

Hiring Process Analytics

JULY 28

By Aastha Kumar



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 analyze before hiring freshers or any other individual. Thus, making an opportunity for a Data Analyst job here too!



Approach

First, I downloaded the dataset from Google Sheets onto my personal device for making modifications. I then used my knowledge in statistics and used different formulas in excel to draw necessary conclusions about the company.

Tech-Stack Used

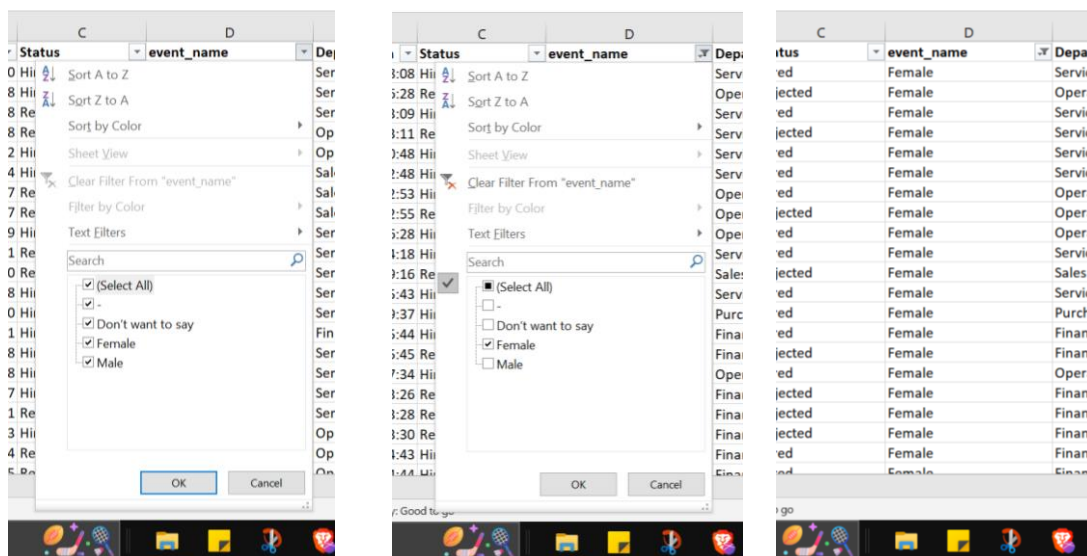
- Google Sheets

Insights

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

My task: How many males and females are Hired?

Using the filter option we can sort the males and females separately and then use COUNT() to get the individual count of each



Thus, no. of females = 2675 and no. of males = 4085

- 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.

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

Statistics - Excel

Aastha Kumar

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G7170

=AVERAGE(G2:G7169)

	A	B	C	D	E	F	G	H	I	J
7152	641060	20-08-2014 17:49	Rejected	Male	Operations Department	i6	67779			
7153	786222	20-08-2014 17:51	Hired	Male	Operations Department	i6	47286			
7154	964206	25-08-2014 09:23	Hired	Male	Service Department	i5	7849			
7155	586934	29-08-2014 19:00	Hired	Don't want to say	Service Department	c9	63159			
7156	321440	17-08-2014 12:17	Hired	Female	Production Department	c9	89565			
7157	975415	17-08-2014 07:48	Hired	Male	Service Department	c5	86162			
7158	683982	17-08-2014 07:49	Hired	Don't want to say	Service Department	c5	58900			
7159	665614	21-08-2014 07:30	Rejected	Male	Sales Department	c5	71449			
7160	935497	27-08-2014 17:36	Rejected	Male	Service Department	c5	67196			
7161	106032	22-08-2014 15:50	Hired	Male	Service Department	i7	16756			
7162	166185	27-08-2014 05:01	Hired	Female	Service Department	i7	30952			
7163	736189	28-08-2014 17:29	Hired	Male	Service Department	c9	64150			
7164	614594	28-08-2014 17:30	Hired	Male	Service Department	c9	40152			
7165	493131	28-08-2014 17:32	Hired	Male	Service Department	c9	49282			
7166	214261	31-08-2014 01:36	Hired	Female	Service Department	c5	57742			
7167	932441	31-08-2014 01:37	Hired	Male	Service Department	c5	69932			
7168	39010	31-08-2014 01:38	Rejected	Male	Service Department	c5	14489			
7169	686055	26-08-2014 12:14	Hired	Male	Operations Department	c5	54201			
7170							=AVERAGE(G2:G7169)			
7171										
7172										
7173										

