HIRING PROCESS ANALYTICS

Project Description

This project is all about Hiring process analytics where we will do our analysis with the provided by the trainity team to get insights about the data. Data is about the people who registered for a particular post in a department of company. Basically, we will perform EDA where we have to try to summarize, visualize and identify missing values.

Approach

We have to perform our analysis on MS Excel using various built-in function to analyze the provided data set. Try to understand the problem in given questions. Create table and use some mathematical and statistical functions like countifs, avg etc. In some questions we have to analyze data using pivot table and pivot chart. We will have to check the missing value in the dataset as well as we have to check for outliers in the data by using scatter plot. Solve the given problem step by stem and create interactive graps/charts.

Tech-Stack Used

MS Excel – I used this tool because this tool is used to create graphical representation of the result and understand the result set better.

It also allows us to analyze large amount of data quickley and easily with less efforts than other tools.

Insights

1. How many males and females are hired?

males hired	2563
females hired	1856

2. What is the average salary offered in the company?

| average salary offered in the company	49983.02902

3. Draw the class intervals for salary offered in the company?

Salary Slab	Count of Offered Salary
100-10099	686
10100-20099	728
20100-30099	711
30100-40099	713
40100-50099	776
50100-60099	754
60100-70099	698
70100-80099	733
80100-90099	716
90100-100099	649
190100-200099	1
290100-300099	1
390100-400099	1
Grand Total	**7167**

4. Draw pie charts/Bar graph to show proportion of people working different departments?

Different Departments in Company	Number of people working different departents
Sales Department	485
Service Department	1332
Finance Department	176
Marketing Department	202
Production Department	246
Purchase Department	230
Human Resource Department	70
General Management	113
Operations Department	1843

Number of people working different departents
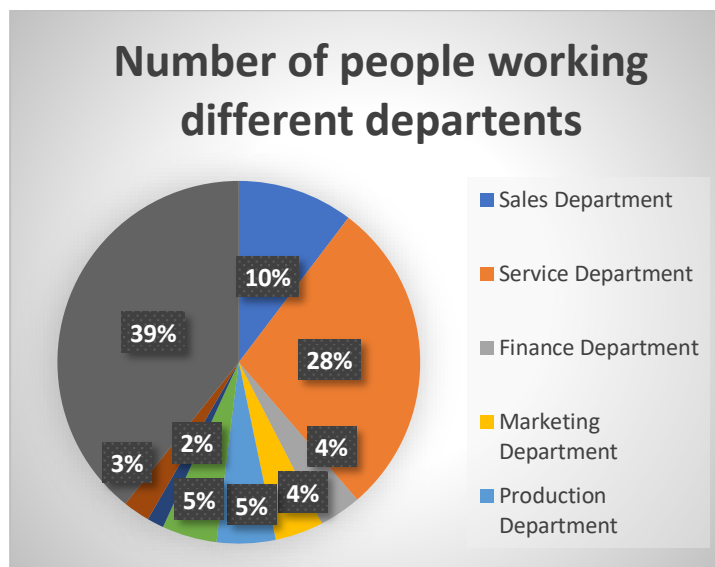
5. Represent different post tiers using charts/graphs?

Post Name	Count Post Tier
-	1
b9	635

c5	347
c8	56
c-10	32
i1	0
i4	155
i5	155
i6	308
i7	347
m6	347
m7	511
n6	511
n9	151
n10	151

Count Post Tier

■ Count Post Tier

Category	Value
-	1
b9	635
c5	347
c8	56
c-10	32
i1	0
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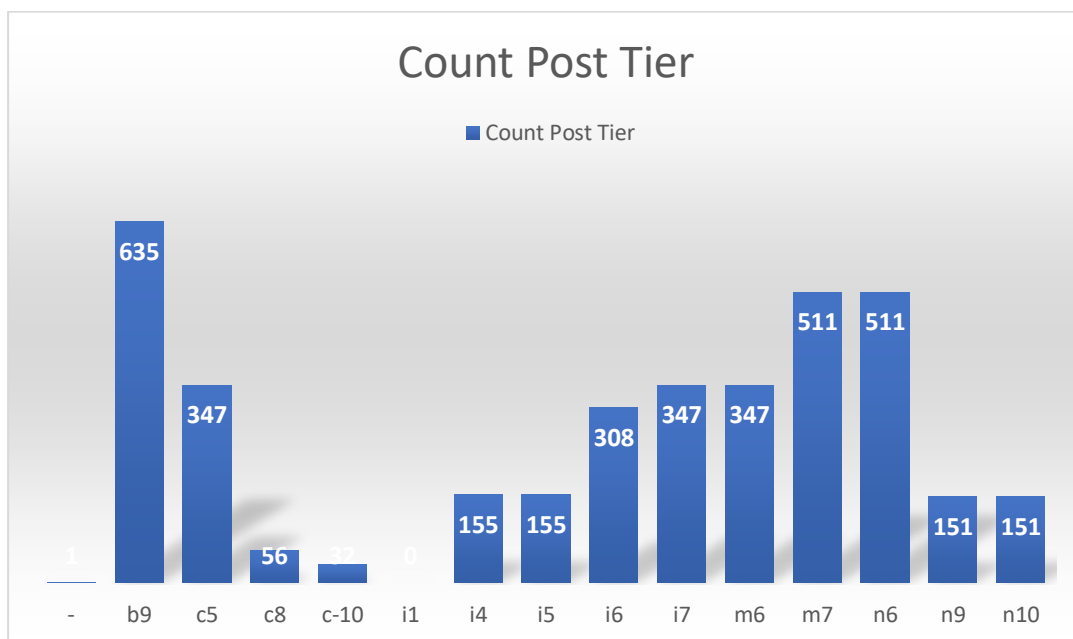
Result

I have successfully completed all the questions in the dataset and performed the necessary data cleaning, manipulation, visualization, and analysis. This project provided me with invaluable hands-on experience in working with real-life datasets and taught me how to extract meaningful insights from the data. This project has helped me to understand the concept of exploratory data analysis also improve my excel skills and lead me to understand the analysis required in the company's hiring process.