# HIRING PROCESS ANALYTICS

Project Description:
In this project, we are supposed to make a detailed report of hiring happened in the past for the hiring department so that they can make important decisions based on my insights. This will help different departments in hiring new freshers or any other individual.

Steps For EDA:

1. Understanding data columns and data
2. Checking for missing data
3. Clubbing columns with multiple categories
4. Checking for outliers
5. Removing outliers
6. Drawing Data Summary
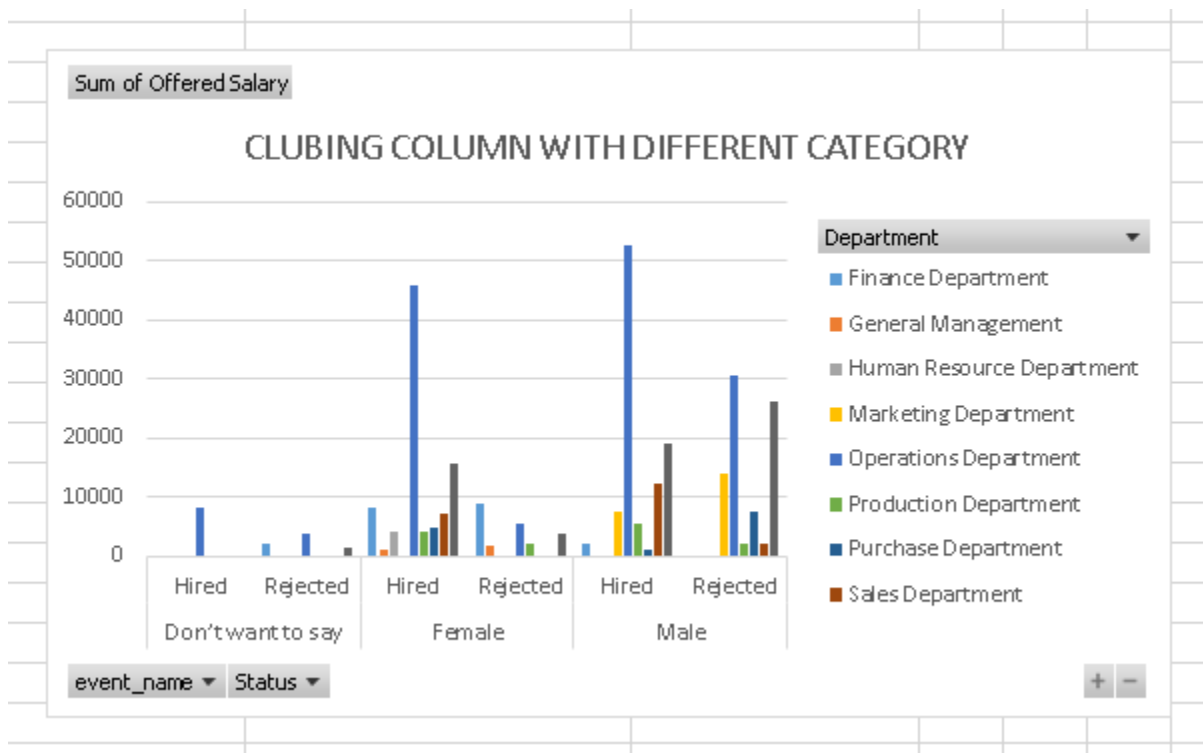
Status	Hired	
event_name	Male	
Interview Taken on	(All)	

Row Labels	Sum of Offered Salary
Finance Department	279164
General Management	673737
Human Resource Department	2306530
Marketing Department	5815100
Operations Department	50417969
Production Department	6735137
Purchase Department	7032006
Sales Department	14342599
Service Department	39980111
Grand Total	**127582353**

Questions

How many males and females are Hired ?

EVENT_NAME	Count of event_name
Don't want to say	393
Female	2673
Male	4082
Grand Total	**7148**

What is the average salary offered in this company ?

