Hiring Process Analytics

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JULY 28

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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.
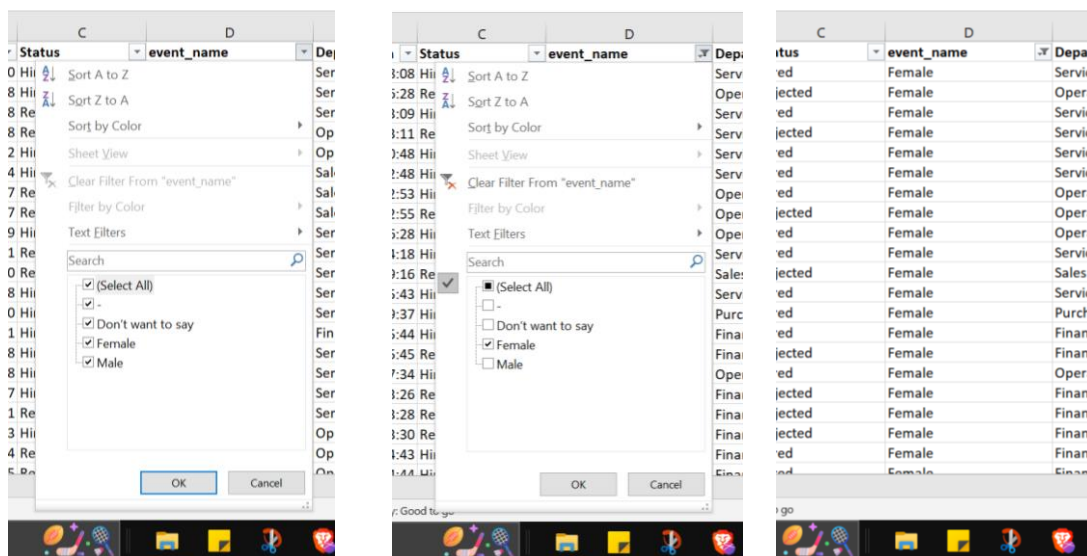
Tech-Stack Used

- 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?

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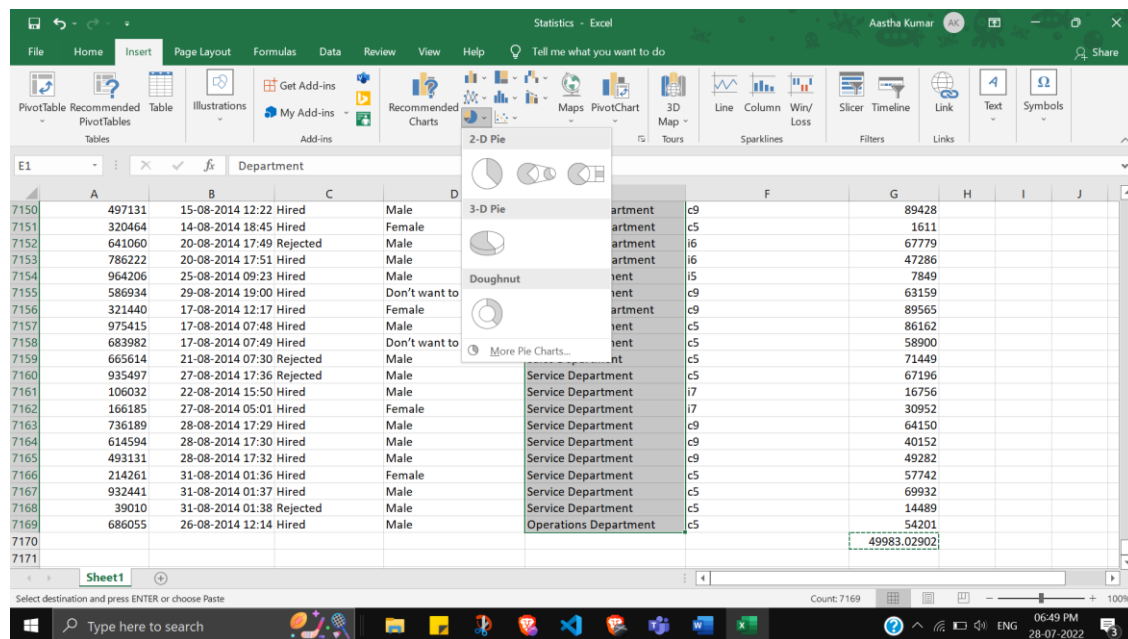
- ■ Finance Department
- ■ General Department
- ■ Human Resource Department
- ■ Marketing Department
- ■ Operations Department
- ■ Production Department
- ■ Purchase Department
- ■ Sales Department
- ■ Service Department

