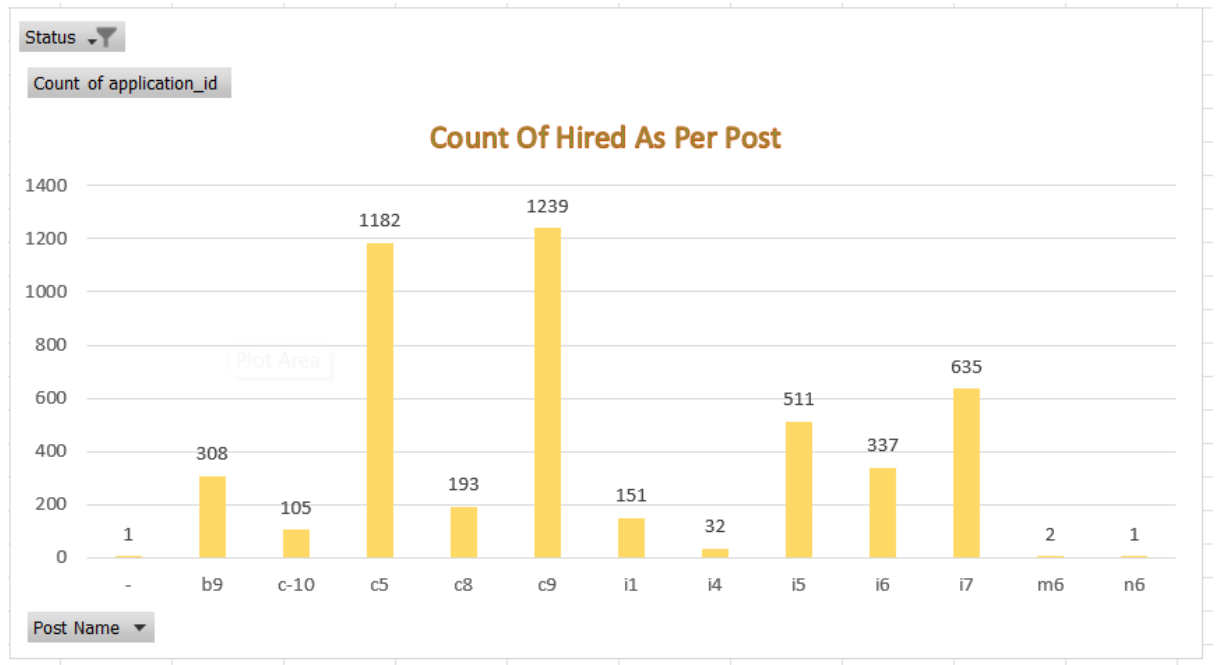
Increment - 50000

- 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 ?



- E. **Charts:** Use different charts and graphs to perform the task representing the data.
Your task: Represent different post tiers using chart/graph?



Result:

I have learnt and got hands-on experience on various spreadsheet functions , Pivot tables and charts by completing this project.