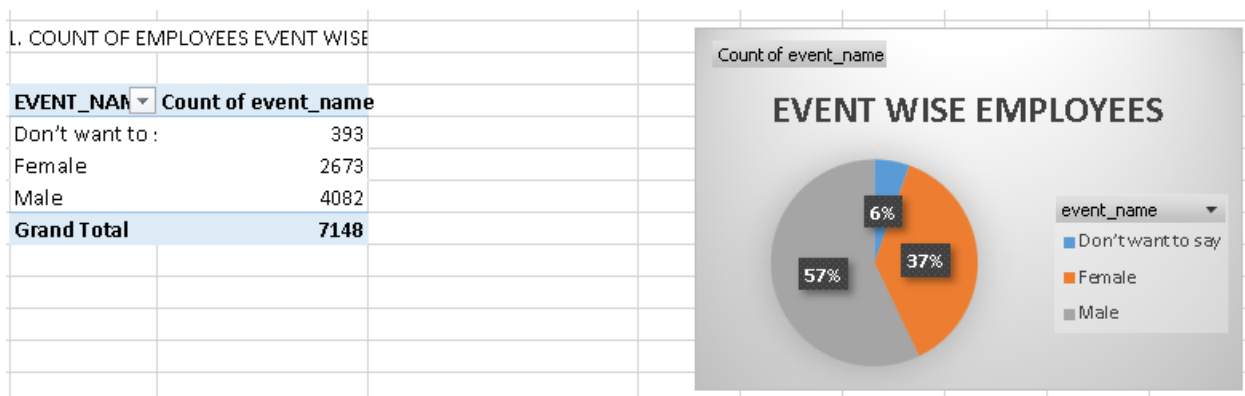| DEPARTMENT	Average Salary Offered
Finance Department	49628.00694
General Managemen	55295.29412
Human Resource Dep	49002.27835
Marketing Departme	48349.37346
Operations Departme	49140.6704
Production Departme	49568.20053
Purchase Departmen	52432.75301
Sales Department	49219.58065
Service Department	50636.68881
Grand Total	**49881.14312**

Draw the class intervals for salary in the company ?

SALARY RANGE	Count of Salary Offered
800-10799	738
10800-20799	709
20800-30799	724
30800-40799	717
40800-50799	767
50800-60799	760
60800-70799	693
70800-80799	744
80800-90799	692
90800-100799	604
Grand Total	**7148**

## Draw Pie Chart / Bar Graph (or any other graph) to show proportion of people working different department ?

DEPARTMENT	Count of Employees
Human Resour	97
General Manag	170
Finance Depar	288
Marketing Dep	324
Purchase Depa	332
Production De	379
Sales Departm	744
Service Depart	2047
Operations De	2767
Grand Total	**7148**
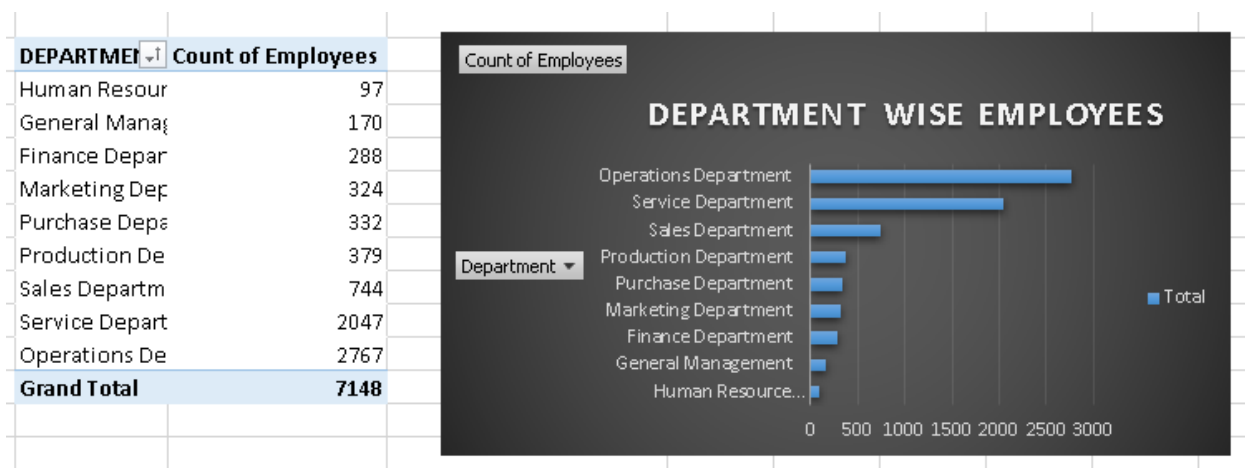
Represent different post tiers using chart/graph?