Sheet1

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Statistics - Excel

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	A	B	C	D	E	F	G	H	I	J
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7170							49983.02902			
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Sheet1

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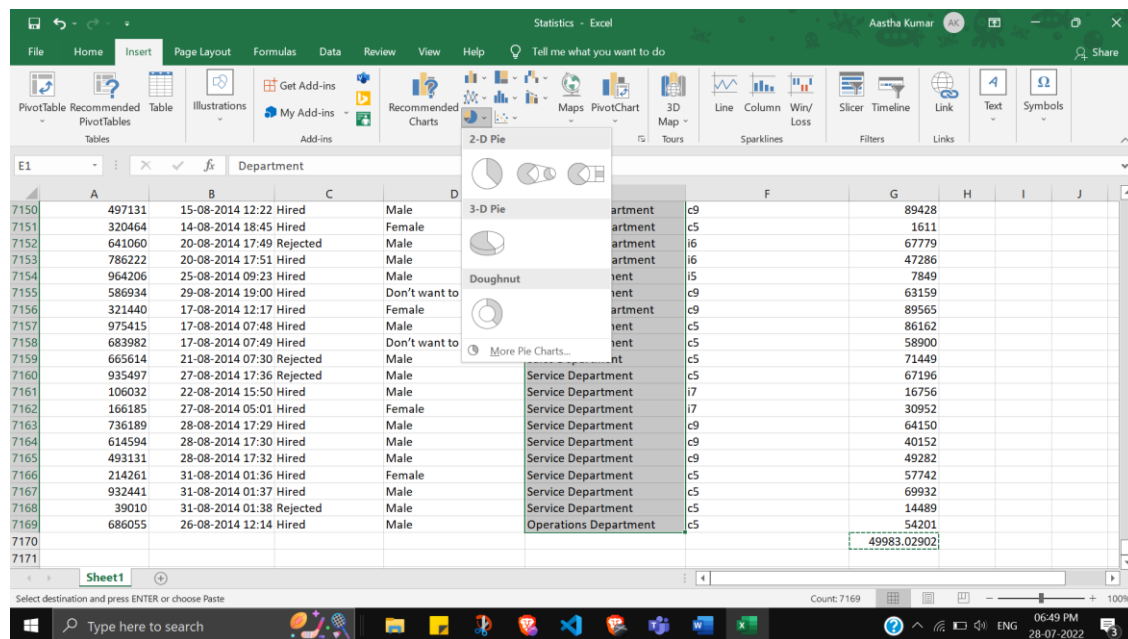
Thus, the average salary is 49983.02902