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

My task: Represent different post tiers using chart/graph?
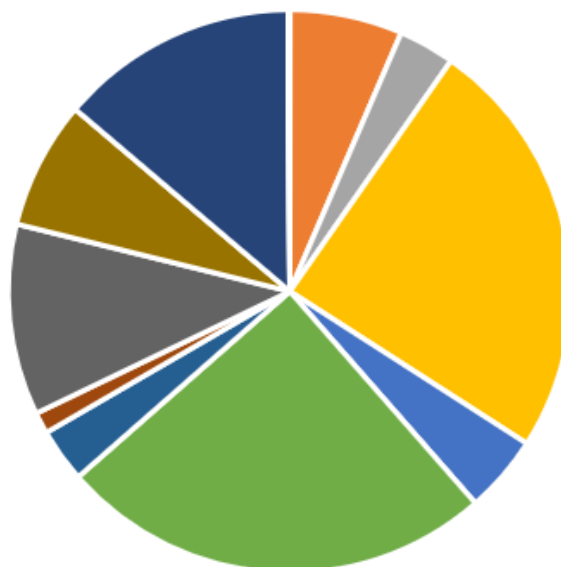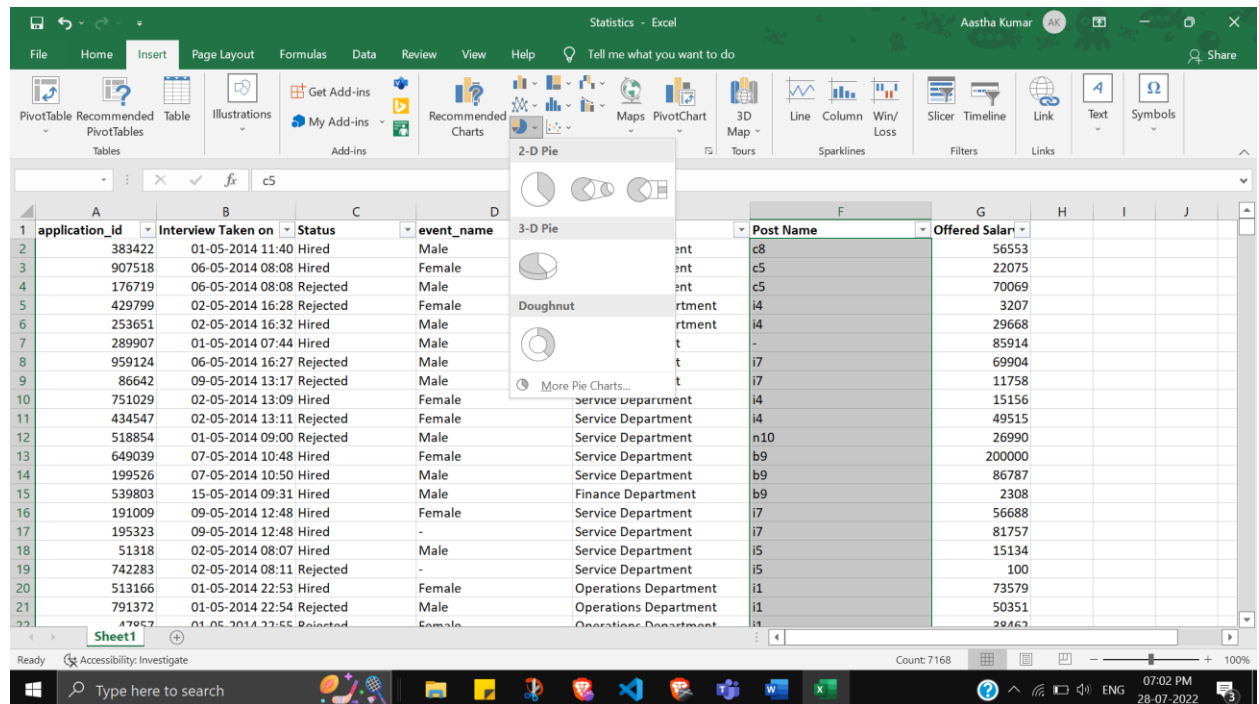
- ■ - ■ b9 ■ c-10 ■ c5 ■ c8 ■ c9 ■ i1 ■ i4 ■ i5 ■ i6 ■ i7 ■ m6 ■ m7 ■ n10 ■ n6 ■ n9

Resources

XLS **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.