L. COUNT OF EMPLOYEES EVENT WISE

EVENT_NAME	Count of event_name
Don't want to :	393
Female	2673
Male	4082
Grand Total	**7148**

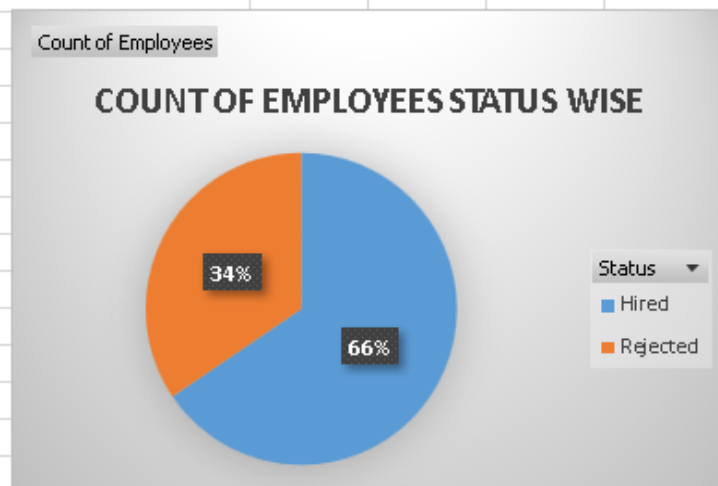## 2. DEPARTMENT WISE EMPLOYEES AND AVERAGE SALARY OFFERED

DEPARTMENT	NUMBER OF EMPLOYEES	Average of Offered Salary
Human Resour	97	49002.27835
General Manag	170	55295.29412
Finance Depar	288	49628.00694
Marketing Dep	324	48349.37346
Purchase Depa	332	52432.75301
Production De	379	49568.20053
Sales Departm	744	49219.58065
Service Depart	2047	50636.68881
Operations De	2767	49140.6704
Grand Total	7148	49881.14312
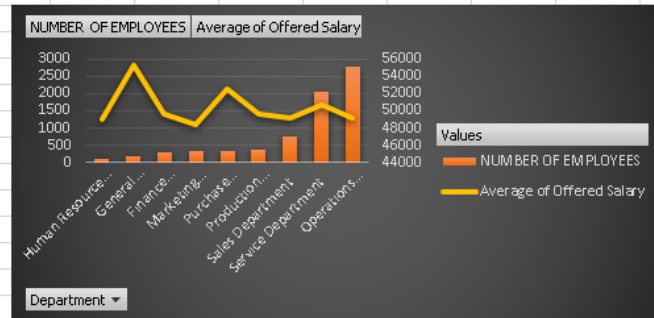
## 3. COUNT OF EMPLOYEES STATUS WISE

STATUS	Count of Employees
Hired	4683
Rejected	2465
Grand Total	7148

COUNT OF EMPLOYEES STATUS WISE

4.POST WISE EMPLOYEES AND AVERAGE SALARY OFFERED

POST NAME	NUMBER OF EMPLOYEES	Average of Offered Salary
b9	461	49281.95662
c-10	231	51244.35931
c5	1742	50190.24627
c8	319	50821.31034
c9	1790	50202.4676
i1	220	49937.95455
i4	87	44841.95402
i5	785	49512.14904
i6	527	48839.24858
i7	979	49777.69356
m6	3	34521.33333
m7	1	41402
n10	1	26990
n6	1	44700
n9	1	46219
Grand Total	7148	49881.14312
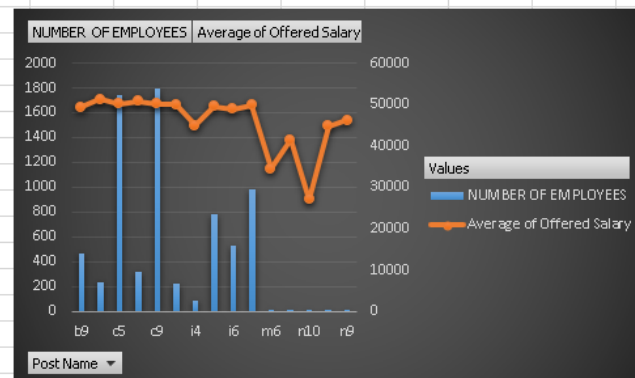
Approach:
For this project I have used excel to clean the data at first and then remove the blank or missing data then I have checked for the outlier after finding mean, median, Q1, Q2 and Q3. I have used various pivots and charts to show the detailed report.

Tech-Stack Used:
I have used MS Excel to perform the complete analysis, Snipping tool to take the screenshot of the report and MS Word to make the project more attractive.
Excel Sheet Link:
https://docs.google.com/spreadsheets/d/14Asm37u882KBxy6now2yJJwtSoTQiKSs/edit?usp=share_link&ouid=107532097539803956805&rtpof=true&sd=true

Insights and Results:
While doing this project I have learnt how to clean raw data, how to find mean, median, mode and outliers. I have also learnt to make detailed reports on MS Excel using pivot and charts.

While doing this project I have also learnt how companies hire new employees after performing such research.