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

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

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

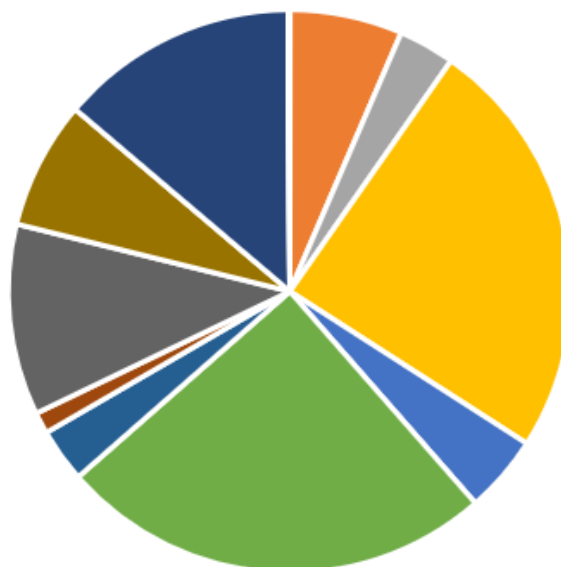
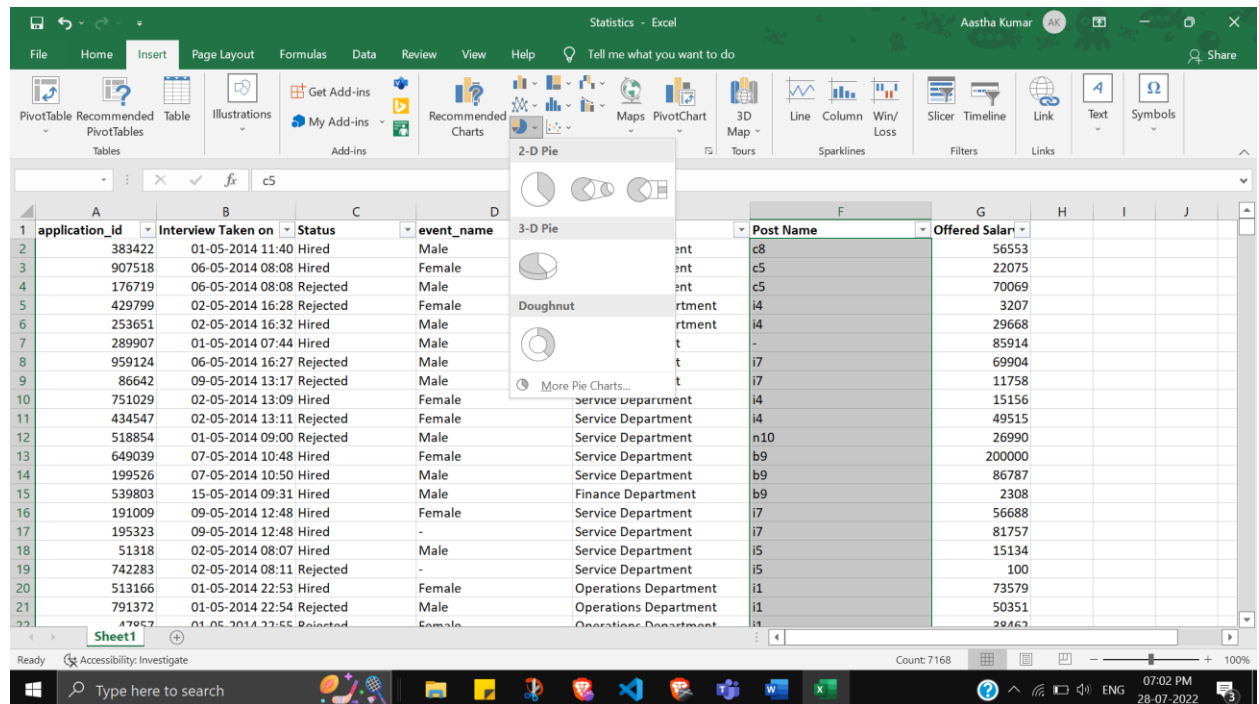
My task: Draw Pie Chart / Bar Graph (or any other graph) to show proportion of people working in different departments?



- Finance Department
- General Department
- Human Resource Department
- Marketing Department
- Operations Department
- Production Department
- Purchase Department
- Sales Department
- Service Department

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

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



■ - ■ b9 ■ c-10 ■ c5 ■ c8 ■ c9 ■ i1 ■ i4 ■ i5 ■ i6 ■ i7 ■ m6 ■ m7 ■ n10 ■ n6 ■ n9

Resources



Statistics Dataset

Result

It would have been impossible or very time consuming for an ordinary human to be able to process such large bits of information. A computer can do it within seconds with the right commands. That's why companies like Instagram hire data analysts to control the waves of data they collect every day, makes sense of it, and then draw conclusions or make predictions. This is the process of turning data into insights, and it's how analysts help businesses put all their data to good use.

The more detailed definition you learned earlier is that data analysis is the collection, transformation, and organization of data in order to draw conclusions, make predictions, and drive informed decision-making.

Data analytics can help organizations completely rethink something they do or point them in a totally new direction. For example, maybe data leads them to a new product or unique service, or maybe it helps them find a new way to deliver an incredible customer experience.